Vice President Randy Belisle called the regular meeting of the Board of Directors of the Association of Colorado State Patrol Professionals (hereafter referred to as “the Association” or “ACSPP”) on Thursday, March 23, 2017 at 9:00 am.

**Association Directors Present:**

Lawrence Oletski  
Randy Belisle  
Nathan Emery  
Angela DeGuelle  
Brett Mattson  
LaDonna Mason  
Franciena (Frankie) Hennis  
Andrew (Andy) Bogue  
Jane Crisman  
Joy Grissom

**Association Directors Absent:**

Darrin Rodriguez  
Vacant  
Vacant

**Association Staff/Contractors/Guests Present:**

Donna Campbell  
Terry Campbell  
Chief Scott Hernandez  
Rick Salas

**Approval of February Meeting Minutes**

**MOTION:** To approve the February Meeting Minutes with updated corrections.  
**BY:** Jane Crisman  
**SECOND:** Angela DeGuelle  
**VOTE:** Approved unanimously; motion carries.
Thank you to Angela DeGuelle for forwarding emails that contained promotion and graduation dates of events to ACSPP staff. It was very helpful in planning events as ACSPP staff does not receive State emails due to separate operating systems.

**Treasurer’s Report**

Account balances announced to the Board; everything is running smoothly and still operating in the black. Nathan looked at the way the store physically looked and was happy with its appearance. Only one of each item is arranged on a shelf or behind the glass to show what the store has. Store items are kept either downstairs or hanging in ACSPP’s office in the closet. Jane Crisman, Angela DeGuelle, and Donna worked on a Saturday to straighten up and organize the ACSPP Store. Thank you to Jane and Angela for their help. The Association now has two iPads set up with PayPal which is to be used as the Point of Sale when going out to events or when we have customers at the physical location of the store at 55 Wadsworth. The audit is finally completed and signed; all has been done and reviewed. At one point in time, it was voted on doing an audit annually; however, the cost to have one done is upward of $10,000. Might want to consider having one done every three to five years.

**Approval of Treasurer’s Report**

MOTION: To approve the Treasurer’s Report.
BY: Frankie Hennis
SECOND: LaDonna Mason
VOTE: Approved unanimously; motion carries.

**Magazine Report – Randy Belisle**

The latest issue of the magazine is now completed and has been mailed out. Randy received his copy last week. Articles for the next magazine are due by July 1; would like to have an article from each district. Submissions of articles should be made to espmag1@gmail.com. Larry Oletski met McKnight at the NTC meeting and feels he is invested in the Association.

**Museum Update – A business plan has been devised; it includes an executive director with a salary of $100,000 per year along with another position with an $80,000 salary per year. They are looking for a professional with experience. The funding will come from rental fees, donors, and admission fees. This group is seeking 501(c)3 status and will be doing their own financing with periodic audits. There is an aggressive timeline to open next year in August 2018. The Chief’s office is working on language for the Colorado State Patrol’s piece of the Memorandum of Understanding for the Museum.**

**Chief’s Report – Scott Hernandez**

The Chief understands that there have been many questions around the pay issue and asked if there were any specific questions that needed to be addressed. There was some miscommunications around what the Chief’s goals were and what Terry Campbell was bringing to the table. A month ago, the inquiry of the Administration was that three proposals had been submitted. Terry had three write-ups from the Joint Budget Committee (JBC). None of those
write-ups, which the members understood as well as the analyst, included the matrix that was voted on yesterday in terms of the structure of the differences in classifications. That was not communicated to the JBC. Terry looks at the document that JBC votes on. At last month’s meeting, there was a 7% pay increase for troopers and all the classifications under Major were 3.5%. A meeting was convened with the Budget Director, John Ziegler, and three of his analysts to include the Chief’s JBC analyst. At that time, the issue before the committee was the 7% and the 3.5%. A couple days later, Alfredo Kim, analyst for DPA, found the document that went from DPA to the Governor’s Office, which is the proposal from DPA. Alfredo Kim sent that to Terry on February 24th, that was the first time he had heard or seen that proposal.

DPA does the annual survey to figure out what everyone should get paid depending on projections. They go through each line of the survey: when they get to the trooper line, which is Major through Trooper, it is around 13.5% (figure is not exact). It does not mean that is what will be paid because it has to go through the legislative process first. For Trooper 3, they say in their report, there is not enough information so it is left empty. So, for sergeant, captain, and major, amounts are assigned to each category. For example, sergeant might be 5%, captain 2%, major 9.5%. DPA assigns where everyone needs to be. Then, the legislature reviews it and states the State Patrol only has a certain amount of money in this category of the budget. Currently, it states that troopers would get 7%. Terry submitted a proposal stating that everyone should get an equal amount across the board. The Chief believes that is not true because everyone would have gotten a 2.5% increase. It would separate the gap more than lessening the gap. The Chief’s goal is to get everyone under 10% to lessen the gap and in the future, apply the same increase to everyone. He will be working beyond the trooper line to increase pay for Port of Entry, Administration, and Communications.

A concern that arose, especially with Specialty Trooper 3s, is that with this approach, anybody that moves into a Trooper 3 Specialty Position, post rates will actually end up with $500 project pay, making more than those that are currently in the Trooper 3 positions. There are 159 Trooper 3 Specialty members. New Specialties will move into positions with minimal experience and will make more than those with established positions. The Chief stated that Trooper 3s and Specialties have always been adjusted and still have that ability; that is how they get the project pay. The thought is: who do you want to manage that – the organization or legislature? The answer is the organization with some sort of plan in place to address that with Specialty Troopers. Trooper 3 is not a one-size fits all and needs to be managed in an individual manner. The dollars and sense of a Specialty Trooper would be to leave for a year and return to work, for pay purposes. If half the troopers knew that their salary was being watered down, that is probably not the right move either. Questioned whether a plan was in place to eliminate Trooper 3 positions and do a straight project pay. Trooper 3s will not be eliminated; the project pay was not a good process either. The plan is to let DPA give their percentages and try to allow them to bring their percentages back in with the knowledge that there will be adjustments to fill gaps. The $500 project pay goes into the DPA study and affects the end result. (It is very likely the majors will overtake the Chief, Lt. Col., and Dep Chief. It has happened in other states.) Do position descriptions for troopers need to be updated for next year’s trooper salary bill so the positions of Trooper 3s or road troopers are defined better so the line item is not left empty? The Chief believes they are currently accurate and encourages people to look at them. The problem is that the top three agencies they are being comparing with is not a close enough comparison.
Example: other states do not have a specific VCU line; it is detectives that perform that duty. There is not enough information to compare so the line item is left empty. Terry Campbell interjected that the Legislature voted across the board last night (started with a 3 / 3 split) increases slated for Civilians 1.75%. The Merit Pay Proposal that Terry submitted was funded. The Long Bill of the matrix proposal for Troopers (7% for troopers, 2.5% for cadets, 2.5% for Trooper 3s, 2.5% for Sergeants, 2.5% for Captains, 3.5% for Majors) has passed and Merit Pay on top of those. This still has to go through the full legislative process. Budget has to be completed by JBC by Friday to introduce it to the Senate on Monday then on to the House. The caution is that if they have to dip into the reserve to balance the budget that they have proposed now or if they use other funds of cash to move the proposal forward. The Cost of Living raise will probably go forward but Terry is unsure of what will be done with Merit Pay. The Merit Pay proposal actually saved the State nearly $4 million.

District 2 Representative, Randy Belisle, mentioned that his district has noticed a lack of communication from command staff which causes insecurities among members. The Chief understands what is being said; however, for him to communicate in too much detail is nearly impossible and not healthy for process. There is a difference between what the Association and Terry can do as to what the Chief can do; the Chief has to go up the chain of command to the Governor’s Office. Once Terry gets marching orders from the ACSPP, he can take it to whomever he needs to go to. The Chief can’t. Another danger with communication is that of over-communicating during the process; things change on a daily basis and it was suggested that it should not be sent out to the field. Some of this causes specific interest to the Trooper Bill. When the Chief is confronted with these types of questions, he communicates that when it just gets peanut buttered, the trooper line takes the biggest hit. That is not good; he is looking out for them. If the troopers look back and see what this type of approach looks like and what it actually did to their pay, they would not be happy. DPA, over the past five or ten years, or over the course of the Trooper Bill, has said that that Trooper line is the furthest percentage behind everyone else. However, when the ‘peanut butter’ approach is applied, it has a negative impact greater than any other line. The Association supports the Chief and the command staff; they are looking out for the best interests of the State Patrol. Terry stated that when talking about the Trooper Salary Bill, the flexibility within that statute exists to do what is being done today. That bill was designed to deal with the situation at DPA and their abilities to adjust all of the classified system to be consistent with the market. In looking at the protected classes that exist in the classified system today, CSP is 19.3% ahead of where we would be should the Trooper Bill not have been passed. To say that you must, because of the statute, apply a peanut butter approach to this cost of living increases is wrong because this flexibility does exist in that Statute.

Going forward, how does the Association and the field and command staff and the jobs that the ACSPP tasks Terry to do to in making sure that we all are on the same page? There should be a way that we can work as allies. If the Association can support your mission, we just need to know what your mission is. Ours is always going to be matters of pay. How can we work with the Chief’s office to ensure that we have it correct? What is wrong with the two-headed approach knowing that the Association supports command staff and their goals? The Chief and Command Staff can do a better job of communicating. The Chief asks that before legislative action is taken, ask command staff first. In the Ritter Administration when the employee partnership groups were created, it drove a wedge between those operations that were operating
on a consistent level. Terry is invited to COWINs meetings because they are the only two groups in the state that represent classified employees. They were probably not in the same rooms when these policy decisions were made. In this case, it was never transmitted to the JBC; the staff, the members, nobody knew about that. That is a mistake beyond the Chief’s realm of communication; that is the Governor’s budget office, Henry Sobinet’s office, DPA, because none of their documents that got to the JBC were included in the matrix. Since Terry gets a seat at those meetings, if it was known about the plans from the Chief’s office, can that be relayed? If the Association wants to work on something, the Chief’s office needs to know. This is a two-way street. If Terry is invited into these meetings, the Chief would like to have a seat at the table too.

Next year, the Chief is going to focus on Port of Entry and Communications Departments. Even though they are represented at the Association, they are not heavily represented throughout the State. The Chief offered to Larry to meet on a one-on-one basis to be more flexible.

As Board members, the inclination is to get the information out to ASCPP members to let them know what the Association is doing for them. However, as Board members, they are also gatekeepers. Have to have levels of confidentiality and timing when information is given out. The idea can be put out with the stipulation that we are working on it and we are hopeful it will be put out; putting out information before the timing is right could be damaging to the Association as well. The Chief’s job is to keep everyone motivated and engaged. When information like this is distributed, it is different than what is being communicated. He asked that maybe next year, the Association can ask Terry to start working toward Port of Entry and Communication. The major drive behind the Merit Pay was the civilian pay. Audits have been requested from DPA on Communications and Port of Entry. There is a loss of total understanding; Communication Centers in the outlying areas take on different responsibilities. There is no one real job description that covers every employee in the Center that fits into a one-size fits all. The Chief extended his commitment to try to improve communication. Do need to be careful on how it is communicated out to members. Improved communications for the purpose of legislative initiatives need to be relayed better.

**Lobbyist Report – Terry Campbell**

Terry introduced Rick Salas; they will be briefing the Board on the Museum Project. There were 15 bills at the Capitol that the ACSPP is weighing in on.

SB129 – Has been assigned to the Judicial Committee in the Senate. The bill was introduced last week; it is a Joint Resolution done for the Jursevics and Donahue families. The Move Over Law takes the penalty away from a traffic offense, Title 22, to a Title 18. It refers to ‘Service Utility Vehicles’ which includes CDOT; anyone doing service to the highways and as long as the warning lights are on, they will be covered under this bill.

SB113 – Caps Employer Contributions – was killed.

SB185 – District Attorney Salary Composition – was killed.

HB1114 – State Treasurer’s Access to Individual PERA Member’s Information – was killed.
The Bill allowing extended alcohol service hours for bars to stay open until 4:00 am – Opposing that bill; the President just signed a letter to the Governor asking him to veto that bill as it has passed both houses and on to his desk.

HB1176 – Rural Teacher Shortage – has moved through the House and headed to the Senate.

HB1265 - Judicial Contributions to PERA – still working on this one; changes the SAD and AED for Judicial employees to bring contributions to a level playing field with all the other divisions. There is a tremendous amount of changes coming to the retirement system and will start working on those things this month.

SB17-010 – Revises the Habitual Criminal Statute – Opposing this bill because it lessens the penalties and the ability to charge habitual criminals.

HB1229 - PTSD Bill – was passed out of committee 10 to 1; Sgt. Enlow did an outstanding job testifying there.

**Museum Project**

Rick Salas provided copies of a power point presentation, ‘Colorado State Patrol History and Learning Museum’, and reviewed it with the Board. It covers the value, risk, feasibility, and structure of the proposed museum; it is a very aggressive plan. A copy of the museum plan is on file with the ACSPP March 23, 2017, Meeting Minutes. The Chief has signed the Memorandum of Understanding and now waiting for signatures from the Association and the Foundation. A meeting with the funders is coming up and they want the MOUs in front of them to move forward.

**PLEA Presentation**

Leslie McMann and Scott Dickinson, representatives from PLEA, offered alternative options to the current legal protection plan the ACSPP has. PLEA is a 501(c)8, Nonprofit Fraternal Organization based out of Troy, Michigan. The Legal Defense Plan that they offer covers members for criminal, civil, and administrative incidents that happen and are duty related. There is a Supplemental Administrative which covers demotions, transfers, terminations, and suspensions whether they are duty related or nonduty related. They have many excellent attorneys in Colorado; if a member goes to a PLEA attorney, it will be paid in full for them for the civil, criminal, and administrative portions of the program. If a member goes to a plan attorney and uses the Supplemental Plan, there is a limit of $8,000 per incident, $20,000 lifetime. Very few people have made it to the $8,000 limit because these are smaller, more internal issues. Included in this plan is $5,000 Accidental Death and Dismemberment Insurance. Anybody that is related to the State Patrol (Communications, Civilians, Port of Entry, etc.) is able to use this. The cost for this is $135.00 per member per year which equates to $11.25 monthly. Everything is done in house to keep the cost down which makes it more affordable to members. Another program in the packet is the Telephone Consultation Program where you can call and get information from an attorney for $30 per member per year, $2.50 monthly. There is also a Prepaid Legal Plan where people may need information pertaining to divorce, off-duty traffic
charges, tenant disputes and is $25.00 per member per year, $2.50 monthly. For all of these programs, it would be $16.25 per month. PLEA does not go by experience rating; their rate has stayed the same since 1995. Members would be able to choose a lawyer when an incident occurs. Also, everything in the packet, except for Legal Defense, can be offered to ACSPP retirees (phone consultation, HR218, AD&D). PLEA works with Idaho, Utah, Tennessee, and Delaware Troopers and attends the annual NTC conferences. References and financial statements were requested. Financial statements are also on freearisa.com. PLEA does not have to be registered with the State of Colorado because they are self-funded and under the Department of Labor, under ARISA, so able to go nationwide. Legal Shield is offered for an additional $19.25 per month which provides a will for free. There are additional riders that cover gun-shot wounds, hospital stays, and cancer policies. They also offer Directors and Officers Liability Insurance coverage.

**Old Business**

**Membership Push**

A direct link will be set up for members to go online and purchase tickets for the Wednesday, June 21, Rockies vs the Diamondbacks at 6:40 pm. Will ask for all tickets bought on the link to be in the same section and suggest all members stop in at Fado’s for a complimentary drink after the game and, if they choose to eat, they can get a 20% discount off on their food as long as their CSP ID is shown.

**Western States – Dates of Upcoming Meetings**

Discussed whether it would be a benefit to send Randy and/or Nathan to attend the Western States and National Troopers Coalition meeting in Jackson Hole, Wyoming. He would like to have them go and see how the event is run since the Association will be hosting the event in September 2018. Because Larry is the Treasurer of the NTC, they would probably cover some of his expenses at the upcoming meeting. By sending one or two ACSPP board members, it helps with succession planning.

**Store Items**

Frankie Henni is still working on jewelry pieces for the store. Frankie found a person who does screen printing on blankets. It is a 4 x 6 navy blue blanket with fleece on one side and with the flying wheel on it. Trial order – 20 navy, white flying wheel; turn-around is a couple weeks.

**Approval for Store Item Purchase**

MOTION: To approve the purchase of 20 navy blue blankets with the Flying Wheel in white.

BY: Nathan Emery

SECOND: Jane Crisman

VOTE: Approved unanimously; motion carries.

Captain Mattson brought in a limited supply of Chevy Caprice die cast patrol cars to be sold at events.
Nathan reiterated the philosophy behind the store and what needs to be focused on going forward. Specialty items are fine but does not want to order in large amounts which leads to high amounts of inventory lasting longer than its lifetime. Did ample amount of sales with the basics to bring in some additional monies.

Display one of each CDOT item in the store to make sure CDOT employees know we do have items to sell for them.

New Business

MADD Law Enforcement Recognition - For a table sponsor at this event, The ACSPP logo is placed on the event program brochure and one promotional item is set at the sponsored table, if the ACSPP chooses. A ticket for one representative to attend is $500.00.

Approval to Sponsor Table at the MADD Law Enforcement Recognition Event

MOTION: To approve sponsoring a table for $500.00 at the MADD Law Enforcement Recognition Event on May 31.
BY: Brett Mattson
SECOND: Randy Belisle
VOTE: Approved unanimously; motion carries.

District Updates

Port of Entry – LaDonna Mason – Still working on getting people to sign up; they are hesitant because they think the Association is more about troopers.

Communications – Frankie Hennis – Has been working on putting things together for Telecommunications Week. She has a bag put together with the last email Larry sent out, the t-shirt she designed, along with a survivor kit. Captain Mattson will give 140 black bags with the ACSPP logo on them to Frankie. Thank you to Frankie for her time and effort in putting these bags together for Communications. They have had their center-wide meeting. CAD is still not updated. Frankie goes on vacation April 1 through April 24. Randy will email CSP bulletin board information weekly to Jane while Frankie is out of town.

Approval to Increase the Budgeted Amount for Communications Week by $170

MOTION: To increase the budgeted amount by $170 to include items of the Communications Survivor Kit in recognition of Communications Week.
BY: Nathan Emery
SECOND: Jane Crisman
VOTE: Approved unanimously; motion carries.

Retirees – Jane Crisman – Received comments that the guardrail for Cody was very nice and questioned whether this will be done for Jaimie Jursevics or others.
District 1 Representative – The district is getting a new major on April 1 – Major Garcia. Many people got together for Cody Donahue’s remembrance on St. Patrick’s Day.

Commissioned Officers Representative – Brett Mattson – The payment for the Memorial Signs of $5,400 has been submitted; the signs are being printed now; they are 3 feet wide, 4 feet tall. WRN has taken the lead on establishing dates of when they will be put up; more than likely, will be unveiled on the anniversary of their deaths.

Upcoming Events

March 24 – Port of Entry Graduation (Academy)
April 7 – Award Ceremony (Wildlife Experience)
April 9 – 15 – Telecommunications Week
June 9 – Cadet Graduation
June 10 – Metro Agency Safety Fair at Regis University
June 23- Quarterly Promotion Ceremony (Academy)

Motion to Adjourn

MOTION: To adjourn the board meeting.
BY: Frankie Hennis
SECOND: Nathan Emery
VOTE: Approved unanimously; motion carries.

The next regular meeting of the Association of Colorado State Patrol Professionals Board of Directors is going to be held on Thursday, April 27, 2017 at 10:00 AM at 55 Wadsworth Blvd; Lakewood, CO 80226.

Upcoming 2017 Meeting Dates

Unless otherwise changed or noted, all regular monthly board meetings will occur on the fourth Thursday of the month except for November, which will be the third Thursday. Start time is at 10:00 AM, unless otherwise specified, with future dates of:

April 27, 2017
May 25, 2017
June 22, 2017
July 27, 2017
August 24, 2017
September 28, 2017
October 26, 2017
November 16, 2017
December 28, 2017