Minutes
DSD Reform Training Action Team
January 13, 2016, 2:30pm-3:30pm
Location: Denver County Jail Conference Room

Present:
- Stephanie O’Malley (via phone)
- Shawn Smith
- Shannon Elwell (via phone)
- Captain Jaime Kafati (via phone)
- Division Chief Marie Kielar (via phone)
- Rory Regan (via phone)
- Mark Valentine
- Deputy Sheldon Marr
- Sheriff Patrick Firman (via video)
- Captain Shayne Grannum (via video)

Agenda:
1. Approval of Minutes
2. Subgroup Status Updates
3. Discuss Training Re-Prioritization
4. Next Steps/Open Forum

Discussion:
The meeting opened with a review of the minutes from the Action Team meeting that was held on January 6, 2016, which were approved by the team with one change.

Staffing & Policy Subgroup
Division Chief Gary Wilson reported that he met with Shawn Smith and came to a consensus regarding the status of remaining implementation plans for recommendations assigned to the Staffing & Policy Subgroup. Chief Wilson indicated that, upon further consideration and in respect to work currently in progress, an implementation plan is being developed to address recommendation 5.9. Chief Wilson also stated that some of the recommendations assigned to members of the subgroup that have since resigned from participation have been reassigned to him and recommended that recommendation 5.16 be reassigned to the Use of Force and Internal Affairs Action Team. Mr. Smith indicated that he would follow-up with that Action Team regarding this recommendation. Chief Wilson then reported that he is in the planning stages of convening a committee to address recommendations related to the topic of excited delirium and requested that Director O’Malley assist in the identification of individuals within the community for participation on the committee. Chief Wilson then reported that he would meet with Captain Kafati to discuss his workload and ability to continue leading implementation of assigned recommendations and reiterated that the subgroup has lost several members over the past months. Director O’Malley and Chief Wilson agreed to discuss and work toward identifying additional community members that might be willing to participate in the subgroup’s work.

Curriculum & Administration Subgroup
Division Chief Marie Kielar reported that several outstanding implementation plans were updated and forwarded for review and approval. Chief Kielar specified that implementation plans related to Crisis Intervention Training (CIT) were updated to reflect the plan for all DSD staff to complete the training in 2016.
Mark Valentine introduced a formal proposal to re-prioritize approved funding for training to CIT with the goal of training all uniform members of DSD in 2016. Under the proposal, the needed funding would be shifted from that which was approved for “Train the Trainer” training and “Offsite Leadership Training,” with $85,000 left for each of these training initiatives ($170,000 total) to begin in 2016 and continue into 2017, pending additional funding approval. Captain Kafati then indicated that the original estimate for “Train the Trainer” included a fee for the training (in addition to paid staff time) that is not being charged, therefore, a cost savings is already being realized. Sheriff Firman then indicated his support for the proposal, stating that this approach allows the DSD to move on all three initiatives; two in a measured approach that will allow greater focus on CIT. The Action Team then discussed whether the “Offsite Leadership Training” should be placed on hold in its entirety until 2017 with several members indicating that at least some work should occur in 2016. In response to a question, Rory Regan stated that no commitments can be made regarding funding availability in 2017, however, BMO is supportive of realigning 2016 funds as necessary and approved by the DSD Reform effort so long as the bottom line is maintained. Director O’Malley then asked whether the Action Team members were in consensus and supportive of the proposal put forth; no members objected to the proposal.

**Action Items:**

1. Revised Implementation Plans - ASAP

**Next Meeting:** January 20, 2016, 2:30pm - 3:30pm
   County Jail Conference Room