

the COLORADO

STATE PATROL magazine

IN THIS ISSUE

2023 SPECIAL ISSUE

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The Snake Oil That's Been
Destroying State Employees
for Two Decades *page 15*

Why I've Thought About
Leaving the Colorado State Patrol *page 28*



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Our family supporting
yours since 1935.

VOLUME 1, ISSUE 1

Our Vision Statement

To be a strong Association with a committed, elected leadership team that supports, informs, and advocates for our members the potential challenges to their compensation, benefits, and the retirement security that they have earned.





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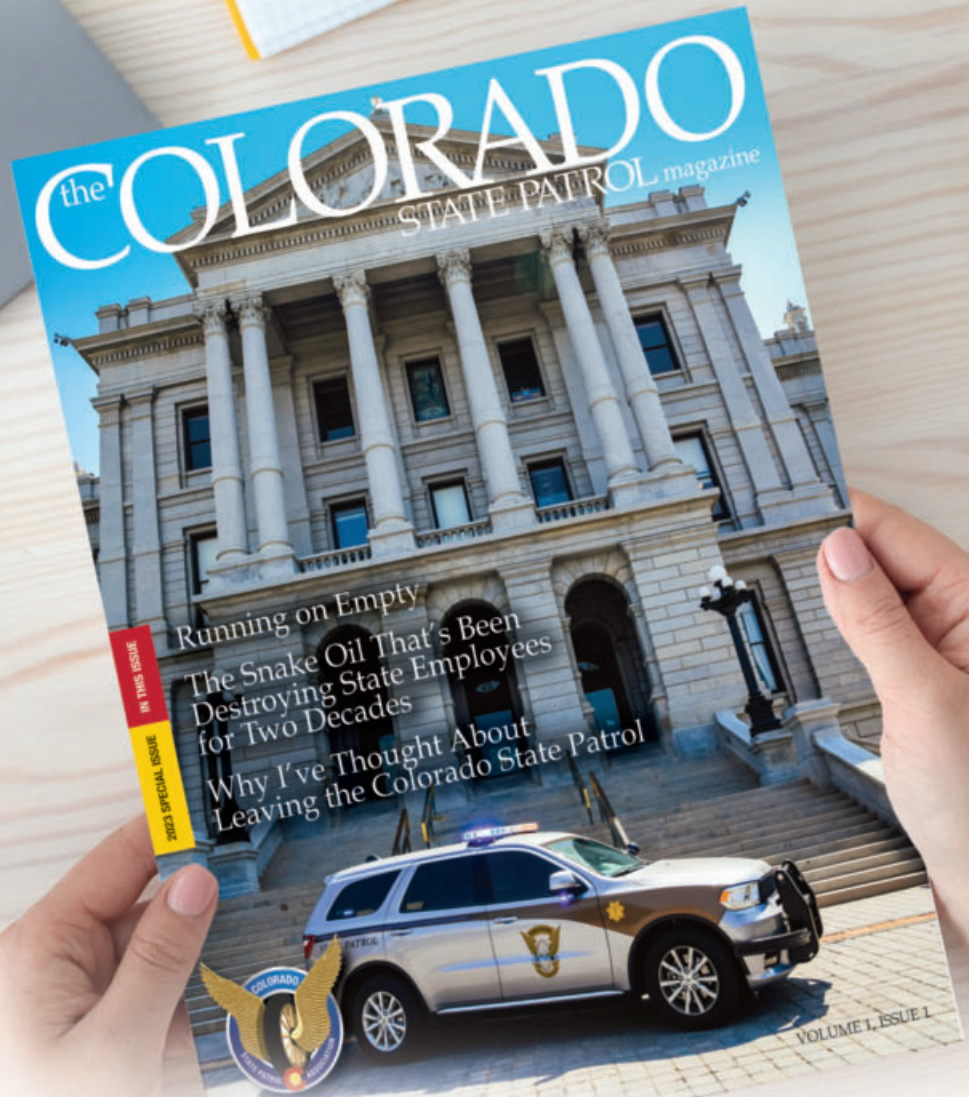
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On the Cover: A Colorado State Patrol Dodge Durango sits in front of the West steps of the State Capital. Picture by CSP Media Center

Letter from the Editor



Putting this edition of the magazine together has been challenging- it is the first one we are doing almost entirely in-house. It is our own now- we are in control of when it is published and how many times. It is therefore fitting that this edition of the Colorado State Patrol explores the challenges being faced throughout the patrol and also introduces some of the responses that have been developed thereto.

I hope you see the compassion and the boldness with which these articles were written. I hope you see that state employees invest in the state through their service. My hope is that you are encouraged to respond- whether that be by getting involved in efforts to support our members or by being inspired to respond to the magazine. Discussion is necessary to move forward as an agency and as government employees. It is also elemental to the production of a publication worthy of our organization.

My hope is that this edition is not just a discussion of challenges faced by our members and the responses we have developed thereto. My hope is that it helps elevate and continue the discussion.

Until next time,

Angelina Page

Editor in Chief



Letter from the President

The new year and the new legislative session will give many people the chance to make decisions that matter. An effective decision-maker does not make a great number of decisions. Instead, these people concentrate on what is important. A person that makes important decisions that is worth their ilk will try to make the few important decisions on the highest level of conceptual understanding.

Effective decision makers look for the constants in a situation, to think through what is strategic and generic rather than to "solve problems." The speed with which a decision of magnitude is made is not as critical as the precision with which it is made. Having a grasp on the variables and how effective decisions influence these variables is the impact that is sought. It is more important to be sound rather than clever or trendy.

There will be decisions that need to be made as the great resignation has had its impact on public safety. Staggering increases in crime rates coupled with the departure of tenured and experienced public safety professionals have led to this current situation. The rate of loss across the entire agency is jaw-dropping.

Yet, the demand for public safety remains in all areas. The public wants to know that when they call *CSP (*277), a capable and competent communications officer will field their call and start the process of being responsive to their impetus for the call.

The public and private sectors want the very best Port of Entry officers to help ensure that the 3+ million commercial vehicles that travel across our great state are in the hands of professional drivers that are operating safe vehicles.

In the hardest moments when the public needs a Trooper, the expectation is that the



Making Decisions that Matter

Trooper pay competitive with other departments that provide public safety. A decision item helps guide the statute-based decision on this important matter which will significantly stem the migration of Colorado State Troopers to other departments for more competitive pay.

The Colorado State Patrol is more than Troopers. From our professional staff members that greet the public at our offices all across the state to our evidence technicians that help maintain critical pieces of evidence for critical cases, the Colorado State Patrol in its entirety is worth this re-investment. The decision is clear, the cause is worthy, and the reward is intrinsic. Re-investing in the Colorado State Patrol is an informed and astute decision. ✨

Trooper will be there to help them with their breakdown, thoroughly investigate their crash, help remove the illicit drugs that are finding their way into our communities, and remove the impaired drivers that plague our roads at all hours.

For over 87 years, the Colorado State Patrol and its many members have dutifully served Colorado's citizens and visitors. The decision that will be in front of this upcoming session is to commit to the re-investment in the members of this agency. The Trooper Pay Bill provides guidance and direction to help keep

Lawrence Olecki

is the current President of Colorado State Patrol Association. He first joined the Association's Board in 2013, and has been the President of the Association since 2015. Larry has over 25 years of service with the CSP, and currently serves as a Troop Commander in Golden.



Running on Empty

by Joelle Ventura

When there is no balance between the high-stress high demand of our professional life and the needs of our personal life, we are not functioning at our highest level.

When I graduated from FTO in the summer of 2018 my call sign was 3C27. Six months later the 3C Fort Collins troop received two more Troopers making the highest call sign 3C29. Back in “those” days, I realize I am far too junior to say that to most of you but bear with me as I share my experience with staffing over the last 5 years. So back in “those” days pre-pandemic

when I was a baby trooper full of vinegar, I had all the support and cover anyone could ask for. I had senior teammates whom I could learn from. We could talk about things I was doing wrong and they had the ability and desire to teach me, to make me better. I remember an early set of roadsides after FTO when a DRE on my team stopped to cover me. After the stop, we spent time on the side of the road along the Mulberry corridor talking about little ways I could



Joelle Ventura

is the District 3 Representative for the CSPA. Joelle has been a trooper with the CSP for seven years.



improve my administration of the tests.

I remember dispatch airing REDDI reports and four of us hustling down I25 trying to find our suspect vehicle. Scheduling and vacation bids were a breeze. We had enough people that most of the senior guys got a shift they were happy with and we junior troopers could take leave when we wanted. If someone was down on a lot of reports they were grounded to the office while the rest of us covered calls for service. There was never any weight felt by this, we all had our turn and the ability to complete the administrative tasks that accompany taking bad guys to jail. There was a balance. A give and take. A healthy marriage. This is the example I've heard many supervisors within the patrol give.

Then the pandemic. Then the anti-police movements. Then retirements. And transfers and separations. Today I am 10th in seniority. Several members of my team are high on the promotions list so before I know it I will be 3C9. 3C single digits. WHAT????? The almost five-year trooper in me says bring it on. I know what I'm doing and am capable. The rest of me says in what universe should a five-year trooper have a single-digit call sign in a troop that performs at its highest level with 30 people? 30 people.

My team, the guys I work with every day, is comprised of three people, me and two other troopers. For those of you who have experience working in metro troops, you can imagine what this looks like. No cover. No peer training. Calls stacked to you. No more being grounded to the office. And when you take time off you are directly impacting the two people who rely on you every day. When I do have a day off when my team is working I feel guilty. Guilt that my guys are working call to call with no time to eat lunch let alone work on reports. So, when I'm off work let's say using a holiday or our much-needed wellness leave, this should be a positive thing for me. I shouldn't be thinking about work but I am, my teammates rely on me. I feel guilty because I've been there, I know what this feels like. You and one other person working, you're both already on a call when a serious injury crash occurs 50 miles away from where you are and there is no one to respond. When your teammate has an uncooperative or combative subject but you're already in the thick of another incident. Or our partner agencies asking for our assistance

and we can't assist them. What long-term impacts does this have on our partner agency relationships?

When you are on regular days off there have been and always will be things that interrupt this time, DOR, court, and training. But when there are fewer troopers sharing the work there are increasingly more instances where days off are interrupted by these events. And this doesn't include paperwork. Since you're going from call to call to call the amount of paperwork you can complete and turn in during your regularly scheduled shift is slim to none. But there are deadlines written into policy and statute, so what do you do? You work from home when you are supposed to be off. When you are supposed to be decompressing from work and reintegrating into civilian life, family life. The time you are supposed to spend doing chores and getting groceries is spent instead on reports. The time you should be spending with your family is spent with your head buried in your computer. In my family, we spend Sundays together. We all go over to my in-laws' house and have lunch and spend the rest of the day together, playing pool or watching movies or whatever game might be on. Many Sundays when we make the drive to Firestone I pack my MDC and case files. I spend my time working instead of laughing and building precious memories with my family. And then the guilt sets in. Am I really present with my family if I'm working on reports? How are they impacted by this? What are they feeling? My job is to protect and serve. Yes, I'm protecting my family but how am I serving them when I'm present in body but not mind? When my mind is elsewhere when I should be engaged with them? Are my boys growing up thinking my work is more important than they are?

When there is no balance between the high-stress high demand of our professional life and the needs of our personal life we are not functioning at our highest level. We have a small window of tolerance and burnout is high. Burnout from short staffing is a real true thing. It's not from being spoiled or being weak. It comes from no reprieve from work. No ability to reset. No ability to be you as a person, who you are when you're not in uniform. And we owe everyone, including ourselves, so much better. ☀





Lawrence Oletski
President



Randy Belisle
Vice President/District 2 Representative



Nathan Emery
*Secretary-Treasurer/
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CSPA BOARD OF DIRECTORS



OUR STORY

"Our family supporting yours..."

Previously known as the Patrol Protective Association, or "PPA", the Association has served its members since 1936, by providing benefits and protective features that cannot be supplied by the Colorado State Patrol. The Association is a 501 (c) 5 non-profit public service organization that focuses on providing its members with an improved quality of life. Member benefits include a life insurance policy, a legal defense plan, supplemental insurance plans, access to scholarship and teen driving programs, access to Colorado State Patrol merchandise, a subscription to The Colorado State Patrol Magazine, and many other benefits.

The mission of the Colorado State Patrol Association is:

"To represent the collective interests of patrol personnel in matters involving compensation, benefits, and the retirement security they have earned;

To offer members access to legal counsel during critical incident(s), administrative, disciplinary, criminal, civil, and traffic matters that occur in the line of duty; and

To promote a positive image of the Colorado State Patrol and support its members and their families."

From Our President:

"In the United States, state police power comes from the Tenth Amendment to the Constitution, which gives states the rights and powers "not delegated to the United States." States are thus granted the power to establish and enforce laws protecting the welfare, safety, and health of the public.

With this power comes intense scrutiny from the public and elected officials. This is why the Association makes sure the voice of its members is heard, not just through our lobbyist or a department spokesperson, but through our member driven Association. The role of the Association President is here to be that voice, to stand tall, and to make sure our perspective and view is carried forward for serious consideration.

Having spent two plus decades in service to the State of Colorado, balancing time between rural, metro, specialty, and field positions, it is my stated goal to best represent our collective interests as President of the Association."

-Larry Oletski, President





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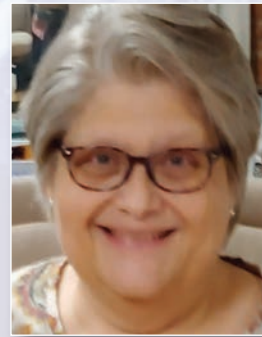
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Sheryl Lopez
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Project Manager



Betsy Grimsley
Administrative Staff



Major League Image, Minor League Way of Life

by Samuel Goure

When the 2022 Major League Baseball season came to an end, and a champion was crowned at the conclusion of the World Series, it was easy to get caught up in the awe and fandom of athletes playing a child's game while getting paid millions of dollars to do it. The final four teams in the playoffs all had payrolls over \$150 million, with a combined 14 players making at least \$20 million per year. Not to mention that most major league teams are located in some of the largest and most desirable cities to live in across the United States. Thinking about all that, it's easy to forget there are 206 minor league baseball teams spread throughout less desirable cities with players making as little as \$6,000 a year. Most of those players are living away from



Sam Goure

is the District 4 Representative for the CSPA. Sam has been a trooper with the CSP for nine years.

their families for seven months, with five other guys in a 2-bedroom apartment. 18-hour bus rides from city to city and eating PB&J's or tuna out of a can become common practice. And, it's all done for the love of the game, and for the opportunity to make it to the big leagues.

It wouldn't be far-fetched to say that most of the general public looks at a Colorado State Patrol Trooper and sees the clean-cut image, perfect uniform, and shiny car and assumes that the lifestyle of a trooper is similar to the status of the playoff teams referenced above. At some level, those assumptions have validity, because we all see ourselves as the best of the best, and we maintain a standard that others in our profession strive to be. Most



troopers, when they live their lives out of uniform, can enjoy the simple things in life, like time with family, major retail shopping, choice of living accommodations, and the ability to work overtime by choice, and not just to make ends meet.

Mountain and resort town troopers experience a very different way of life that is more consistent with a minor leaguer. The sacrifices made by these troopers are nothing short of incredible, especially when you listen to the stories told by the ones who have done it at one time in their careers or those that are currently living it. It takes a special kind of dedication and love of what you do to shack up on a friend's couch during your workweek while being away from your spouse and children. On your days off, you drive halfway across the state just to spend a little time with your family, who hopefully have time for you because their lives still go on, even when you're not there.

Trying to live as a family in a mountain or resort town creates a whole different set of difficulties that most take for granted. Spouses have a difficult time finding employment consistent with their credentials and abilities, as the number of jobs in those career fields is limited, or the positions are already filled. Days off are planned around scheduled trips to the "big city" to shop for the weekly necessities. The trip to the "big city" causes a "big hit" to the checking account after paying for the rising cost of fuel and treating a family of six to a meal while out and about. Things I take for granted for regular wellness activities such as a massage, chiropractor, gym memberships, and the like, have become luxury activities that do not fit in the budget anymore.

I've had the opportunity to spend time with the newest members of our Colorado State Patrol family during their first few weeks of training at the Academy while serving as a Drill Instructor. At least eight of them are not only trying to survive the Academy, but they're also trying to wrap their heads around the fact that nearly their entire paycheck, from this prestigious career they've chosen, will go directly to rent. That's right, renting is nearly the only option in mountain and resort towns, as the market value of homes, in most cases, makes purchasing all but impossible on a new trooper's salary, even with the \$400 premium-housing stipend. Some of them are plotting

ways to make it work by having two to three of them living together. And, how might that work with a spouse and a few children in the mix?

I've been around long enough to see time and time again that the opportunity for promotion and increased salary is a difficult sell to a family when the promotion calls for relocation into one of these areas. One of my mentors who spent many years as a Sergeant in 4C* once told me, "If you take that Corporal interview in that area and get the promotion, you'll be more than qualified to be a Sergeant anywhere in the state within a year." He believed that the experience with the high volume of calls, adverse road and weather conditions, and exposure to critical incident management, was the absolute best on-the-job training someone could get to make that jump from one level to the next.

But at what cost? Based on the troopers I've spoken with, I'm not sure if the "cost" always comes down to just dollars and cents. For some it does, but for many others, it seems that their family relationships and their overall wellness take the biggest hits. I don't know what the solution is to this hardship that these men and women face, or the Troop offices that are continually running on bare-bones staffing due to the revolving door of troopers transferring to lower-cost areas. What I do know is, we have some amazing troopers who are dedicated to being honorable servants to the people of Colorado. Those honorable servants have chosen to maintain the organization's Major League image while living a Minor League way of life, and it's all for the love of the game! 🌟

* The 4C patrol area includes Garfield, Eagle, Pitkin, Summit, & Lake counties.



Seizing a Common Occasion to Produce an Extraordinary Opportunity:

Chief of Staff Sarah Allen and the CSP Professional Class Position Description Review and Revision Project

by Angelina Page

"Don't wait for extraordinary opportunities. Seize common occasions and make them great. Weak men wait for opportunities; strong men make them."

Dr. Orison Swett Marden, American inspirational author and founder of Success magazine

Colorado State Patrol's Chief of Staff, Sarah Allen, certainly did not wait for an extraordinary opportunity to present itself; instead, she has undertaken a monumental task to help the patrol's professional line that will support the agency's resiliency in the future.

Known formally as The Professional Class Position Description Review and Revision Project, or more simply "Position Review", this endeavor marks one of the deepest dives in recent history, or perhaps in the agency's history, into what positions make up the professional class within the CSP. According to Chief of Staff Allen, one of the inspirations for this review came from a rather unfortunate but all too common issue- the high volume of turnover of personnel within the patrol's professional class, and the process of rehiring new employees. According to Chief of Staff Allen, nearly one-third of the CSP's professional class has been filled by new members over the past 18 months.

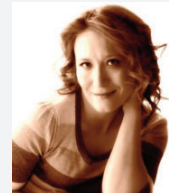
For most people, the Colorado State Patrol is defined by images of uniformed State Troopers, Port of Entry Officers, or Capitol Security Guards. If you look beyond those public images, you'll find the members of the professional class. The professional class is the equivalent of a performance car's engine; hidden away, but powering the car forward. The professional class is an incredibly diverse

and all-encompassing group of professionals from administrative support, to evidence technicians, accountants, and program directors. Professional class members provide critical support to the uniformed members of the CSP; that's why it is crucial to replace them right away when a vacancy occurs.

However, a problem was unearthed in the attempt to hire so many new professional staff members. The problem was centered around the fact that it had been several years since the majority of the CSP's professional class job descriptions had been reviewed. Many of the job descriptions were found to be out of date. In other cases, the job descriptions had been written by different appointing authorities over the years, resulting in job descriptions that were at odds with each other.

The CSP needed to hire new professional class workers right away to fill mission-critical positions, but the process was bogged down because of the need to revise those job descriptions before the job opening could be announced. No small feat, when you consider the wide array of jobs within the ranks of the professional staff. The CSP's Human Resource department was facing a daunting task.

But where do you start such a grand endeavor? The first step was to get an idea of exactly what each position within the CSP



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rulemaking and
POE Branch
federal reporting.



professional line does. To fully comprehend the scope of responsibilities and duties performed by each member of the professional line, Chief of Staff Allen went to the subject matter experts—the members of the professional line themselves. From the very beginning, Allen has recognized that the members of the professional class must be involved in the process of reviewing and revising their position descriptions. In her own words, Allen describes the members of the professional class as, “agile and responsible for incredible work every day.”

“Be Brave. Take Risks. Nothing can substitute Experience.”

--Paulo Coelho, Brazilian lyricist and novelist, author of “The Alchemist”

Experiences speak volumes. For two weeks, all members of the professional class completed an informal audit of their workload and forwarded it to Allen. The daily experiences detailed by the professional line, that had been forwarded to Allen, provided her with an impressive depth of data for her to refer to and pull from.

With all of this data, Allen knew she needed a team of experts to help her with the project. Allen brought in retired professional staff member Mary Kyler. Kyler was instrumental in implementing and launching the patrol’s CALEA (Commission on Accreditation for Law Enforcement Agencies) program. Kyler and other members of the HR staff were assembled and tasked with writing the new job descriptions.

From these surveys, Allen, along with Kyler and the HR team, began the monumental task of drafting the new job descriptions. The workload assessment surveys have provided critical information and insights into the daily duties of each professional class position. The resulting survey information illustrates not only the amount of time dedicated to different assignments and tasks but also serves to highlight the level of complexity of the decision-making authority, or scope of control, exercised by individuals in these positions. The input of hiring managers and appointing authorities is being added to this information to help identify the expected level of expertise or skill necessary for any specific professional class position. All of this combined information is imperative to the accurate design and drafting of individual job descriptions.

Allen’s goals for the position review are clear. The review must create job descriptions that better represent the work being completed by members of the professional line. The new job descriptions will contain standardized language to create continuity within position

types and levels. Ultimately, the review, and subsequent revision of all of the job descriptions, will produce a position-based method of equitable and efficient job assignments. One likely benefit of the review in the future is better and more focused training for professional line members.

What has become clear in the review process, is the professional line’s roles and responsibilities have evolved within the CSP and the knowledge that those roles will continue to evolve in the wake of future changes in technology, new “best practice” standards, and new legislative requirements.

Hence, the review and revision of the professional class job descriptions are not just about representing the current interests of the professional line and those of the patrol, but it’s about preparing for the inevitable shift towards an increase in professional line personnel in the future to support the ever-increasing responsibilities tasked to the Colorado State Patrol. The working byproduct of the review will be the expedited hiring process of professional line workers, and better identification of the best candidates for the job to ensure the success of the agency. Having these revised position descriptions may help to free up personnel resources to research and better understand concerns and issues motivating the turnover of professional line personnel to develop responses to increase the future retention of these mission-critical individuals.

Allen is already considering the next steps for the project. She’s thinking about how a review of the lessons learned throughout this process may yield the development of future training or organizational workload analysis to accurately predict, when and where, the CSP might need additional resources within the professional line. Allen is grateful to all of the members of the professional line who continue to contribute their time and knowledge towards the project, the support of supervision within the CSP, and especially to her team who helped her make sense of the volumes of information that has been gathered.

It’s presently unclear, at the time of this writing, how exactly this position review may impact the professional line’s composition or compensation moving forward. But, the position review project is providing something that has been missing for several years, a richer more well-rounded understanding of the scope and breadth of support provided by the professional line to the mission success of the Colorado State Patrol. ☀

(Editorial Note: Since speaking with Chief of Staff Sarah Allen for this article, an HR decision regarding a decision to reallocate CSP AA III professional staff members and reclassify them has occurred.)



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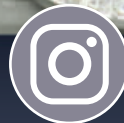
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For Those Who Serve, by Those Who've Served:
A CSPA Opinion/Editorial Column for Current and Retired Members

The Snake Oil That's Been Destroying State Employees for Two Decades

by John Takahashi

/ˈ snāk ,oil/

noun – informal – North American

• A product, policy, etc. of little real worth or value that is promoted as the solution to a problem.

How does a government recruit, hire and retain employees from the available workforce while competing at the same time with private sector businesses? How does a government do that while remaining fiscally responsible to its taxpayers? Colorado's state government found a method to do just that and it worked. Their method worked well for decades.

How did the state do it? The state found balance in a system that assured its workers would be paid competitively compared to other workers in the private sector doing similar jobs. In the most basic of terms, similar jobs between the public and private sectors are what the state refers to as "job classes." To maintain that balance, the state would regularly go out and

survey the salary/compensation market for all of the applicable job classes. The survey would establish a salary range for a job class. New hires with little experience are on one end of the range while experienced, highly skilled workers are on the other end. The mid-point of the salary range would be used to determine the average pay of the job class. If a salary survey found differences in the average pay when compared to the same job class in the private sector, the



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state would raise or adjust its pay to remain competitive.

Workers within each particular job class would be spread across the salary range using a set system of timed raises. Those raises were known by several different names such as “step-raises,” “predictable pay raises,” or “automatic anniversary increases.” Each step raise was considered a “base building” raise that would move the state employee through the salary range until they reached the top end of the pay range.

In 2002 that all changed. Colorado’s Governor at the time, Bill Owens (R), and his staff came up with the Pay for Performance Plan. Pay for Performance was signed into law by Governor Owens in May 2000 with a start date of July 1, 2002. Pay for Performance was founded in the roots of the Republican ideology of the time that the majority of government employees were lazy and did the minimum amount of work necessary to receive their secure monthly paycheck. The belief was that government workers should be held to the same standards as private-sector employees, who get paid based on their level of output and are thus rewarded for high levels of performance.

On the surface, Pay for Performance resonates in the “common sense” area of the brain. People who strive to be the very best at what they do should be rewarded. But the comparison of a private-sector employee to a state employee is not an apples-to-apples

comparison. For example, in the private-sector, if a salesperson at Company X sells 1,000 more widgets than another salesperson, then that salesperson is compensated with higher pay and/or a financial bonus. It makes sense. But, how exactly does that transfer over to state employees? What defines a high-performing State Patrol dispatcher or evidence technician? What defines a high-performing State Trooper? Using the previous private-sector example, can you imagine the public outcry if a State Trooper’s pay raise for the year was based on the number of tickets they wrote or based on a percentage of the dollar amount of the fines associated with those tickets?

The reality is state employees perform jobs that are unique to the services required by the State. Certain jobs or job classes may translate across the board from the private to the public sector, like for example, an administrative assistant. However, some jobs are exclusively unique to state service. Take, for example, the Port of Entry officer.

Port of Entry officers are responsible for the safety of hundreds of thousands of commercial motor vehicles that operate on Colorado roadways every year. Their expertise is in the field of inspecting commercial motor vehicles and enforcing commercial motor vehicle regulations. If you’re not familiar with the complexity of commercial motor vehicle regulations, just picture the I.R.S tax code on steroids and you have your answer. Port of Entry officers are also woefully underpaid, and with the present rate of inflation, this makes an already challenging living wage that much more difficult. For years, the Port of Entry has been dealing with high turnover rates and an inability to recruit new officers into their ranks. Whenever executive leadership is asked about what is being done to address the issue of Port Officers’ pay, their answer always points to the Department of Personnel & Administration’s (DPA) inability to find a comparable “job class” to compare them to.

The irony of that answer is in the answer itself. The duties of a Port of Entry officer are so specialized that the DPA apparently can’t find another outside “job class” to compare them to. What makes it even more frustrating for Port of Entry officers is that the DPA’s search has dragged on for years. Meanwhile, Port of Entry officers remain stalled at the bottom of their meager pay range. In general, when you think of



other highly specialized vocations, like airline pilots or nurses, the natural inclination is an expectation that their pay will be higher to match their level of expertise. Inexplicably, this logic hasn't been applied to the expertise of Port of Entry officers.

A Bad Idea Meets the Perfect Storm

The premise of the Colorado State Personnel Pay for Performance (P4P) Program was based on two key components. The first was an objective employee performance evaluation system. The second was a commitment by the state to annually fund the P4P program to support "base building" raises matching the three percent provided under the previous state personnel "step system." The annual funding of the P4P program was to be "cost or revenue-neutral," meaning that the three percent funding for "base building" would always be there, insulated from Colorado's varying economic conditions.

P4P's structure was conceived at the height of the dot-com bubble and signed into law before the events of September 11, 2001. By the time P4P went into effect July 1, 2002, Colorado's economy was still reeling from the burst of the dot-com bubble and the Sept. 11 attacks.

In hindsight, P4P's problems were evident in the first year of the plan in FY 2002-2003. Here's an excerpt from the Department of Personnel & Administration's (DPA) FY '02-'03 Annual Report (emphasis added):

*"...Pay for Performance (P4P) payouts began July 1, 2002. Governor Owens, the Joint Budget Committee (JBC), and the Division of Human Resources deserve credit for proceeding with this important program. As funding for FY '02-03, the P4P "pot of money was just over 60 percent of the dollars that **used** to be paid to state employees in the form of automatic anniversary increases.*

*This **reduction** in the funding that Governor Owens and DPA requested was **disappointing, since the P4P program was supposed to be "revenue-neutral."** Instead, only about \$9 million was appropriated [to fund P4P] rather than the \$15 million that would have comprised the old anniversary pot."*

P4P's funding didn't get any better from there. State employees' salaries began to stagnate

as they were no longer able to move up the salary range scale. If that wasn't bad enough, the State compounded the problem by taking more money out of workers' paychecks by passing on increased health care premiums, and more recently by making them pay more to fund the State's plan to fully fund PERA.

In a 2014 article about pay compression, the former Executive Director of the Colorado Association of State Employees, Miller Hudson, noted that the former Senate Majority Leader Jeff Wells, who ran the Department of Personnel during Governor Bill Owens' second term, had remarked, "I never would have voted for pay for performance if I'd known it wasn't going to be funded."

The Compression Headache

After 20 years, the results of the Pay for Performance system are clear. Pay for Performance is an unmitigated disaster for the State of Colorado.

For the citizens of Colorado, it has resulted in wasted tax dollars and reduced services. The continuous turnover of state workers leaving state employment for higher-paying jobs has resulted in a revolving door process of hiring and training new employees, just to see them walk out the door a few years later after seeing no movement in their pay. Vacancies in critical job positions go unfilled resulting in reduced or delayed services to the citizens of Colorado as evidenced by the Colorado Department of Transportation's (CDOT) inability to hire snowplow drivers to plow our highways.

For state employees who do stay on the job, Pay for Performance leaves a nagging feeling of being undervalued as they progress in job experience and years of service without seeing any significant pay increases.

20 Years of missed base building pay raises have resulted in a "compression" of workers stuck in the lower pay ranges of their job class. This is how the Department of Personnel & Administration (DPA) describes "pay compression" in an FY 2022-2023 Decision Item budget request:

"Pay compression is a compensation issue that develops over time. It occurs when there's little difference in pay between employees regardless of differences in their respective knowledge, skills, experience, or abilities. When it occurs, it can be found between 1) tenured employees and new hires (when new hires join at compensation levels similar to long-term employees), and 2) managers and their direct



reports (when there are small wage differences between employees within the same job classification). Compression issues statewide have been developing over the last several years, and have been exacerbated by adjustments to the State's minimum wage."

Here's an example of what pay compression looks like from DPA's testimony before the Joint Budget Committee in September 2022:

"Minimal State Trooper pay difference between new employees and existing employees. For example, a one-year Trooper has a salary of \$87,672 and a ten-year Trooper has a salary of \$89,976. This is less than a 3% difference."

If you're the ten-year trooper in this example, pay compression does wonders for your morale and only serves to fuel the nagging feeling of being undervalued.

The Three Ways to Get a Raise

If a state employee wants to see a significant pay raise, their only options are to promote, transfer to another department, or leave state employment. Unfortunately, for the Colorado State Patrol more and more troopers are choosing the latter. Why? Because certain city and county law enforcement agencies in the state are offering higher pay and significant

signing bonuses to experienced officers who join their departments. For example, the Loveland Police Department is offering a \$15,000 hiring bonus for experienced officers. \$15,000 goes a long way toward treating the nagging feeling of being undervalued.

The Elephant in the Room (2010)

In 2010, after 8-years of stagnating pay compression for state employees, a bipartisan group of lawmakers recognized the growing problem that P4P created. Even in the sluggish Colorado economy of 2010, the legislature realized the need to fix the broken Pay for Performance system.

The bipartisan lawmakers came together and created a bill to address the pay compression issue by moving away from a Pay for Performance system back to a system of base-building step raises. The bipartisan bill made it to then-Governor Bill Ritter's (D) desk. Governor Ritter vetoed the bill. In a June 2010 Denver Post article about the veto, Jessica Fender writes:

"In his veto message...Ritter lamented the current pay-for-performance system of increases that he (Ritter) said are rarely funded and unevenly distributed among state workers. But he (Ritter) criticized House Bill 1409 for putting default pay hikes before the Governor's Office and legislators for approval each year."





The irony of Ritter's reason for vetoing the bill is that, in the end, it only delayed the inevitable by kicking the proverbial can down the road for future Governors and legislators. Unfortunately, his veto decision only served to exacerbate the cost of the solution. In his 2014 article about pay compression, Miller Hudson wrote, "In 2006 Milliman & Company estimated this cost [to move state employees into their proper salary range] at \$90 million." Hudson went on to write that the cost would be closer to "\$250 million for all future years". Keep in mind, this article was written in 2014. Add eight years to that figure with the current rate of inflation and the number becomes staggering.

With Ritter's veto of the bill, pay compression would be allowed to grow for another 12 years. Legislators, in each of the 12 legislative sessions to follow, tip-toed around the ever-growing "elephant in the room." The elephant in the room has now grown so large that it has become impossible to ignore.

How Do You Eat an Elephant?

The Pay for Performance problem has grown so large that it now transcends any political bickering or grandstanding from either party. A

Republican Governor might have started the snowball rolling down the hill, but three consecutive Democratic Governors over the course of their combined 15 years in power have failed to address the issue head-on.

It appears now that the 2023 Legislature might finally be forced to stop tip-toeing around the elephant in the room and sit down at the proverbial table to tackle the issue. As the old adage goes, "How do you eat an elephant? One bite at a time." In this case, one caveat should be added to this adage, "Don't eat alone." Bipartisan support is crucial to addressing the issue.

It would be naive to believe that this complex an issue could be resolved in one single legislative session. Multiple legislative sessions might be required to rescue state workers from 20 years of sluggish salary growth under the P4P system. But lawmakers in the 2023 session can set the tone for future sessions by working together to address the issue pragmatically.

The eyes of nearly 40,000 state employees and their family members will be on those lawmakers this year during the 2023 session. Any failure to tackle the issue head-on and bring a start to the end of this unmitigated disaster by the sound of the closing gavel just might be the tipping point for many state workers to walk out the door of state employment for the last time. ☀





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The *First*, First Responders

by Sandra Youngs

Imagine that you and your partner are on a hike enjoying all of Colorado's beauty and wonder when suddenly your partner collapses to the ground and stops breathing. Unfortunately, your medical experience is limited to applying Band-Aids® and kissing boo-boos. You pull out your phone and call your office's administrative assistant. WHAT?!?! NO!!! You and your partner need help and NOW! You of course call 911, where a dispatcher/communications/911 officer, who is certified in emergency medical dispatching, answers your call, determine the help needed, and dispatches providers to your location. They stay on the phone with you, calmly guiding and assisting you in providing medical care to your partner and ensuring that providers find you.

While calling your office's admin. assistant seems ridiculous, according to the federal U.S. Office of Personnel Management Handbook of Occupational Groups and Families, 911/communication officer's jobs are classified as being clerical/office jobs. While admin.





Sandi Youngs

is the
Communications
Representative for
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a Communications
Supervisor with over
12 years of service
with the CSP.

assistants are the glue that keeps offices running smoothly, they simply do not perform the same job functions as a 911/communication officer. Admin. assistants typically don't work around the clock, 365 days of the year, nor do they fear being held personally liable for calls with poor outcomes.

Communication officers are the first contact that callers have with emergency services. They answer both emergency and non-emergency calls and determine the type of assistance needed. They will dispatch responders and continue to question callers to get vital information and relay that

information to ensure responder safety. They will provide medical instructions to upset, panicked, and often frantic callers or provide comfort and reassurance to callers in situations where no assistance will change the tragic loss of life. While communication officers never respond to the scene, they are with callers during every moment of their emergency until the scene can be turned over to other responders.

A February 13, 2020 article in PSC Online stated that "the rate of post-traumatic stress disorder across telecommunicators is somewhere between 18-24%".⁽¹⁾ Answering calls in a police communication center results in cumulative mental trauma and a high rate of PTSD. Without the classification of first responders, communication officers fail to

qualify for high-risk benefits, like mental health services and specialty training that assist them in better performing their duties.

A Police1 article states "there will be over 10,000 projected job openings to fill and not enough people to fill them." A re-classification will help to address the "staffing shortages caused by inadequacies in wages, working environments, training and the high-risk benefits"⁽²⁾ and help to fill these vitally important jobs.

A proposition has been proposed twice in the House of Representatives to classify 911 dispatchers under "protective service occupations" instead of "office and administrative support occupations."⁽³⁾ Unfortunately, this change has failed to move forward. The states of Texas and California and the Colorado counties of Jefferson, Pitkin, and Arapahoe have all passed resolutions recognizing 911/communication officers as first responders. It is now time for Colorado to join the ranks of these agencies and show communication officers the respect and provide the assistance they deserve by re-classifying these employees as first responders. 🌟

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Legislative Report

by Bill Skewes, CSPA Lobbyist

Thank you for taking the time to read this edition of the CSPA magazine. Hearing directly from CSPA members about their struggles and challenges as they serve the people of Colorado is very enlightening. While general law enforcement issues are important to



Bill Skewes

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the CSPA and we work together with our other law enforcement partners on those bills and issues, the CSPA's primary focus is on compensation, benefits, and retirement security for CSPA members. This year, as many of the articles in this magazine indicate, the CSPA's primary focus is on competitive salaries for our members. Thankfully, Governor Polis included decision items in his FY 2023-24 budget request that provide a good start.

The Department of Public Safety's budget request includes a decision item to increase state trooper salaries. (State troopers make up about 80 percent of the CSPA membership.) The decision item is designed to bring trooper salaries to at least 99% of the actual average salary provided to

the top three Colorado law enforcement agencies with the highest average salary and more than 100 commissioned officers as required by the Trooper Pay Statute (section 24-50-104(1)(a)(III)(A), C.R.S.). The decision item also implements a graduated pay system for troopers to address pay compression (when a

10-year trooper is only making a couple of thousand dollars more a year than a first-year trooper).

The Department of Personnel & Administration's budget request includes a decision item to give all state employees a 5% raise in FY 2023-24 and implement step increases starting in FY 2024-25. This is very important to our non-trooper members. Providing predictable pay for all state employees will help ensure Colorado retains and attracts high-level talent for its state workforce. I will be working with the JBC and legislature to help ensure these decision items are included in the final FY 2023-24 budget.

One CSPA priority that we still plan to address this year are Port of Entry (POE) officer salaries. Colorado's POE officers serve an essential role in keeping Colorado's roadways safe but maintaining that workforce is very challenging at current salary levels. A major hurdle is that there are no comparable positions in the private sector on which the state can base a competitive salary. However, the current situation is unsustainable and if we want to retain and attract highly qualified employees, we must increase POE officer salaries.

With 500 to 600 bills likely to be introduced this session there will be many other issues that will be important to the CSPA, but our highest priority will be salaries. If you are a legislator, I hope reading these articles gives you a better understanding of what the people protecting all of us are facing. If you are a CSPA member, I want to encourage you to reach out to your legislator, get to know them, and share your story. ☀



In Memoriam

Because They Lived

"That though the radiance which was once so bright be now forever taken from my sight. Though nothing can bring back the hour of splendor in the grass, glory in the flower; We will grieve not, rather find strength in what remains behind."

-William Wordsworth

In every issue of the Colorado State Patrol Magazine, we reserve a moment to remember law enforcement members from our organization and from others, who have impacted our agencies through how they lived. All too often, these members have been lost suddenly and even violently while serving in the line of duty.

A shrouded badge is not only a symbol of mourning; it is a humble promise. It is a promise to not only remember loss but to recognize the honor with which an individual lived and to continue with integrity the legacy of service they embodied. It is here we remember and honor.

"It is not how these officers died that made them heroes. It is how they lived."

- Vivan Eney





by Keith Dameron, Historian - Colorado Law Enforcement Memorial

Corporal Daniel Groves, 52, was struck and killed in an auto-pedestrian crash on I-76 just west of Roggen at 11:20 am, March 13, 2019. Cpl. Groves had stopped to assist a motorist that had slid off the road during a severe winter storm. Groves emergency lights were activated when he was struck by a 2001 Volvo station wagon driven by John G. Carpenter, 58, of Centennial. Groves was transported to Platte Valley Medical Center in Brighton and pronounced dead on arrival.

Groves had exited his patrol car and was walking by the left rear fender when the Volvo spun around and slid into the left rear corner of the patrol car. Cpl. Groves was pinned between the Volvo and his car, sustaining fatal injuries. The investigation was handled by Troopers Josh Yoder, Vehicular Crimes Unit, and Jonathan Smith, Investigative Services Section. Sgt. Greg McComas was the supervisor. It was determined that Carpenter saw the patrol car but failed to slow down. He was traveling too fast for the road conditions when he changed lanes and then lost control with his vehicle rotating clockwise and running off the right side of the road. The road was wet and icy with windy conditions. Carpenter was subsequently charged with "Failure to Yield Right-of-Way" to a Stationary Emergency Vehicle and Careless Driving". Both counts were filed noting that each was a 'proximate cause of death'.

Daniel H. Groves

Colorado State Patrol

Daniel H. Groves was born on January 7, 1967, in Cook County, IL. He graduated from Marist High School in Chicago in 1985 and his first career was in the technology services industry in Chicago. He joined the Colorado State Patrol on July 16, 2007, starting his second career at age 40 because he had always wanted to be a cop. Dan's first post was in Frisco where he spent seven years. On July 1, 2014, he transferred to patrol headquarters to work in the Business Intelligence Unit. Dan was promoted to Corporal on November 1, 2016, and assigned to the Greeley CSP office.

Dan lived in Johnstown and was survived by his parents, Howard and Eileen of Orland Park, Illinois, his partner Eddie Gomez, siblings Peggy, Jeff, Jane, and Donna, and their respective spouses; nieces, nephews, and many friends.

Services were held on March 21 at Life Bridge Church in Longmont. Dan was noted for his service to others and how he loved being a state trooper. One trooper recalled Dan saying that being hired by the patrol was one of the best days of his life. Governor Polis and others gave eulogies at the service. The burial was private.

John Carpenter accepted a plea bargain and pleaded guilty to 'Failing to Exercise Caution While Approaching a Stationary Roadside Emergency Vehicle Resulting in Death'. The law is a Class 6 felony and it was the first conviction for a violation of this statute. It is more commonly known as 'Cody's Law', which was passed after the death of Trooper Cody Donahue in 2016. Carpenter was sentenced to 90 days in the county jail, required to complete a Level II safe driving class, and pay restitution in the amount of \$15,202.

Sources:

Colorado State Patrol - Chief Matthew Packard

Denver Post - Mar 13, 16-18, 21, 2019

Sgt. Greg McComas - Interview, Jan 8, 2021



by Keith Dameron, Historian - Colorado Law Enforcement Memorial

Trooper Will Moden, 37, was struck by a vehicle on I-70 just west of Deer Trail at 9:38 pm, on June 14, 2019. Trooper Moden worked in the Vehicular Crimes Unit and had been called to assist at a serious injury crash being investigated by Trooper Joseph Ruscetta. Moden and Ruscetta were measuring the original crash scene with GPS equipment when Moden was struck by a 1999 Ford F-250 pick-up truck driven by a 58-year-old man from Byers. The investigation found that Moden was standing 168' behind his patrol car which was parked on the right shoulder with emergency lights activated. The driver of the truck saw the patrol car, slowed down, and moved into the left lane as required by law. Moments later he spotted the officer and swerved but still struck Trooper Moden, knocking him into the median area. Will was airlifted to the University of Colorado Hospital and pronounced dead on arrival at about 11:00 pm from massive blunt force trauma.

The accident investigation was handled by the State Patrol with Sgt. Rob Madden and Trooper Kyle McDuffie of the Vehicular Crimes Unit (VCU) and Sgt. Matthew Beaudin and investigator Matthew Lasater of the Investigative Services Section (ISS). Captain Mark Mason was the supervisor. It was dark and the road was dry. Moden was wearing his 'ANSI' reflective vest. Ruscetta was in the median and spotted the oncoming vehicle. He tried to verbally warn Moden but Will apparently didn't hear him. First aid was provided at the scene by other officers and Deer Trail Fire before he was flown to the hospital by Air Life.

William James Moden was born December 3, 1981, in Ipswich, England as his father was stationed there in the US Air Force. Will graduated in 2000 from Eagle Crest High School in Aurora. He attended CU in Boulder and seriously considered the military but then transferred to Metro State and took criminal justice courses. He joined the state patrol on January 8, 2007, and was assigned to Castle Rock. Will married Amy Bradfield on September 8, 2007, in Wheat Ridge. He later became part of the VCU working out of the Adams County CSP office. He was survived by his wife Amy,

William J. Moden

Colorado State Patrol

parents Erick and Mary; brothers Erick (Kelly) and Christopher (Briana); mother-in-law Kristine Bradfield; sister-in-law Emily (Cary) Russell; nephews E. J., Caden, Breckon, and Tristan; and a niece Vivian.

A celebration of life service was held on June 21 at the First Church of Denver in Englewood. Will was known for his smile, love of the job, his larger-than-life personality, and his 'wicked' sense of humor. He was an avid fisherman, loved the outdoors, and was very knowledgeable about guns and military weaponry. Will was posthumously promoted to Master Trooper. The burial was private.

It was determined that the pick-up driver, Jack Harris, was not at fault and no charges were filed. The original crash that brought Moden to that location was turned over to the Arapahoe County Sheriff's Office and they handled that investigation.

Sources:

Colorado State Patrol – Chief Matthew Packard

Denver Post – Jun 16, Aug 9, 2019

Sgt. Rob Madden – Interview, Sep 15, 2022



Thoughts on Leaving

Why I have thought about leaving the Colorado State Patrol

by Randy Belisle

"I love my job. I love the Colorado State Patrol and what our organization represents for traffic safety and keeping people safe. One life lost is one too many. We need well-paid troopers to stay competitive, which over time, will increase the number of troopers on our roads."

I began my career in 2003 with the Colorado State Patrol. Law Enforcement was a dream of mine since I started doing citizen ride-a-longs when I was 18 years old. I rode with the local Sheriff's Office and with the local city police department. I actually got pulled over by a Colorado State Trooper for a brake light out. The Trooper (you know who you are Charlie) was tremendous and a great represen-

tative of what the agency is all about. I asked the Trooper if I could do a ride-a-long with him so I could learn more.

Over the next three years, I did ride-a-longs with multiple Colorado State Troopers and decided this was the career for me. I was in college when I applied to the agency. In 2003, I was hired by the Patrol and selected to start my career as a member of the Colorado State Patrol Class 2003-2. On day one of the Academy, we were told that step-pay raises were no longer in effect



Randy Belisle

is the current Vice President of the CSPA and also serves as the District 2 Representative. He has been the Vice President for the last six years and has served on the Board since 2007. Randy has been a trooper with the Colorado State Patrol for 19 years.





and a new program of Pay for Performance was how we would now receive pay raises throughout our careers.

The Academy was an eye-opening and challenging experience that highlighted what I would face over my now 19-year career on the road with the agency. I have had the opportunity to move all over the beautiful State of Colorado from duty stations in Durango, Colorado Springs, Pueblo, and Florence which is my current duty station here in Fremont County. I have been on the Colorado State Patrol Association's (CSPA) board for 16 years representing the members of District 2. I have served as the Vice President of the CSPA since 2017. I see the remarkable things our Association does for our members and even non-members in creating the Trooper Bill of Rights, a hardship fund, college scholarships and so much more.

Looking back on my career with the Colorado State Patrol, there have been highs and lows, but it is a job I love to do. I am passionate about sharing my knowledge and skills with the new generation of Colorado State Troopers every day. However, with all of the knowledge, skills, training, and certifications over a 19-year career, I make the same paycheck as a brand-new road trooper fresh out of the Academy.

How did we get to a place where a seasoned Trooper makes the same amount as a brand-new Trooper? This is how; Pay for Performance. Over the last 22 years, Pay for Performance has only been funded three times. Three times in two decades! In Colorado, 70% of all State Troopers make within \$200 of each other no matter how long one has dedicated their life to the State of Colorado and the Colorado State Patrol. This single reason has led to a mass exodus of troopers. Many troopers, after 5 to 7 years on the job, become discouraged knowing other individuals at other agencies are making more money because other agencies increase pay according to years of service. The Colorado State Patrol cannot remain staffed when we do not have predictable pay progression to keep our members with our agency. This rotating door of troopers leaving has led to 70% of our agency's officers having 7 years or less experience! In my Troop Office, the next trooper in rank behind me has 11 years less experience. Where did 11 years' worth of troopers go?

When the recent Request for Information (RFI) that was put forth before the Joint Budget Committee (JBC) came out, it was determined that Colorado State Troopers are underpaid by 11.35%. The Troopers Bill of Rights, which was signed into law in the year 2000 states, "Colorado State Troopers will be paid within 99% of the top 3 agencies in the State of Colorado that have 100 officers or more." If the Troopers' Bill of Rights was being followed as written in statute, then the question that should be asked is, "How did we get to be underpaid by 11.35%?" On average, we are losing 7 Troopers per month to retirements and separations. The number one reason given by Troopers that chose to leave employment with the Colorado State Patrol was the lack of pay and pay progression. Many leave for other agencies that pay more, offer more benefits, and value their members by recognizing their training and years of service.

I love my job. I love the Colorado State Patrol and what our organization represents for traffic safety and keeping people safe. One life lost is one too many. We need well-paid troopers to stay competitive, which over time, will increase the number of troopers on our roads. More troopers on our roads lead to a bigger impact on highway safety that the State of Colorado so desperately needs and deserves.

Have I thought about leaving the Colorado State Patrol? The answer is yes. Will I, that answer is no. I believe in Colorado, and I believe in our Colorado Legislative members. I believe that when they begin to follow the provisions of the Trooper Bill of Rights as it is written, along with the reintroduction of pay progression within our ranks, we will be competitive once again. In the end, traffic safety is about one thing. It's all about saving lives. Please give us a competitive edge, so we can do that for all Citizens of Colorado and make our roads safer again. 🙏



Thoughts on the Value of State Employment

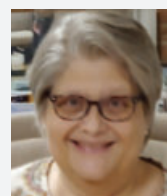
by Jane Crisman

The government of the state of Colorado is entrusted with some very solemn and critical responsibilities. For all the flash and focus on its politicians, the true body and soul of that government lies in the employees who bring the services to and make the contacts with Coloradans and our visitors. Being a state employee or appointee isn't a reward; it isn't a flunky's job; it isn't to be taken lightly. State employees put into action what the politicians and appointees promise their citizens.

Yes, Colorado citizens do pay state

employees' salaries, but state employees do jobs, day in and day out, for those citizens. They, themselves, are citizens. State employees contribute to their own salaries, and the salaries of others, because they pay taxes, fees, and purchase goods and services, too.

State employees maintain roads, public places, and



Jane Crisman

is the Retirees Representative for the CSPA. Jane has served on the Board since 2016. Jane retired from the Colorado Department of Public Safety with 34 years of service to the state of Colorado.



public lands; they care for the forgotten, the institutionalized, the children and adults who need advocates; they enforce laws, maintain order and safety, prosecute crimes against the state and its citizens, contain and care for those sentenced for their crimes; for the mentally ill who have no other resources, for our veterans, our orphans, our sick, injured, and lost...you get the picture.

There is one thing state employees do not do: They do not generate profits. Government cannot generate profits or tangible goods so its employees cannot, either. Government and its employees do what the people require to be done for the common good, as quickly, safely, and efficiently as possible, every minute of every day. They respond to natural disasters, criminal acts, and unintended consequences; provide services that are unavailable or unaffordable, and may not even be contemplated, by any other entity or group of workers in our state. Because they do not generate those mighty profit dollars or carry "influence," they are often disregarded, disrespected, or just overlooked.

The people who work for the state are just like their fellow citizens. They work, shop, worship, recreate, travel, educate, live and grow in this beautiful state. They are part of every community you can imagine. They make contributions to those communities, too, just like their fellow citizens. They have the same attributes and foibles, as well. They probably didn't choose to be in the public eye, although they are often placed in it, without any choice or warning.

If Colorado wants good government and good government services, we need and must retain good people to do good work. If we want good communities, we need good people and families to build and live in them. State employees live in and contribute to communities!

Being a state employee doesn't mean being a Democrat, a Republican, a progressive, a conservative, or apolitical; it doesn't mean being a part of a certain race, ethnic background, faith community, gender, or ability. It means being a person, a human being, who wants to do good work in exchange for a fair salary and benefits and the opportunity to live and contribute to a good community and a good state.

These things should not be controversial. They should not be politicized. Let's leave politics to those who feel comfortable with them and know when they may be important. Most

state employees want to do their best - just like most private-sector employees - and be good humans in good communities.

One more thing to remember: Good human employees don't stop being good once they retire. Many of us will live half of our lives "retired." We still want good communities and a good state. We will still work, because we have to, want to, or need to keep active. We may volunteer more. We will continue to shop, worship, travel, and recreate. educate and grow right here. The skills we developed, the experiences, and the knowledge that we have accumulated from our years of working for the state will still be here, only we can use them in other ways, at other places, for the continued good of the community and our fellow citizens.

State employees work. State employees retire. State employees contribute - in the same measure and same ways as other employees. Most of us want to be the best we can be, do the best we can do, and give to those who have given to us and those who need us. Our demands are no more than most private-sector employees, and sometimes, are less. Sometimes, doing good is more important than anything else.

Labels, blocs, tribes, sides, agendas - our world is full of them. Media inundate us with them from all sides and for any reason. One word leads to an assumption. State employees can be labeled with any of those, just like anyone else. The "government employee" label has positive and negative connotations. We cannot eradicate all of this, but we must work to reduce labeling, limit and clarify agendas, and increase honesty and integrity in ourselves, our processes, our communities, and our government. Actions do speak louder and more truthfully than words.

State employees have the same rights as others. We are also held, rightly, to a higher standard because we must be nonpartisan, fair, and ethical in the way we do the job, the way we act and speak on the job, and the way we interact in our role as employees of the state versus our role as citizens of the state.

As a retired state employee, I accept the rights and benefits that come with that. I also accept the high expectations and responsibilities that have been required. All I ask in return is to be accepted as a Colorado citizen and stakeholder, until such time as I no longer deserve nor earn that acceptance. Accepting a job with the state doesn't make anyone a second-class or less deserving citizen, constituent, or community member. At least, it makes me a tax-payer. At most, it makes me a valuable citizen of this state. ☀





Photo of Team Colorado State Patrol Captain Chris Grimsley receiving the award for Top Law Enforcement Team at the 2022 Northern Colorado Walk Like MADD. Pictured in the photo from left to right are; Lauren Epke from the Bachus and Schanker law firm (Bachus and Schanker is a supporter of MADD Colorado), Chris Grimsley Team Colorado State Patrol, Fran Lazner MADD Colorado, Afsoon Ansari Team Colorado State Patrol.

Mothers Against Drunk Driving (MADD) and Walk Like MADD Events

by Chris Grimsley

Mothers Against Drunk Driving (MADD) is a national non-profit organization.

MADD's website states,

"At Mothers Against Drunk Driving, we're focused on one goal: ending impaired driving for good. Since our founding, we've served as a lifeline for thousands of victims and survivors, and drunk driving fatalities have been cut in half – but we refuse to stop there. Together, we can end this 100% preventable crime."

(madd.org)

MADD's mission is strongly aligned with the Colorado State Patrol's goal of reducing instances of impaired driving. For this reason, the Colorado State Patrol and the Colorado State Patrol Association have long supported MADD.

At the Colorado Capitol, MADD advocates for stronger laws and greater resources for law enforcement to save lives on our roads. MADD also recognizes the outstanding efforts of officers annually through the MADD & CDOT Law Enforcement Champion Awards. Members of the Colorado



Chris Grimsley
has been a trooper for over 16 years. He currently serves as a Captain for the Strategic Analysis and Business Research Unit.



State Patrol received 16 of these awards in 2022.

MADD's signature fundraising events are its Walk Like MADD events held annually across the United States. In Colorado, Walk Like MADD events are held every year in Colorado Springs, Denver, and Northern Colorado.

My family and I have had the pleasure of participating in several Walk Like MADD events over the years. We were there for the inaugural Walk Like MADD event in Colorado Springs. I had the honor of serving as the Team Colorado State Patrol team captain that year. Thanks to the participation of troopers from the area, their families, and their friends, Team Colorado State Patrol won the Law Enforcement Award.

Coincidentally, my family and I were also present for the inaugural Walk Like MADD

event in Northern Colorado. I have been honored to serve as the team captain for Team Colorado State Patrol for several years. Again, thanks to local troopers' participation, families, and their friends, Team Colorado State Patrol has won the Law Enforcement Award at the Northern Colorado Walk Like MADD event four times.

MADD is a fantastic organization and a strong partner with the Colorado State Patrol and other law enforcement agencies dedicated to reducing instances of impaired driving. If you or someone you know is interested in participating in a Walk Like MADD event or would like to donate or volunteer for MADD, then please visit their website www.madd.org/colorado or email co.state@madd.org to find out how you can help. ☀



Chris Grimsley, pictured with daughter Maggie Grimsley, begins the Northern Colorado Walk Like MADD along with members of Team CSP.



Patrol Profiles:

An Interview with Retiring District Supervisor Jeff Byers

by Helena Shea

Recently, Monument POE District Supervisor Jeff Byers decided it was time to retire after nearly 29 years of Service. We wish him well but would be remiss if we did not try to savor any last bits of wisdom he had to offer. He kindly agreed to be interviewed. What follows are our questions and his responses.

Question: Tell us about you and why you love Colorado:

Supervisor Byers: I grew up in the small farm community of Dove Creek in the Southwest Corner of Colorado near Cortez. After graduation, I joined the US Air Force and was stationed in Colorado Springs at Peterson Air Force Base. I served in the USAF from 1985 – 1993.

I have two boys, who are now grown men, Nicholas (Nick) and Zachary (Zac). Nick is also a USAF Veteran, married, and has one son. He works as an Electrical Engineer. Zac is currently serving as a 2 LT in the USMC stationed in HI.

I am a third-generation Colorado Native and cannot think of a better place to live. Colorado has a little bit of everything and plenty of places left to explore!

My favorite Hobby is traveling and seeing new places. I have been on 5 continents and 25 different countries with hopes of adding more to the list.



DS Jeff Byers with Colonel Packard at his retirement celebration on 10/11/22 at the CSP Museum.

Question: Tell about how long you have you worked for the State and in what locations/roles:

Supervisor Byers: I came to work for the state of Colorado in 1994 shortly after getting out of the Air Force. The Port of Entry was a part of the Department of Revenue at that time and my first assignment was Fort Morgan from 1994 – 2001.

In 2001 I was promoted to an MCSAP position within the POE and served as an MCSAP inspector and safety supervisor until 2007 at Monument.

In 2007 I was promoted to the position of District Supervisor at Monument and continued in that role until my pending retirement in 2022.

I was a part of the transition when POE transitioned from the Dept. of Revenue to the Dept. of Public Safety in 2012.

Question: POE Officers are a special mix of technical skill and diplomacy. What skills and certifications do you bring to this role?

Supervisor Byers: I have been a CVSA-certified Level I inspector since 1998 and became a Level I – Part B instructor in 2001. (I review the physical safety of the vehicles as well as the driver's paperwork and qualifications.)

Before promoting to District Supervisor, I was also additionally certified to inspect Haz Mat, Cargo



Tanks, Bulk Packaging, and Level VI (radioactive/nuclear waste).

In 2003, I was the First-Place winner in the state inspector competition, went on to compete in the North American Inspector's Challenge, and was named Overall Grand Champion Inspector that year.

In 2004, I was the Employee of the Year for the State of Colorado, largely due to the positive publicity of winning NAIC.

Question: What do you like most about the work you do?

Supervisor Byers: Knowing that, without a doubt, roadside inspectors save lives.

Question: What is the hardest part of your job?

Supervisor Byers: Not seeing the immediate results of the job that we do. Because we are saving lives, preventing damage to the infrastructure, and preventing accidents it is very difficult to measure the results of something that did not happen.

Question: When you work with brand new employees, what are the most important things you want them to know?

Supervisor Byers: That what they do every day does matter and the long-term statistics support it.

Question: You have been a supervisor for many years. What factors do you see as most influential in whether an employee is successful working for POE?

Supervisor Byers: Support and training. Support includes a work/life balance and knowing that the needs of their family and time off are important.

Question: What factors have caused people you have supervised to choose to leave state service?

Supervisor Byers: Predominately it has been inadequate pay.

Question: Why is this the right time for you to retire?

Supervisor Byers: First, it is time for the next generation to take charge. Technology is continuously emerging at a rapid pace. While I firmly and completely support new and better ways to accomplish our goals and

DID YOU KNOW?

- POE has only retained 59% of academy graduates since 2016.
- In October 2022, the POE Branch of the CSP only had 95 Uniformed Officers of their allotted 120 Uniformed Officer positions.
- In their exit interview, almost all of the approximately 41% of POE officers who have left the job since 2016 have indicated that take-home pay vs. cost of living at their duty station was the deciding factor for why they left.

create a safer environment, it often feels that we are in a period of constant training to keep up with technology. I have never been opposed to change and often have pushed for updated technology, but I am realizing that my skills are lacking in certain areas and I am not the best person to lead my workgroup.

Second, I have nearly 29 years with the state of Colorado. While it has been a good career enabling me to provide for my kids and maintain a decent standard of living, I want to retire early enough that I can travel and enjoy the next phase of my life.

Question: Is there anything else you would like to share?

Supervisor Byers: Overall, the Colorado State Patrol and the Port of Entry have been a positive career and provided much-needed stability in my life and my children's lives. It has provided me with lifelong friendships, excellent training, experience, and a network of associates. 🌟



Helena Shea

has worked for the Port of Entry for over 13 years. She is currently serving as the Innovative Technology Deployment Program Manager for the Port of Entry.





Matt's Mom Barbara pins his badge at his promotion Ceremony on 10/7/22, while his Wife Danell looks on.

Patrol Profiles:

An Interview with District Supervisor Matthew Kerber

by Helena Shea

Recently Promoted District Supervisor Matthew Kerber graduated from the POE academy in 2018. He was a successful officer but chose to leave state service in 2021. He then returned in 2022. As retention of POE officers, especially newer officers, has been of concern to the agency, we asked Matt if he would tell us a little about why he left and rejoined the CSP family. He kindly obliged us. What follows are our questions and his responses.

Question: Tell us about you and why you love Colorado?

District Supervisor Kerber: I work out of the Ft. Morgan POE and live nearby in Hillrose with my wife, Danell, and our youngest son, Caleb. We have 2 older sons who are out on their own, one in Kansas, and the other nearby. I enjoy restoring classic cars and dirt bike riding with my sons, and weekend adventures with my wife. I love Colorado because it is home, it is where I was born and raised and I have never had the desire to live anywhere else. There are so many unique places to visit

and never a shortage of opportunities to get outside and explore.

Question: You have worked for the state for quite some time. What experience with us do you have?

District Supervisor Kerber: From September 2015 through January 2018 I was a Transportation Manager I with CDOT. Then between January 2018 and February 2021, I was a POE Officer I. In February 2022 I was reinstated as an Officer I with the POE. In August 2022 I was promoted to POE Officer II and became the Senior Port Officer at the Ft. Morgan Port of Entry. (Editor's Note: Senior Port Officer Kerber was promoted to District Supervisor at the Ft. Morgan Port of Entry in December of 2022.)

Question: POE Officers are a special mix of technical skill and diplomacy. What skills and certifications do you bring to this role?

District Supervisor Kerber: I have held a Class A Commercial Driver's license for over 20 years; I am currently a CVSA Certified Level 1 inspector, which means I look at the compliance of both the Driver's paperwork and credentials and the



physical safety of commercial vehicles; and since my promotion, I have completed several online training classes with the state to help improve my management and leadership skills, most recently SABA for PMP raters. In November I'll be attending the COE Statewide Supervisor Certificate Program.

Question: What do you like most about the work you do?

District Supervisor Kerber: I enjoy building relationships with the drivers in my community and educating them on the Laws and regulations that help keep our roads and communities safe.

Question: What is the hardest part of your job?

District Supervisor Kerber: I always find it hard when I have to write a ticket that I know will ruin someone's day even though I know it is ultimately for the best.

Question: When you work with brand new employees, what are the most important things you want them to know?

District Supervisor Kerber: I think it's important for new officers to understand that every interaction they have with drivers and the public is an opportunity to serve in some way. What we do here at the Ports saves lives.

Question: What are the biggest differences between working for CSP and other places you have worked?

District Supervisor Kerber: CSP is the only job that I have had where I know that I am helping to make a real, tangible difference in my community. I make my community safer by ensuring the safety of the trucks that pass through the port.

Question: What were the factors that had you leave Ports?

District Supervisor Kerber: At the time my wife studying to get a BS in nursing and science. I was offered a job with a considerable pay increase. The pay raise let me support my family while Danell reached the finish line on her goal.

Question: What factors or changes occurred that had you come back?

District Supervisor Kerber: I was reinstated at the Port just inside the 1-year deadline. The other position did pay more, but I realized that the work was unfulfilling. I missed the camaraderie with fellow officers. Most importantly, I missed doing work that makes a difference in the awesome community that I live in. Another large factor as my wife began achieving her professional goals, is how much better the work-life balance with Patrol was for my family. Being here lets me support them in entirely different ways. 🌟

SAFEGUARDING COLORADO ROADWAYS

- 286,972 violations were noted on Commercial Motor Vehicle (CMV) roadside inspection reports in Colorado during a 6-year period between CY 2016-2021.
- 81,505 Out of Service violations were reported in that 6-year period. POE officers alone discovered 62% of those Out of Service violations.
- Out of Service violations are those violations that are considered too dangerous for the vehicle to be driven. Out of Service violations include unsafe equipment like brakes, tires, steering apparatus, and even driver fatigue.
- POE officers conducted 163,773 CMV inspections or 55% of the total inspections done in Colorado in that 6-year period – an average of 273 inspections per POE officer per year.
- On average, a POE officer documents more violations per inspection than any other Colorado inspector.
- POE officers are highly trained in CMV regulations. Unlike uniformed State Troopers, POE officers do not respond to crashes or other calls for service and focus solely on CMV safety.



Why is Professional Staff In-Service Important?

by Sheryl Lopez

At the end of September 2022, CSP Professional Staff members were able to attend the first in-person in-service training since the COVID-19 pandemic. More than 80 Professional Staff members were able to attend training this year.

With more than 1/3 of our Professional Staff members being new to the agency within the last 18 months, this in-service was a great opportunity for everyone to meet face-to-face and put the proverbial face to the name! This training also allowed everyone the opportunity to build relationships and exchange

knowledge with each other. Having the ability to network with fellow professional staff in person is, for lack of a better word, awesome!

Chief of Staff Sarah Allen was the driving force behind this year's Professional Staff in-service. Sarah Allen desires to see the Professional Staff continue to be successful, but better trained. Over two days, several topics were presented that every member could find benefit from this investment. Topics presented this year included but were not limited to

- Strategic planning efforts;
- Position Description updates;
- Project management;
- Wellness;
- CALEA; and
- How to approach critical conversations.



Sheryl Lopez

is one of two
Civilian

Representatives for
the CSPA. Sheryl
has served the CSP
for over 27 years
and currently works
as a Staff Support
member.



CSP Lt. Col. Josh Downing speaking in front of members at the 2022 CSP Professional Staff In-Service.



While not every topic(s) applied entirely to every member, every topic was presented in a way for all professional staff members to have an opportunity to learn and to know more about the Patrol.

The positions held by professional staff within the patrol are part of a diverse group that includes

- field troop administrative support staff;
- records technicians;
- grants and program managers;
- ESU;
- crime analysts;
- victims' advocates; and
- evidence technicians, just to name a few.

Opportunities must be created to allow the sharing of information and knowledge between and among the members of these different professional staff groups. It is also critical that our Professional Staff members receive clear and consistent training to not only competently perform their jobs but to also pursue further professional development within the CSP.

I see our Professional Staff members as the "glue" that holds this agency together! Long gone are the days when the job duties only included answering the phone and typing letters! Yes, we still answer the phone, but we also process sensitive material, process/release evidence, CORA requests and District Attorney requests, process/reconcile overtime, and provide crime statistics. And we still find the time to pay the bills and order supplies! As our duties have changed, so has our technology. We must use several different and complex databases daily. As our duties and technology have changed, our training must continue to

CSP professional staff members Gina Jeffries (left) and Ronda Bonfield (right) with CSP Chief Matthew Packard (center) at the 2022 CSP Professional Staff In-Service.

change just to keep up! Only then are we able to do our jobs effectively, efficiently, and with timely expertise. Quality training provides us with the knowledge and skills we require to provide the necessary support to our agency. How well we perform our duties as Professional Staff members impacts other members and our agency; the training and professional connections we develop through opportunities like the annual Professional Staff in-service directly affect our performance.

The initial training of Professional Staff to perform assigned responsibilities and tasks can be intense and time-consuming, but it is necessary to achieve desired results. We can further boost and enhance initial training provided to Professional Staff by continuing to support an annual "refresher" known as in-service. In fact, it would be a good idea to support increased communication and improved training of the Professional Staff throughout the year. And that is exactly what Chief of Staff Allen plans to do.

Starting in January 2023, professional staff members will have the opportunity to attend monthly meetings that will provide training and information on current objectives and changes in our organization. Coupled together with the annual in-service training these monthly updates will give our members much-needed support, facilitate the enhancement of their knowledge and skills, and promote the continuation of the exceptional level of service these members provide to the Patrol, the public, and each other! 🌟



May We Never Forget Their Sacrifice

Since the creation of the Colorado State Patrol in 1935, the agency has lost 30 members in the line of duty.

These 30 individuals made the ultimate sacrifice in their service to the people of Colorado. Every current and past member of the Colorado State Patrol keeps these individuals and their families in their thoughts each and every day.



Deputy Supervisor Arnold B. Gulzow

June 26, 1941

Deputy Supervisor Gulzow was an original member of the Colorado State Highway Courtesy Patrol. Gulzow died of injuries sustained while directing traffic at Red Rocks, west of Denver. On June 22, 1941, Gulzow was riding his motorcycle and passing stopped traffic when a vehicle suddenly made a left turn in front of him. He was transported to St. Luke's Hospital and due to the severity of his injuries, died on June 26, 1941.

Gulzow entered the Colorado State Patrol on September 23, 1935.



Patrolman Wallace M. McCarty

January 24, 1946

Patrolman McCarty was killed when a truck hit his Patrol car head-on near Hudson on Colorado 6 on January 22, 1946. McCarty was returning to Wray from Denver with Leslie Dale Wells, an automobile dealer. Wells died instantly, and McCarty was taken to Denver General Hospital where he died two days later. An investigation showed the oncoming truck was on the wrong side of the road and weaving when the impact occurred. The truck driver was charged with manslaughter.

McCarty entered the Colorado State Patrol on December 1, 1944



Patrolman Harold M. Bechtelheimer

September 14, 1949

Patrolman Bechtelheimer ("Beck") was the first Colorado State Patrol Officer to be slain in the line of duty. While patrolling Highway 85-87 north of Colorado Springs, he encountered a speeding green Buick traveling southbound. Before Bechtelheimer approached the driver, the passenger exited the Buick and came around behind Beck, placing a .32 caliber Savage automatic weapon to Beck's back.

Bechtelheimer spun around and struck the passenger with his flashlight. The passenger then shot Beck in the chest and in the left arm. Beck returned to his patrol car to call for help before dying of his injuries. The two suspects were apprehended that evening north of Colorado Springs. The suspects were later tried and sentenced to life in prison.

Bechtelheimer entered the Colorado State Patrol on December 1, 1944.





Sergeant Wesley Rosette

January 31, 1951

Sergeant Rosette was killed near Price, Utah, in a collision with two trucks. Rosette and Grand Junction Sheriff E.E. Redmon were enroute to pick up a prisoner for extradition to Colorado. They met an eastbound truck passing another eastbound truck.

The passing truck cut in too soon and struck the other truck, which swerved in front of the oncoming Sheriff's vehicle. The Sheriff was seriously injured, yet survived. Sergeant Rosette was killed instantly.

Rosette entered the Colorado State Patrol on July 18, 1936.



Patrolman Melvin E. Phillips

February 2, 1956

Patrolmen Gresham and Phillips died instantly when their Patrol car was smashed in between two semi trucks seven miles south of Hugo and US 287. The officers had stopped a southbound truck and were issuing clearance to the driver, seated in the Patrol car's backseat. A truck approached from the rear and collided into the back of the Patrol car, pushing it into the semi. The Patrol car was pushed forward more than 65 feet, and the stopped semi was pushed forward 70 feet with its parking brake set. All were killed instantly. The driver that caused the accident had not applied the brakes prior to impact, and it is suspected he had fallen asleep.

Phillips entered the Colorado State Patrol on November 1, 1954



Patrolman Floyd E. Gresham

February 2, 1956

Patrolmen Gresham and Phillips died instantly when their Patrol car was smashed in between two semi trucks seven miles south of Hugo and US 287. The officers had stopped a southbound truck and were issuing clearance to the driver, seated in the Patrol car's backseat. A truck approached from the rear and collided into the back of the Patrol car, pushing it into the semi. The Patrol car was pushed forward more than 65 feet, and the stopped semi was pushed forward 70 feet with its parking brake set. All were killed instantly. The driver that caused the accident had not applied the brakes prior to impact, and it is suspected he had fallen asleep.

Gresham entered the Colorado State Patrol on January 3, 1956



Patrolman Richard J. Cahalan

September 28, 1957

Patrolman Cahalan was killed in his Patrol car seven miles west of Kremmling. His Patrol car went off the road down a 50-foot embankment. He may have been forced off the road by an oncoming vehicle, but this was never verified. Cahalan was accompanied by Jack Traux, of the State Game and Fish Department.

Traux suffered a broken leg and back injuries. He could remember some details prior to the accident, but not what had happened during the accident.

Cahalan entered the Colorado State Patrol on November 1, 1948



Corporal Richard C. Edstrom

October 28, 1959

Corporal Edstrom was wounded September 19, 1959 during a gun battle with three fugitives from Aztec, New Mexico. The fleeing car crashed through a Durango roadblock on US 550. The chase was terminated when the wanted car went down a dead-end alley. Two of the three fugitives surrendered, however, the third ran and Edstrom stopped him as he was trying to carjack another vehicle. During the ensuing gun battle, Edstrom was hit twice. Captain Garnand and Officer Stephens of the Durango Police Department opened fire, hitting the suspect five times. He died instantly. Edstrom was hospitalized at Mercy Hospital in Durango, succumbing to his wounds on October 28, 1959.

Edstrom Entered the Colorado State Patrol on May 21, 1951.



Lieutenant Hiram V. Short

July 12, 1961

Lieutenant Short was traveling from his new post in Craig to Castle Rock when he responded to a call for assistance from Colorado Department of Wildlife Officer Bob Hoover. Hoover had encountered a parked vehicle, and upon contact noticed a rifle, prompting him to check the automobile ownership. The driver pulled out a Walther P38 handgun and shot Grand County Sheriff Chancy Van Pelt, who had also responded to the scene. The driver then shot Short and Hoover. Hoover and Van Pelt survived their injuries, but Short died in surgery. The suspect was spotted two days later by a train crew, later convicted, and sentenced to life imprisonment. The suspect died in prison in 1999.

Short entered the Colorado State Patrol on July 16, 1946



Sergeant Albert M. Alcorn

January 23, 1966

Sergeant Alcorn and Patrolman Carhart were killed in an accident while on a normal patrol assignment. Alcorn was conducting a training and evaluation of duty tour to observe rookie Carhart's performance. Their Patrol car was eastbound on Colorado 72 when it went out of control on a curve. The car ran off the road and rolled. Both officers were fatally injured. The cause of the accident was never determined.

Alcorn entered the Colorado State Patrol on October 1, 1953



Patrolman Nicholas A. Carhart

January 23, 1966

Sergeant Alcorn and Patrolman Carhart were killed in an accident while on a normal patrol assignment. Alcorn was conducting a training and evaluation of duty tour to observe rookie Carhart's performance. Their Patrol car was eastbound on Colorado 72 when it went out of control on a curve. The car ran off the road and rolled. Both officers were fatally injured. The cause of the accident was never determined.

Carhart entered the Colorado State Patrol on November 1, 1965.



Patrolman Gerald R. Williams

December 16, 1967

Patrolman Williams was killed while assisting two motorists near Rocky Ford on Colorado 50. One motorist was out of gas, the other was stuck in the median. As Williams was walking on the roadway, he was hit by a vehicle driven by a man from La Junta. Williams was transported to a hospital in La Junta and was pronounced dead on arrival.

Williams entered the Colorado State Patrol on November 6, 1961





Patrolman Larry B. Enloe

January 8, 1968

Patrolman Enloe was on Interstate 25 north of Trinidad when he stopped a stolen blue station wagon for a traffic violation. While Enloe was seated in his Patrol car, the 16-year old runaway driver shot Enloe with a .38 caliber gun. The driver then stopped another vehicle driven by Sergeant Fink of the US Army. He told Sergeant Fink that he had killed a police officer, and to cooperate otherwise he would kill Fink's infant child passenger. At a roadblock south of Pueblo, they were allowed to proceed on their way. Fink let the runaway out of the vehicle and then drove back to the roadblock to inform the officers of what had happened. The teenage suspect was caught at a Pueblo hotel. He was later found guilty of second-degree murder and sentenced to 34-50 years in the Colorado State Penitentiary.

Enloe entered the Colorado State Patrol on May 19, 1965.



Patrolman Thomas R. Carpenter

December 27, 1973

Patrolman Carpenter stopped a 1964 Chevrolet on the westbound ramp from Broadway onto Colorado 36. A physical altercation developed between Carpenter and the occupants. It is believed that Carpenter's service weapon was taken from him and he was kidnapped. At 1000 hours, he gave his location as Interstate 70 and Havana, eight miles out of his assigned area. Shortly after this, Carpenter and his Patrol car were found in a Montbello parking lot. Carpenter had been shot four times with his own weapon from the back seat of his Patrol car. No one was ever charged with his murder, and the case is considered closed due to a lack of evidence. At least one of the prime suspects was later killed in a non-related violent altercation.

Carpenter entered the Colorado State Patrol on April 22, 1968.



Patrolman Richard P. Ross

July 10, 1974

Patrolman Ross was investigating an accident six miles west of Hugo on US 287. After completing his investigation, he backed over a bent delineator post and then pulled forward slightly. The post forced a hole in the trunk of the car and pushed the exhaust pipe into the hole. Ross called a supervisor to report his accident. He left the engine running while he finished the report from the previous accident. Two truck drivers found him unconscious and called for help on the Patrol car radio. Ross was pronounced dead at the scene by a doctor from Hugo. Tests indicated he had died from carbon monoxide poisoning.

Ross entered the Colorado State Patrol on February 25, 1973.



Patrolman Michael H. James

December 18, 1975

Patrolman James stopped a pickup on Westbound Colorado 24 near Limon. While James was running a driver's license check, the driver assaulted him. James struggled with the driver in an attempt to regain control of the situation, but the driver shot him several times. The driver left James beside the road and disabled the patrol car radio. A short time later a truck driver with a CB called the Limon dispatch office and reported a wounded officer. James was dead by the time the doctor arrived. The driver surrendered nearly three hours later and was convicted of robbery, murder, and being a habitual criminal. He was sentenced to three life terms.

James entered the Colorado State Patrol on May 9, 1971.

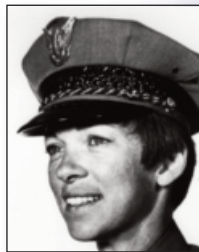


Sergeant Willis Hugh Purdy

July 31, 1976

Sergeant Purdy had finished his shift when Greeley dispatchers informed him of severe weather problems in the Big Thompson Canyon. As Purdy proceeded into the canyon, he ordered the evacuation in the lower areas below the canyon, a decision that saved hundreds of lives. Purdy encountered the torrent coming from the Devil's Gulch tributary of the Big Thompson River and was attempting to turn himself and others away from it. Purdy's last words to dispatch at 2115 hours were, "I'm stuck, I'm right in the middle of it, I can't get out...about a half mile east of Drake on the highway. Get the cars out of the low area down below." Purdy was found on a sand bar eight miles below the point where he was last seen. Purdy's Patrol car was two miles east of Drake on the bottom of a pile of eight vehicles. The only identifiable thing was the metal key ring still in the ignition.

Purdy entered the Colorado State Patrol on May 22, 1950



Trooper Francis I. Galvin

May 25, 1979

Trooper Galvin was the first female member to die in the line of duty. On May 24, 1979, Galvin was investigating a fatal accident east of Pueblo involving a motorcycle and a car. At 2210 hours Galvin stepped into the roadway to check a small bit of information she needed. She was struck by an eastbound vehicle. Galvin was taken to St. Mary Corwin Hospital in Pueblo. She died due to the severity of her injuries on May 25, 1979.

Galvin entered the Colorado State Patrol on October 10, 1977.



Trooper James K. Farris

November 29, 1980

Trooper Farris was killed while pursuing an eastbound traffic violator near Frisco on Interstate 70. During the pursuit, his Patrol car went out of control, ran off the road, and rolled. Farris was wearing his seatbelt, but the force of the rollover was so severe that he received critical injuries. He died a short time later at Summit Medical Center in Frisco.

Farris entered the Colorado State Patrol on August 6, 1979.

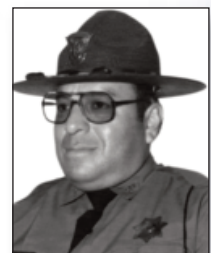


Trooper Charles A. Fry

September 26, 1987

Trooper Fry was on routine patrol on Interstate 25 when he contacted a northbound vehicle south of the Douglas County Line. He was issuing a traffic citation when a drunk driver struck Fry as he stood by the vehicle. The drunk driver failed to stop and was later apprehended by another Trooper. The drunk driver was later convicted of vehicular homicide.

Fry entered the Colorado State Patrol on May 3, 1976



Trooper Joseph A. Ynostroza

December 6, 1989

Trooper Ynostroza died in a head-on collision with a semi-tanker truck east of Alamosa on Highway 160. His Patrol car drifted across the roadway striking the rear wheels of an eastbound gasoline tanker. Investigators believe Ynostroza had fallen asleep at the wheel while en route to his home after attending a Drug Recognition Training Class in Denver. Ynostroza was wearing his seatbelt, and the airbag deployed at the time of the collision. In this particular case, the safety equipment proved inadequate because of the tremendous force of the accident.

Ynostroza entered the Colorado State Patrol on July 1, 1973





Technician Lyle F. Wohlers

November 5, 1992

On November 4, 1992 at 1630 hours, Technician Wohlers contacted a vehicle with two juvenile occupants for a traffic violation one mile east of Georgetown on Interstate 70. After calling for assistance, Wohlers was shot by one of the juveniles. The suspects fled the scene before backup could arrive. At 1900 hours, the two juvenile suspects were arrested as they traveled from Georgetown to Denver. The juveniles were tried as adults and convicted. The juvenile who pulled the trigger was sentenced to life in prison. His accomplice was sentenced to 32 years in prison. Wohlers succumbed to his injuries on November 5, 1992.

Wohlers entered the Colorado State Patrol on October 31, 1966.



Trooper Jason Manspeaker

January 23, 2001

On January 23, 2001, Trooper Manspeaker was responding to a call regarding the possible sighting of two fugitives of the "Texas Seven," who were wanted for the slaying of an Irving, Texas police officer. After passing eastbound through the Eisenhower Tunnel on dry pavement, Trooper Manspeaker's vehicle hit the steep, icy off-ramp of U.S. 6, skidding into a "low-boy" trailer legally parked in a snow-covered, dirt pull out. Despite the efforts of another Trooper to resuscitate him, Trooper Manspeaker died of his injuries. Sadly, the vehicle Trooper Manspeaker was seeking did not contain the "Texas Seven" fugitives, but instead was determined to belong to a local construction worker.

Manspeaker entered the Colorado State Patrol on July 12, 1999.



Trooper Zachariah Templeton

October 12, 2007

On October 11, 2007 at approximately 1640 hours Trooper Zachariah Templeton and Trooper Scott Hinshaw were assisting a motorist who had lost one of two plastic farm chemical tanks he was hauling on a flatbed trailer in the median of eastbound I-76, just east of 96th Avenue. A Ford F-150 pickup truck driven by a juvenile eastbound on I-76 approached the scene. Not paying attention to traffic, the juvenile swerved to avoid hitting the significantly slowing vehicles in front of him.

Tragically, the juvenile's maneuver placed him in the median, rear-ending the motorist's trailer and striking Troopers Templeton and Hinshaw, but missing the motorist they were assisting. Both Trooper Templeton and Trooper Hinshaw suffered serious injuries and were transported to local hospitals. Unfortunately, Trooper Zachariah Templeton succumbed to his injuries on October 12, 2007.

Templeton entered the Colorado State Patrol on July 14, 2003



Trooper Molly Tyler

November 23, 2012

On January 15, 2008, Trooper Tyler was working in the 5C Montrose troop area. During her shift, she was seriously injured when she fell as a result of icy conditions. Subsequent to her injury, she underwent extensive medical treatments to include multiple surgeries. In November 2009, Trooper Tyler medically retired from the State Patrol and on November 23, 2012, Molly succumbed to her injuries and left behind her husband and four children.

Tyler entered the Colorado State Patrol on January 12, 1998



Trooper Taylor Thyfault

May 23, 2015

On May 23, 2015, Trooper Taylor Thyfault was riding along with Trooper Clinton Rushing as part of his ongoing training at the Colorado State Patrol Academy. During the early morning hours, Trooper Thyfault and Trooper Rushing responded to a three-car crash on Colorado Highway 66. Shortly after 8:00 a.m., another State Trooper attempted to stop a vehicle in the area of I-25 and Colorado Highway 66, approximately 3 miles from the crash scene. The suspect eluded the trooper and drove towards the crash scene where Trooper Rushing was waiting to deploy stop-sticks. The suspect hit Trooper Rushing and Trooper Thyfault while eluding the pursuing trooper. Seconds before he was struck, Trooper Thyfault instructed a tow truck driver to move and take cover to avoid being hit by the fleeing suspect. Trooper Rushing suffered serious bodily injury, while Trooper Thyfault succumbed to his injuries instantly at the scene.

Thyfault entered the Colorado State Patrol on March 16, 2015.



Trooper Jaimie Jursevcis

November 15, 2015

During the evening of November 15, 2015, Trooper Jaimie Jursevcis stopped her patrol vehicle on the inside shoulder of I-25 south of Castle Rock in an effort to protect the scene of a previous crash being investigated by a fellow Trooper.

At approximately 2045 hours, Trooper Jursevcis was notified of a possible drunk driver headed southbound on I-25. Trooper Jursevcis made contact with the reporting party and learned the suspect vehicle was approaching her location. Trooper Jursevcis immediately began attempts to flag down the suspect vehicle from outside her patrol car. Moments later, the reported drunk driver collided with Trooper Jursevcis, killing her instantly. The suspect vehicle fled the scene, but was apprehended by the Palmer Lake Police Department approximately 15 miles from the crash scene. The suspect was taken into custody and charged with vehicular homicide, leaving the scene of a fatal crash, driving under the influence, and several other offenses.

Jursevcis entered the Colorado State Patrol on January 9, 2011.



Trooper Cody Donahue

November 25, 2016

On November 25, 2016, Trooper Cody Donahue was assisting with the investigation of a previous motor vehicle crash along northbound I-25 near Castle Rock in Douglas County, Colorado. While he stood on the right shoulder of the interstate, a commercial motor vehicle struck Trooper Donahue, killing him instantly.

Donahue entered the Colorado State Patrol on June 30, 2005



Corporal Daniel Groves

March 13, 2019

On March 13, 2019, Corporal Daniel Groves stopped to assist a motorist that had slid-off the roadway on westbound Interstate 76 near Roggen, Colorado during a significant winter storm. Moments after exiting his patrol car, Corporal Groves was struck by an out of control westbound vehicle. Corporal Groves was transported to a local hospital, but he was declared deceased a short while after arrival.

Groves entered the Patrol on July 16, 2007.



Master Trooper William Moden

June 14, 2019

On June 14, 2019, Master Trooper William Moden was investigating a previous crash on Interstate 70 near Deer Trail, Colorado. While completing his on scene investigation and documenting roadway evidence, Master Trooper Moden was struck by a passing vehicle. Master Trooper Moden was transported to a local hospital, but he was declared deceased a short while after arrival.

Moden entered the Patrol on January 8, 2007



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