

**Meeting Minutes CLER Board Meeting**  
9:00 am, 18 January 2019  
Offices of Robert Lees, Esq., General Counsel,  
Colorado Rangers  
5290 DTC Parkway, Suite 150  
Greenwood Village, CO

**Roll Call and Establishment of Quorum:** Sgt. Robyn McDonald, Asst. Secretary

**Board Members:** Chairman Sen. Kent Lambert, Chief Ronald Abramson, Chief Stephen Hasler, Commissioner Peggy Littleton, Chief Chris Malanka,

**CLER Staff:** Div. Chief Terrance Carroll, Div. Chief John McFarlane, Robert Lees, Esq. Lt. Murphy Robinson, **Public:** Cpl. Randall Stein, Sgt. Michael Morgan, Recruit Carl Luppens

**Approval of Minutes of 21 September 2018**

Chief Abramson moved to approve Minutes of December 19, 2018. Motion seconded by Chief Hasler. Motion passed unanimously. Minutes approved.

**Old Business:**

**1. Welcome & Meeting Overview: Chief Abramson**

- a. CIRSA Update: Chief Abramson discussed his meeting with CIRSA re: insurance costs. \$1,000 per Ranger, discussion re: increase. \$70K paid in 2018, which depletes last of CMR reserves. 2020 Premium will most likely be double based upon the number of Rangers. Will have 150 Rangers by end of year. Will explore different options for 2020.
- b. Long term concern for financial sustainability. 1) Options were discussed.  
2) To be sustainable, need for fundraising, Grant or additional Legislative funding. Ongoing discussions regarding the cost of a Ranger and value provided for

cost. Suggestion that Chief Abramson be out front doing the fundraising. Chief Abramson expressed it's a very large role to take on that needs a permanent solution but he will lead a short-term solution. Chief Abramson has gathered a group to work on fundraising. The Board discussed the \$3000 annual fee charge to IGA Partners and MAA Members.

Key objectives for Fundraising to make sure CLER is fiscally viable:

- 1) Discussions surrounding need to have sales materials to deliver for purposes of fundraising. Need detailed after action reports, benefit statement. Need inroad to Chief's Association. Div. Chief Carroll believed that Rangers' relationship with some agencies is strained and there is a need to reach out and increase use of media to build Agency Resume. Information needs to be provided to partners. Suggestion for a wholistic communication strategy. Need a pro bono professional or someone who can create, gather & coordinate PR information, and a branding package.
- 2) Discussion re: Return on Investment, particularly the cost to run Rangers, income from Ranger Partners, and how can Rangers help small counties protect and defend small rural communities?
- 3) Discussion took place re: value to resurrecting CMR: making use of the existing 501c3 nonprofit status. 4) Board requested greater information re: financial piece, to determine which partners will pay the fee. Discussion suggesting reconsideration of the number of partners – decrease patrons paying the fee then fit the number of available Rangers accordingly.
- 5) Suggestion that Rangers offer pro bono work for small groups or invite potential partners (and board members) to one of their popular events to showcase what they do. Goal is to support IGA Members but give pro bono

assistance to smaller rural agencies.

- 6) Discussion re: Sovereign Immunity, and volunteer distinctions HB 08-1097 and C.R.S. [24-32-2303](#).

Discussion of Qual. Volunteer Organization piece.

Recommendation: Get the Financial piece: what's the cost to be a Ranger? What individual funds does each Ranger provide for his/her position? Statistical review (manpower) of 2018 (July 1 – June 30) – can the data be used to calculate ROI? Take average pay of a police officer and cost of overtime – each Ranger contributes x in providing their own kit, and y in cost of time. Estimate of \$1,500-\$3,000 to show up (kit, gun, armor, etc.) plus volunteer hours.

MOUs and Bills: Captains have been in charge of billing parties. Will need a separate invoice that will be sent to IGA Partners. Chief McFarlane's Support Div. will be responsible to enforce as needed.

## **2. CLER Support Items: Support Division Chief McFarlane**

- a. 2018 Statistical Review: Manpower Statistics: Focus has been on Academy Performance – Since March 2017, 86 entered and 71 graduated (assuming all of Classes 4 & 5 graduate). Distinction drawn between Certified (laterals) and Sworn (graduated through Academy) See attachment. Some disqualified automatically based upon backgrounds, other missing requirements. Others disqualified or voluntarily withdrew. All interested CMR Rangers have gone through CLER Academy. Going forward, new recruits are outside of CMR. 29 Post Certified Applicants but some disqualified due to failed requirements (no PSE, failed to qual in FA). Every Ranger has to undergo a psych evaluation, performed by same company used by other agencies. Now, there is a mandatory firearms qual. for Post Certified Officers coming over. DNG: “did not graduate.”

- b. CLER Update of Training Grant: Budget is the Training Grant. \$558,000. Financials being run through CMR but are accounted for entirely. The bulk of the funding went to Adams County for Academy. Remaining Budget used for the 2019 Academies, which are already paid for. Concern expressed re: beyond 2019; how Rangers will supplement small departments/agencies if the departments can't afford the fee. Question of whether Rangers can create a "Sponsor a Recruit Program" with body armor in a rural economy.
- c. DOLA Budget Filing: (Exhibit A) 70% of the budget goes to Adams County for Academy costs. Line item out of the Grant. Sustainability is critical.
- d. Suggestion to have two Reports: 1) report for separate statistical fundraising and, 2) one to go back to state with status review of what's happened supporting a request to the legislature for additional funds.
- e. CIRSA payment – made from CMR accounts. \$77,000 going to CIRSA, operation costs (aside from training) are approximately \$1,000/Ranger for insurance, \$1,000/Ranger for being a Ranger. (body armor, protective gear). Suggested the Rangers look at Shield 616 for additional funding. As the Grant had to be spent by June 30, 2019, Grant funding was used first. Commissioner Littleton will reach out to Shield 616 to explore a "Sponsor a Ranger" initiative with body armor - \$1,500/year for five years. No one allowed on Range without armor, at anytime shooting activities are taking place.
- f. Fiscal Agent (city of Ft. Lupton) – Unnecessary but required by Grant. Left \$24,000 in line item because Homeland Security is auditing in Ft. Lupton and may be used by Ft. Lupton. They will audit on 2/6/19. If no additional funds charged, Rangers will reallocate funds accordingly.

- g. Div. Chief Hasler moved to appoint Robyn McDonald as CLER Board Secretary. Motion seconded by Peggy Littleton, no opposition. Motion passed unanimously.
- h. Resolution by Senator Lambert: (CHIEF – I need the exact language for the Resolution put here please) Lambert spoke too quickly for me to get it down. The 2019 annual budget for the Colorado Rangers Law Enforcement Shared Reserve is approved and adopted as presented at the governing body’s January 18, 2019 meeting.
- i. Motion made to pass the budget as set forth above. Peggy Littleton seconds, no further discussion requested. Motion passed unanimously.
- j. CLER Office Update:
- k. CLER Recruiting Update
- l. State Auditor Exemption: Last year, we applied without issue. This year, unlike this year, we have income (\$558,000) so need to have an independent accountant prepare form and signed. This has been accomplished. Numbers are exactly as shown in the attached budget. Each BOD has to physically sign the document.

### **3. CLER Operations Update: Operations Division Chief Carroll**

- a. Operation Updates: Currently in a lull, and operations won’t pick up until April. Ranger Patrick Hughes is assigned to FTO Ranger School – will be promoted to Sergeant. FTO Training starts in February. All sworn Rangers will have to attend Academy for Academic matters (vehicle and pedestrian contacts/4<sup>th</sup> Amendment issues) to ensure consistency in implementation and practice.
- b. Jefferson County Sheriffs and Sheriff Shrader donated

4 Expedition vehicles to CLER for large call outs. Chief Carroll looking to get corporate sponsors for each car (“Adopt a Car”) for ongoing maintenance. They will be outfitted as needed. Will ease wear and tear on Ranger private vehicles. Rangers are authorized, through Chief Abramson, to have gov. plates and (authorized) red/blue (only low-profile interior) lights on cars. Will have Colorado Rangers logo on car. No one drives car without completing 40 hr. Vehicle Emergency Training Program. (EVOC not currently included in Academy) but is optional.

c. April 2019, we have been selected as one of the hosts for the ALERT Exterior Response to Active Shooter Train the Trainer Course. Rangers will have six Rangers and there will be an additional thirty spots for other agencies (in state or out of state).

d. Sen. Lambert’s Church sponsored an Active Shooter Training Scenarios – he offers that to the Rangers.

e. Several Rangers have attended classes on critical incidents (Rescue task force training, Single Officer Response to Active Shooter Training, certified SFST/DUI, Patrol Rifle Courses, All Hazards SOP Training, Terrorism Liaison Officer Training).

f. Troop meetings will have refresher training before busy season kicks in (Handcuffing, Pedestrian Contacts, Vehicle Contacts, 4<sup>th</sup> Amendment Search and Seizure).

g. Div. Chief Carroll was admitted into the CO Assoc. of Chiefs of Police and will be attending midyear conference.

- h. Div. Chief Carroll will work to meet with and discuss the Ranger funding with the State Dir. of Planning and Budgeting in the Legislature. Hopes the Democratic Legislature will be supportive of rural and broadband small community needs for LE support. Belief that the Republican representatives will be supportive and Col. Lambert welcomes being part of the meeting with the Director of Planning and Budgeting at the Academy.
- i. Lake County Sheriff has reached out and asked for Ranger assistance.
- j. Police ONE has Grant Writing Program – suggests that we should look into that to identify appropriate grants for the Rangers.
- k. GSA 1033 Equipment Program. We don't qualify since we don't have a paid full-time employee, but most of the items are swag.
- l. In the reorganization, work was reallocated from Ops Div. to Support Division, so Captains can focus on Troop operations.

**New Business/Open Discussion:**

- a. Website Content and Addition of Board Member Contact Information:
  - 1) Received first official complaint: No specific place (on site or by chain of command) to complain. Follow up by Chief Malanka – need for greater clarity regarding Agency Organizational structure and need to identify process and protocol for complaints.

2) Need a process in place and protocol for donations, sponsorship.

b. Clarity of CLER Services Offered and Priority of Recipients

1) How do entities obtain them? What's the process?

Need to put this in. Request ten pics per event from call out commanders. Focus on collateral duties.

PIO, Fleet management. Disclosure form re: photos as part of the Academy

**Schedule Next Meeting: April 26, 2019 9am at the Law Offices of Robert Lees, Esq.**

**Closing Comments: Chief Abramson**

**Adjournment of Meeting: 1100**