

Meeting Minutes of CLER Board Meeting

9:15am, 21 September 2018

Offices of Robert Lees, General Counsel Colorado Rangers

5290 DTC Parkway, Suite 150

Greenwood Village, CO

Roll Call and Establishment of Quorum: (Appointed Secretary of the Meeting)

Attendees: Chief Ronald Abramson, Division Chief Terrance Carroll, Division Chief John McFarlane, Chief Steven Hasler, Chief Chris Malanka, Lt. Murphy Robinson, Sgt. Robyn McDonald, Senator Kent Lambert, General Counsel Robert A. Lees, Esq.

Attending by Phone: Commissioner Peggy Littleton, Special Advisor William Tolbert

Additional Attendees: Sgt. T.J. Young, Ranger R. Stein

Approval of Minutes of March 2018 and of 30 June 2018: Chief Abramson made a Motion to approve the Minutes of both March 2018 and June 30, 2018 meetings; motion is seconded by Chief Hasler. Motion passed unanimously.

Old Business:

I. Welcome & Meeting Overview: Chief Abramson

A. Board Review and Approval of CLER Polices & Procedures Manual (Sept. 21, 2018 Revision)

The Board discussed the Draft P&P's. The Board expressed thanks to Chief Carroll for his herculean efforts in crafting them. The Board acknowledged the importance of the P&Ps as it relates to specific functions, Organization liability and Troop compliance. Board acknowledged the need for "best practices" to be balanced with the need for flexibility, allowing Chief Abramson to set the tone/cadence and practical needs for the Troop.

B. Philosophy of Board Governance (Reframed as "Operational Policy").

1. The Board discussed the matter to ensure a clear

understanding of the role/responsibilities of the Board, IGA Partners and established CLER leadership. Questions regarding roles, duties were discussed and resolved. Commissioner Littleton, citing provision 3.7.1 re: Duties of Board, reminded the Board that it acts as oversight for general management, and of the importance of understanding and respecting the duties of Chief, who the Board appointed. Commissioner Littleton cautioned the Board against overreaching. Special Advisor Tolbert agreed, noted the difference between a Partnership meeting and a Board meeting. The Board acts in an advisory capacity from a 50,000 ft. level. Under the existing Charter, the Board appoints the Chief, and has the capacity to change command structure if ineffectual; day to day operations are within the Chief's parameters. The Chief needs the ability to be effective and the Board needs to appreciate its position.

2. Discussion re: appropriate balance between practical, experienced input of seasoned LE Partners, versus overstepping/disruption to the organization, as led by the Chief. Chief Hasler noted the organizational growing pains, but acknowledged the Board creates policy – implementation is left to the Chief and Operations. The Board must act as one body and the Chief must be allowed to implement operations. Board should have an annual review of the Chief's work and if inadequate – there is a process (a Removal vote) to address flaws.

3. Issue is the existing conflict between Academy skills taught and what an IGA Partner requires, which may countermand existing Ranger Protocol. Commissioner Littleton reminded the Board of its parameters and expressed full support for Chief Abramson and what the Rangers are accomplishing.

4. There was a discussion about Board members who are police chiefs and what role they play, if any, separate from their Board responsibilities. Chief Malanka shared his perspective re: benefit of having experienced Police Chiefs as Board Members. Special Advisor Tolbert commended Chief Abramson's ability to receive insight and suggestions and that Chief Abramson is willing to listen and addresses the merits. He considers input,

deliberates and makes decisions.

5. Chief Hasler suggested that Board members shouldn't interject into operations. Senator Lambert agreed, noting the Organization has a Government Charter to do certain things. The Board's duty is to approve policies for training and operations, but not to execute them. Chief Hasler noted the Board helps set the vision, Chief Abramson needs to implement it.

6. General Counsel Robert Lees discussed the Board's duties regarding policy setting and standards. Group discussion of the value of a quarterly "Chief Meeting" of all the IGAs. Chief Abramson expressed concern that on-duty Rangers are being put in the middle of these conflicts, decreasing morale and increasing confusion as to hierarchy of authority.

C. On-Duty Status & Ratification of Chief Abramson's Authority

The Board discussed what constituted an "on duty" Ranger, using examples. The Board supports Chief Abramson's authority to designate on duty Rangers to ensure adequate staffing 24/7 and for other purposes in support of the Agency.

II. CLER Support Items: Support Division Chief McFarlane

A. CLER Funding and Review of Grant: Division Chief

McFarlane updated the Board regarding finances and noted the \$304,000 balance left in Grant. Three Academy classes still need funding.

B. CIRSA Report: The Board discussed the CIRSA premiums, noting the large increase in premium fees. Biggest disconnect is the actual hours of CLER Staff services are not considered in the structuring of the new premiums. K-9 Blitz (member of the Ranger Canine Program) is now contractually leased to Rangers and is covered under our insurance.

C. CLER Office Update: The Board discussed existing CLER Office capability and costs.

D. CLER Recruiting Update: The Board discussed Recruitment progress. Intake converted 59 new recruits since January 1, 2018. This does not include existing Rangers. Academy Performance: As of the first three Academy classes, 66 in Academy, 56 will graduate, 10 have left program (withdrawn

or dismissed). Marketing Events: Sportsman's Expo in January 2019 is a big event for the Rangers, expect 750 – 1,000 individuals each year.

- E. Discussion re: State Financial Audit of 2017: The Board discussed the Financial Status of CLER and State Audit. Board proposed a Resolution for an exemption from the Audit.

Resolution: Because revenues don't exceed \$100,000, the Board is requesting that we be exempted from audit. Chief Abramson moved to adopt the Resolution for Exemption from Audit; motion seconded by Chief Malanka. Board unanimously approved the Motion. Chief Abramson moved to make Sgt. Robyn McDonald Assistant Secretary to the Board. Motion seconded by Chief Hasler. Motion passed unanimously. Application for Exemption from State Audit prepared and signed by Senator Lambert and Assistant Secretary McDonald.

III. CLER Operations Update: Operations Division Chief Carroll

Division Chief Carroll presented the updated P&P to the Board and noted the existing 37 Rangers worked a total of 4,512.5 hours since operationalized in July (75.2 hours per Ranger). Annualized, amounts to 8 FTE equivalents. Doesn't include Academy hours provided by Support Staff. Canine Program: K-9 Blitz assisted the FBI in finding 1/8 kilo of cocaine discovered up at Ft. Lupton.

IV. Ratification Actions:

- a. **Resolution:** That the CLER Board, ratifies and adopts the September 21, 2018 version of Colorado Rangers Policies and Procedures.

Chief Malanka made a motion: That the CLER Board ratifies and adopts the September 21, 2018 version of Colorado Rangers Policies and Procedures. Motion is seconded by Chief Hasler. Motion passes unanimously.

- b. **Resolution:** That the CLER Board, ratifies and approves all the acts of the Chief of CLER and any persons acting for CLER, which are consistent with

the authority granted by the Board in the December 2017 Organizational Meeting, and by the Intergovernmental Agreement establishing CLER.

Senator Lambert made a Motion: That the CLER Board ratifies and approves all the acts of the Chief of CLER and any persons acting for CLER, which are consistent with the authority granted by the Board in the December 2017 Organizational Meeting, and by the Intergovernmental Agreement establishing CLER. Chief Malanka seconds the motion. Motion passes unanimously.

New Business/Open Discussion:

Schedule Next Meeting: January 18, 2019 9am, location TBD

Closing Comments: Chief Abramson

Adjournment of Meeting