

**Colorado Rangers**  
**Colorado Law Enforcement Reserve (“CLER”)**  
**Board of Directors Meeting**  
September 20<sup>th</sup> 2019

**Location:** El Jebel Shriners’ building, 3443 S Galena Street, Suite 250, Denver, CO 80231

**Commencement:** 1000 MST

**Attendance (Board):** Senator Kent Lambert, Senator John Cooke, Chief Abramson, Chief Malanka , Chief Hassler

**Attendance (CLER):** Deputy Chief Robert Pabst, Support Division Chief Cleve Tidwell, Operations Division Chief Michael Morgan, General Counsel Bob Lees, Captain Robert Gray, Captain Darrell Collins, Captain Idilio Moncivais, Corporal Lori Taylor, Ranger Norm Townley, Ranger Douglas Brown, Ranger Michael Hischman, Ranger Carl Luppens, and others....

**Call to Order:** Senator Lambert called the meeting to order and took roll call; all board members were present, except Chief Hassler who was in route and arrived at 1040, recognized a quorum in attendance, and opened the meeting for official business at 1010.

**Appointment of new Board Secretary:** Chief Abramson identified the need to appoint a Secretary to the Board of CLER. Senator Kent Lambert nominated Ranger Carl Luppens, the nomination was seconded by Chief Malanka and approved by unanimous voice vote. Audio recording of the meeting as well as written notes of minutes was commenced at Chairman Lambert’s direction.

**Review and Approval of Agenda:** The proposed agenda was unanimously approved.

**Approval of April 26th, 2019 Board Meeting Minutes:** Senator Lambert moved to approve, Chief Hassler seconded and the motion to approve the April 26<sup>th</sup> minutes, as submitted, was passed unanimously by voice vote.

**Opening Comments:** Chief Abramson described the “vast progress” that has been made in the CLER organization and operations and said that the agency was “hitting it’s stride”. As a large, complex organization with complicated communications, an archival communications software system, “Slack”, had been obtained and implemented in large part due to the generosity of Oracle that donated the governmental version of the program.

The Rangers are now a 24/7 organization responding at all times as exemplified by the recent 0200 call from Adams County to staff a brush fire.

The enormous contributions of Deputy Chief Robert Pabst, Division Chief Michael Morgan, Division Chief Cleve Tidwell and Ranger Norm Townley as financial auditor along with Captains Gray, Collins and Moncivais, were acknowledged.

Chief Abramson reported that numerous letters of appreciation have been received from, among others, the Eagle County Sheriff and Idaho Springs Police Chief (who expressed special appreciation for the professionalism of Sergeant Nick Voht).

CLER has 24 signed mutual aid partners who rely on support from the Rangers and were “eager and excited to pay the annual fee” and CLER is engaged in discussions with a dozen more communities seeking support and a relationship.

The annual fee has been waived or reduced for some communities including Kersey, Windsor, Haxton, Garden City, Green Mountain and La Salle.

General feedback from partners on the annual fee is that “\$3,000 is not enough”. As examples, Avon paid \$5,000, Commerce City \$10,000 and CLER is in discussions with Denver at an amount of \$15,000 per annum.

**Academy Update Report:** Adams County has a new sheriff and, since Adams County and the Flatrock Regional Training Center are integral partners with the Rangers, Chief Abramson met with the new sheriff to maintain the excellent working relationship we have enjoyed. Sheriff Richard Reigenborn was a reserve police officer and appreciates the position. He was very supportive of the Rangers. His new academy and training Division Chief, Mickey Bethel, came from Rocky Ford where the Rangers have had a long, positive relationship, so we anticipate a continued positive relationship.

In 2020 the Rangers will offer one larger academy targeting approximately 50 recruits. Previously, the Rangers have held 8 academies with various numbers of recruits.

The City and County of Denver has internally discussed the ability to send reserve officer recruits through the Ranger academy. They would be charged \$6 to \$7,000 per recruit. Senator Cooke inquired as to the ultimate Denver reserve officer interaction and was advised that, currently, their reserve officers would only train with the Rangers and would then work directly for the City and County of Denver but, since Denver only has three reserve officers today, they might want to delegate their entire reserve program to the rangers, which might be overwhelming. This matter is being considered.

**Introduction of Senator John Cooke:** Senator Cooke is a tremendous addition to the CLER Board. He has 34 years of law enforcement experience, the first four in Breckenridge and then 30 in Weld County where he was the elected Sheriff for 12 years until term limited.

**Social Media Report:** The Rangers social media presence has increased dramatically with a strong community impact. Blitz, our lead agency K-9, receives 10,000 views every time he has a Facebook presence. The Rangers are active on all 15 social media platforms including Facebook, Instagram, Twitter, LinkedIn, etc.. Captain Idilio Moncivais leads the social media effort.

**K9 Report:** Blitz, the lead Ranger K-9 , who works with Corporal Randall Stein, has been recognized as one of the best in the region and was one of only three out of 50 that passed all tests in a major training exercise in Wyoming this Summer. A second Ranger K-9, Ray, is an explosive detection dog handled by Ranger Josh Barton. Senator Lambert commented on the extreme value of explosive detection dogs and Chief Abramson expressed that the Rangers are “the Kings and Queens of soft targets” meaning that the large events we work at and support are vulnerable to attack so explosive detection is critical.

Operations Division Chief Morgan reported that he was refining the Rangers K9 program to be more methodical and deliberate; to follow the model of Adams County which runs 9 dogs and the work of Bill Delay who runs the state wide K-9 training program.

**Project “Send”:** The Rangers have a new document receipt and storage program, Send, that is much more secure than the prior e-mail based recruit documentation system.

**Evans PD Narcan Support:** Evans Chief of Police Brandt shared a \$15,000 grant with the Rangers to provide all Rangers with Narcan opioid overdose reversal kits.

**Financial Report:** Ranger Luppens reported that an organized, long-term fundraising program has been initiated using the 2019 Summer Call-Out Season service as an example of the significant Ranger value, to raise public awareness of the Rangers contributions and to solicit financial support. Large, local charitable foundations are a primary focus. Senator Lambert mentioned that he has a relationship with the El Pomar Foundation and would be pleased to assist with contacts there.

The primary source of income for CLER for 2019 will be the approximately \$3,000 per agency annual subscription fee to receive service. These fees will vary depending on financial capability among other factors.

**Deputy Chief Report:** Deputy Chief Robert Pabst presented a report showing the substantial number of hours served by Rangers and the dramatic increase in those hours this Summer over last Summer due to the large growth in number of sworn Rangers and increased confidence and demand from partner agencies. Over 29,000 hours of service was provided including 6,735 hours of “Street Duty”. The most hours were provided to Windsor at 916.

Deputy Chief Pabst also described the substantial initiative that has been made to provide Cyber Security support to our community partners. Senator Lambert mentioned that the University of Colorado in Colorado Springs is a national leader in Cyber Security training and suggested that the Rangers cooperate with the University’s programs. Senator Lambert sponsored a 2018 bill in the Colorado Senate for Cyber Security training.

**Revised Policy and Procedure Manual:** Copies of the proposed September 2019 CLER Policy and Procedure Manual had been circulated electronically earlier in the week to the Board members with revisions highlighted. Chief Abramson moved to approve and adopt the revised manual, Chief Hessler seconded the motion and it passed unanimously by voice vote.

Chief Malanka recognized the quality of the September 2019 version and suggested a couple items dealing with officer protection be considered. Senator Lambert offered a technical amendment to paragraph 2-11, line 3 making “Rangers” plural in the phrase “and may appoint Ranger(s) with or without...”

**Support Division Report:** Support Division Chief Cleve Tidwell reported that it has been an exciting four months since he assumed duties. One of the first priorities was structuring the recruiting officers to have more defined responsibilities and to have a secure “lock box” for recruit document submissions.

There are 30 recruits currently in process for the 2020 academy which will be the ninth Ranger police officer training academy. Academy number 8 is now completing their training.

Division Chief Tidwell praised Ranger James Kahler for his work on continuing the Rangers insurance with CIRSA and commented that CLER is in good shape with insurance for the indeterminate future.

Chief Hassler asked about prior issues with CIRSA and insurance. The primary issue is that the insurance premium per ranger per annum is high, approximately half of a full time officer although the typical Ranger service is one-tenth of a full time officer. The Rangers are part way through a typical 36 month insurance “watch” period after which the premiums may be reduced.

Committed partner agency annual service fees received have been adequate to cover the insurance premiums for 2020.

Ranger Norman Townley presented updated financial statements and reported that the Rangers currently have \$97,374 in its checking account.

Due to the volunteers participation of Rangers as instructors in the academies the Rangers have obtained a \$162,000 credit with Adams County to use toward future training academies.

**Operations Division Report:** Division Chief Michael Morgan reported that 67 Rangers are currently sworn and serving. They served 366 shifts on 97 callouts since Spring 2019. 30,000 hours of reserve service, at a minimum offsetting hourly rate, with fringe benefits and full burden of \$50 per hour equates to \$1,500,000 in community benefit per year which is a fantastic return for the State of Colorado on its initial \$800,000 training grant investment.

Partner agencies have requested patrol vehicles with lights to provide, among other things, traffic control support.

Starting immediately, select Rangers will now be serving in a “second seat” capacity with four partner agencies to enhance the Ranger’s skills and experience and to provide strong support for our partners and their officers who would otherwise be riding alone. Nine other agencies will soon be providing Field Training Officer experiences for a broad number of Rangers.

### **New Business:**

Chief Malanka discussed CLER’s ability to grant “Full” police officer status to fully POST certified Rangers and the situation where a Reserve officer might be passing through a jurisdiction, other than one in which the Ranger was going to deploy, and might need to take police officer action. Chief Malanka agreed that the CLER Chief had the ability to determine “on duty” status.

Chief Hassler explained that Full commissioned police officers are “on duty” at all times but can only arrest outside their home jurisdiction if a misdemeanor or felony is committed in their presence. Reserved commissioned police officers are only “on duty” when requested by a City, County or other governmental partner.

Chief Abramson noted that Ranger Kahler reconfirmed with CIRSA that Rangers are only eligible for insurance coverage when they are deemed on duty by CLER because CLER has a “police” on duty policy and not a general “governmental” policy that would be considerably more expensive.

General Counsel Lees suggested the value of “portal to portal” duty status. Senator Lambert suggested considering going back to the legislature for a technical amendment to the CLER creation statute. This issue will be reviewed and considered by counsel, Chief Malanka, Senator Lambert and Chief Abramson before the next Board meeting.

Chief Malanka suggested the formation of a “Sustainability Committee” to insure the long-term viability of the Rangers. He also praised the positive energy and attitude of the current CLER command staff and associated Rangers.

Senator Lambert suggested the formation of a Colorado Rangers Foundation to be endowed and to insure permanent operations.

Chief Tidwell expressed his belief that our agency partners will “adopt” the Rangers and we will become an integral part of their communities and operations insuring continued survival.

Senator Lambert requested the preparation of a five-year plan for the Rangers and a 2019 year end report for publication.

**Public Comment:**

Senator Lambert opened the meeting for comments from the public at 1210.

Ranger Ryan Johnson requested that public notice of meetings be published and that the prior meeting minutes and new meeting agendas be made available as per Colorado Open Records requirements. A new statute authorizing new methods of meeting notice publications was mentioned. This new statute will be reviewed and fully complied with.

Ranger Mark Ringer stated that he had served as a transportation (“RTD”) law enforcement officer previously and the “on duty” question had been an issue.

Chief Hassler responded that, in his 44 years of active law enforcement experience including 26 years as a Chief of Police, Reserve Officer status has always been an issue.

Ranger Hirschman stated that Chief Abramson has been doing a great job and that CLER is providing wonderful protection to communities and should be developing a 50 year plan as opposed to only a 5 year plan. But, Ranger Hirschman wants to be recognized as police officers, not “security guards”.

Ranger Royce Powell thanked the board for their dedicated service.

**Next Meeting:** Recommended for Friday 13 December 2019, 10am, location to be determined but it probably will be the same location as today’s meeting: El Jebel Shriners’ building, 3443 S Galena Street, Suite 250, Denver, CO 80231.

**Closing Comments:** Chief Abramson stated that CLER, the Board and the Command Staff all has “got your back” and supports the Rangers all the time. Chief Hassler stated that Rangers provide real value to his community and that the Rangers provide real value to him and he considers Rangers as fellow “cops”, not “security guards”!

**Adjournment:** By unanimous consent the public meeting was adjourned at 1220.