



Minutes

DSD Reform Training Action Team

November 18, 2015, 2:30pm-3:30pm

Location: Denver County Jail Conference Room

Present:

- Stephanie O'Malley
- Shawn Smith
- Rick Stubbs (via phone)
- Cristina Helm (via phone)
- Division Chief Marie Kielar (via phone)
- Angelo Trujillo
- Sergeant Jerry Sherrod
- Captain Jaime Kafati
- Division Chief Elias Diggins (via phone)
- Sheriff Patrick Firman (video)

Agenda:

1. Approval of Minutes
2. Subgroup Status Updates
3. Discuss Training Planning Activities for 2016
4. Next Steps/Open Forum

Discussion:

The meeting opened with a review of the minutes from the Action Team meeting that was held on November 4, 2015, which were approved by the team with two changes.

Staffing & Policy Subgroup

Captain Jaime Kafati provided an overview of the implementation plans developed for recommendations 5.13 and 5.17, including an explanation of how the associated fiscal estimates were developed. Stephanie O'Malley referred to an estimate of six years for all uniform members of the Denver Sheriff Department to complete Crisis Intervention Training and asked whether the estimate was accurate. Captain Kafati responded by indicating that about 120 people complete the training each year, however, attrition and other factors affect the proportion of staff trained at any given point. Captain Kafati then reported that moving forward, all DSD instructors will be certified in several disciplines which will allow greater flexibility in scheduling and backup of instructors. Captain Kafati indicated that the classification justification for the Curriculum Developer position has been sent to Safety HR in preparation for recruiting and filling the position. Shawn Smith asked whether support from Hillard Heintze would be advantageous and agreed to arrange for them to assist in any way possible with this position.

Curriculum & Administration Subgroup

Division Chief Marie Kielar reported that the subgroup received feedback from Mr. Smith pertaining to its remaining implementation plans and will be working to incorporate and update the plans as necessary.

Captain Kafati reported that he met with the Sheriff to discuss the 2016 In-Service Training (IST) plan including scheduling options and methods for incorporating reform-related training. Captain Kafati indicated that the internal solicitation went out to the department to fill the added Sergeant position at the Training Academy and, to date, many applications have been received. Captain Kafati also reported that the "Train the Trainer" course provided by the County Sheriffs of Colorado is scheduled for

December and February, both of which will be attended by members of the DSD staff. Sheriff Firman then indicated that he and the DSD Finance Director, Mark Valentine, are developing a method for tracking expenses associated with training. Ms. O'Malley encouraged the Action Team to continue focusing on items approved in the 2016 budget and to contact either her or Mr. Smith for any support they may need.

Action Items:

1. Revised Implementation Plans - ASAP

***Next Meeting:* December 7, 2015, 2:30pm - 3:30pm
County Jail Conference Room**