

Colorado Rangers ("CLER") Board of Directors Meeting

1000 am, Friday 11 September 2020
CLER Headquarters
330 Park Avenue
Ft. Lupton, CO 80621

Attendance – Board of Directors: Senator Kent Lambert (via video teleconference), Senator John Cooke (via video teleconference), Chief Christopher Malanka (via video teleconference), Chief John Fryar (via video teleconference), Chief Ronald Abramson (in person).

Attendance – CLER Command Staff & Support Staff: Deputy Chief Robert Pabst (in person), Operations Division Chief Michael Morgan (via video teleconference), Support Division Chief Robert Grey (via video teleconference), Troop Captain Idilio Moncivais (in person), Troop Lieutenant John Snyder (in person), Ranger Norm Townley (via teleconference), Ranger Mark Ringer (in person), and Board Secretary Ranger Carl Luppens (in person).

At 1006 Chairman Lambert called the meeting to order and took roll. Directors Lambert, Cooke, Malanka and Fryar were in attendance via video teleconference and Director Abramson was in attendance in person so Chairman Lambert declared a quorum and the meeting began.

Director Malanka moved for the approval of the minutes of the 8 May 2020 CLER Board of Director's meeting as presented, Senator Cooke seconded the motion, and the minutes were adopted by unanimous consent.

Old Business:

Senator Lambert recognized Chief Abramson to provide a general welcome and meeting overview.

Chief Abramson reported that the Rangers had defended the Denver Police Department during the recent riots. Denver is a new mutual aid partner this year and it that has consumed the majority of the recent Ranger duty hours. The Federal judges order that all police officers have body cameras when defending against riots ended the Ranger's service after eight nights of gallant action. The Rangers have obtained nine protective shields from the National Guard for crowd control and riot duty and are standing by for expected riot activity surrounding the upcoming elections in November.

Senator Cooke inquired about the Rangers purchasing body cameras. Obtaining body cameras and setting up the video storage capability is underway, the required implementation date is a two years away providing time to work out the details and acquire equipment. The Rangers will consider applying for a State of Colorado grant for body cameras but, if necessary, we will purchase them ourselves.

Senator Lambert suggested contacting Homeland Security for support via the State Patrol and mentioned the E-discovery process and a MOU with the Colorado State Patrol.

Director Abramson mentioned that he has met with Denver and the Colorado state Patrol to integrate our support.

Deputy Chief Pabst reported on his activity in the riot command post at Denver Police headquarters for eight nights coordinating halo and camera intelligence with troop deployment.

Senator Lambert asked if the felon who assaulted Ranger Townley, by throwing and hitting him with a large rock, had been identified. The scale of the attack made identification virtually impossible. Rock and bottles were "raining" out of the dark sky from long range some being thrown with lacrosse sticks and the crowd was hiding and protecting the direct assailants.

Chief Abramson reported that Ranger Training Academy #9, which was scheduled to start right after Memorial Day, was cancelled because the Flatrock Regional Training Center's COVID requirements were so oppressive (for example, a maximum of 10 people in any given classroom). The potential academy class was down to 18 cadets and the POST potential approval was ambiguous. For these reasons the next Academy has been delayed until May 2021.

There have been issues and frustrations with Flatrock. An unexpected \$27,000 bill was presented to the Rangers which was resolved without the Rangers paying. Supervisory personnel at Flatrock have changed. Training books are charged at \$1,900 per student. The Rangers have a \$170,000 credit at Flatrock which has been negotiated to be carried forward. The new manager at Flatrock is Mickey Bethel who came from Rocky Ford and with whom the Rangers had a good working relationship.

Support Division Chief Gray is exploring alternative training facilities to Flatrock. We have accumulated 1,200 hours of gratis training donated by Ranger instructors to the Flatrock training operations.

Senator Lambert asked about Ranger liability insurance for 2021. Chief Abramson reported that the reconstituted Rangers are in the third year of operations with insurance from CIRSA and that CIRSA has consistently indicated that, after three years of stable operations, the Rangers insurance rates could be reevaluated.

Deputy Chief Pabst has taken over supervision of the recruiting team. There are 14 identified and approved cadets for Academy 9. We have 17 post certified recruits, four of which have paid their application fees. There are several dozen prospects. We are confident that we will fill Class #9.

Chief Malanka mentioned that recruitment and retention goes hand in hand in law enforcement. He asked how many prior Rangers had been lost to Adams County Sheriff? Chief Abramson reported that nine Rangers had left CLER for Adams County SO. Chief Malanka inquired if exit interviews had been conducted and what had been revealed?

Abramson responded that at least some of the Rangers transferring to Adams County had wanted to remain as Rangers but that we were not permitting "dual commissions" i.e. officers working as reserves for two departments at the same time. Chief Malanka commented that prohibiting dual commissions was a "good call".

Chief Fryar wondered if an agreement with Adams County/Flatrock not to "cross recruit" could be achieved.

Senator Cooke inquired if there is a contract with recruits. Chief Abramson responded that there is and that Ranger recruits agree to perform at least 240 hours or call-out service within their first two years after going through the training academy or the recruit has to repay the "unpaid" balance of the academy cost.

Deputy Chief Pabst reported, on behalf of Operations Division Chief Morgan, that Rangers had performed 6,742 hours of service between May 8th to September 11th.

Support Division Chief Gray expressed appreciation to Deputy Chief Pabst for lifting the burden of recruiting. He reported that billing for services has been \$132,500 so far for 2020. Quick Books accounting software has been implemented and this is streamlining financial management.

Ranger Townley gave the financial report. \$145,586 is in the checking account, \$18,007 in savings and \$162,000 in credit with the Flatrock training academy. Income has been \$55,414 in excess of expenses.

Chairman Lambert instructed the staff to file a copy of the financial statements for the public records.

New Business:

Chief Abramson discussed the Ranger's policy of 10 years of service to retire with the exception for "injury in the line of duty" and that this aligns with LEOSA. The Chief does not want discretion to shorten the service requirement for medical since it creates unreasonable expectations and conflicts.

Chief Malanka wondered if there are any incidents of disease related to duty? Purple hearts? Review panels.

Senator Lambert suggested a discussion with Rangers General Counsel Ken Willis. See what other agencies do? Is there precedent with volunteer fire departments? Is there insurance company expertise? He noted that disparate treatment could create liability.

Chief Abramson recommended 10 years of service only, no exceptions, no medical and said that he will check with General Counsel Willis.

Senator Lambert thanked Ranger Townley for his accounting and auditing work.

Chief Malanka said that he had pulled up the Federal LEOSA law (which grants retired law enforcement officers the ability to carry concealed weapons nationwide for their security) and stated that it requires 15 years of service prior to retirement.

Ranger Ringer from Troop H suggested that Ranger Stan Jacks, our medical director, could evaluate medical retirement requests. He also suggested that prior service with other law enforcement agencies should be aggregated.

Chairman Lambert suggested a medical board be considered but wondered about privacy issues and thought deferring to General Counsel Willis was a good idea.

Chief Abramson agreed that aggregating service was a good idea.

Public Comments:

There were no public questions or comments.

Schedule for Next Meeting:

The next Board of Director's Meeting was tentatively scheduled for Friday 4 December 2020 at 1000, in Fort Lupton with video teleconference participation possible for board members due to COVID-19 restrictions.

Closing Comments:

Chairman Lambert praised the Ranger's service in Denver supporting the Denver Police resisting the riots. The Rangers transition from "start up" to "operations" was acknowledged.

Chief Fryar noted that from November 7th to 14th the field of honor flag display would be exhibited in Ft. Lupton.

Deputy Chief Pabst showed a dramatic photograph of the "Rangers Holding the Line" at the riots attacking the Denver PD's headquarters.

Adjournment of Meeting

Senator Cooke moved and Chief Malanka seconded a motion to adjourn the meeting and it was adjourned at 1004 by unanimous consent.