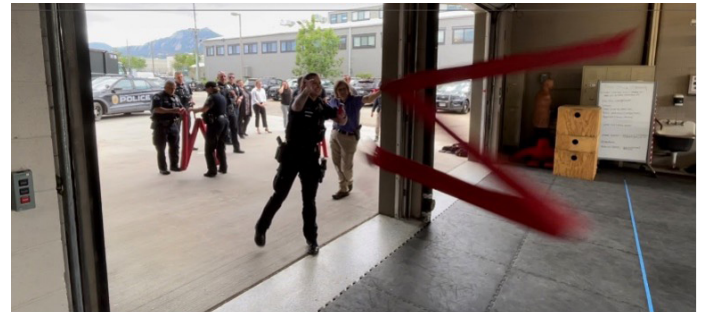


In January of 2021, the Boulder Police Department (BPD) implemented a new training section, staffed by a commander, a sergeant, four dedicated police officers and a civilian coordinator. The training section's mission is to provide innovative training to department employees to meet the ever-changing landscape of modern-day policing and better serve community needs.



In addition to training, the newly formed section assists in the department's recruiting and hiring efforts. Once an employee is hired, the training required for a recruit is extensive. Recruits must attend a twenty-week Colorado Peace Officer Standards and Training (POST) certified police academy. In the POST academy, recruit officers learn about US Constitutional law and Bill of Rights, criminal procedure, Colorado criminal laws, search and seizure, ethics and anti-bias policing, arrest control/defensive tactics, escalation, driving, firearms among other topics and skills. For more information, see the [POST curriculum](#). After graduation, recruits attend a six week "in-house" academy prior to moving on to their field training phase. Field training, known as PTO training, consist of fifteen weeks of one-on-one training with a certified Police Training Officer. This training exposes recruits to real life events and the recruits are evaluated based on their performance. Once they complete this phase of training, they move into independent patrol and remain on probation for a period of one year.

In addition to instructing recruits, the training section is responsible for maintaining certifications for all employees. One required certification is Rule 28 of the Colorado POST regulations, which requires all certified police officers attend a minimum of 24 hours of mandatory training each year. Twelve hours must be in perishable skills; firearms, defensive tactics and driving. In 2021, Boulder Police Officers averaged 135 hours of training per officer, or 111 hours above the minimum required standard set by the state. This training consisted of an average of 85 hours of "in-house" training and 50 hours of formal "outside" training.

The department continues to concentrate its training in areas of [ICAT](#) (Integrating Communications and Tactics) and De-escalation. ICAT is a police training program to diffuse critical incidents with proven de-escalation tactics. It integrates communication skills with police tactics to resolve potentially volatile situations. ICAT includes the concept of the Critical Decision-Making Model or CDM. The CDM is a concept of formalizing the decision-making process to assist officers in making sound decisions while in contact with members of the community.

### Examples of additional BPD training initiatives:

- Stratified Policing: Re-defines successful crime reduction by looking beyond the arrest to more permanent solutions involving community partners and other government stakeholders.
- Police Training Officer program: Evidence-based field training structured around adult learning practices and considered a national best practice.
- Advancing Racial Equity: The Role of Government: Addresses the roles, responsibilities, and opportunities for government to advance racial equity.
- Bias and Microaggression: Engages individuals in committing to lifelong training, while learning to have courageous conversations about race, white supremacy culture and equity.
- Proposed Police Officer Standards and Training (POST) Academy: Co-hosted by the City of Boulder Police Department and the University of Colorado Police Department, the academy will improve the basic training new officers receive and move to evidence-based, best practices in policing.
- Critical Incident Training (CIT): Focuses on response to people struggling with behavioral health issues.
- Active Bystandership for Law Enforcement (ABLE): Education and training to prevent misconduct, avoid police mistakes, and promote officer health and wellness.



### Community Involvement with Police Training

The department plans to implement a program to provide the community with curricula and training lesson plans and obtain input from community members for significant department training such as the proposed new BPD POST academy. The Austin, TX Police Department established a similar program and found it improved their relationship with the community.