



Minutes

DSD Reform Implementation Team

3/14/2016, 3:00pm-5:00pm

Location: PAB Conference Room #604

Present:

- Stephanie O'Malley
- Shawn Smith
- William Thomas
- Christopher M.A. Lujan
- Division Chief Elias Diggins
- Daelene Mix
- Rory Regan (via phone)
- Chad Sublet (via phone)
- Angelo Trujillo
- Sheriff Patrick Firman

Agenda:

1. Approval of Minutes
2. Implementation Status Update
3. Next Steps/Open Forum

Discussion:

The meeting opened with a review of the minutes from the team meeting that was held on March 7, 2016, which were approved by the team with no changes.

Use of Force and Internal Affairs Action Team

Nick Mitchell reported that the draft Use of Force policy was presented to the Use of Force and Internal Affairs Action Team with the request that Action Team members provide any feedback by close of business on March 14, 2016. Mr. Mitchell indicated that final updates to the policy will be completed with the final draft presented to the Reform Implementation Team on March 21, 2016. Mr. Mitchell also reported that Captain Phil Swift is assisting to coordinate and develop training for the Use of Force policy and Discipline handbook; training was previously scheduled to begin in March, however, Mr. Mitchell indicated that the a first "test" training will occur on April 4, 2016 and full-scale training for the department will begin sometime thereafter.

Technology Action Team

William Thomas reported that there were no updates from the Technology Action Team this week. Shawn Smith requested that Mr. Thomas provide a summary of responses to questions asked during the previous Reform Implementation Team meetings pertaining to Telestaff and Mr. Thomas indicated that accruals will be available in Telestaff during the second phase of implementation and that briefing time is calculated automatically for scheduled shifts but manual entry has to be completed to include briefing time for overtime shifts on days off. Mike Jackson asked whether there will be a policy regarding this requirement and Sheriff Firman requested that Division Chief Elias Diggins follow-up on this question. Mr. Smith then indicated that the IT Executive position was posted on the city's jobs website.

Training Action Team

Mr. Smith reported that the committee convened to address considerations related to the lethal and less-lethal weapons used by DSD employees has identified a concern related to OPNs;

specifically, a specific model of the OPNs are prone to breaking upon use. The OPN vendor attended the committee's meeting and indicated that the failure rate of the model is quite low, however, he has and will continue providing replacements for broken OPNs of the model in question. Mr. Smith indicated that the committee's report out also indicated that the members are drafting a letter to demand that the vendor replace all OPNs of the subject model with the newer model developed by the vendor. Additionally, Mr. Smith indicated that the committee identified that the vendor's website appears to show an endorsement from the Denver Sheriff Department for its products; the committee's letter will also demand that any appearance of an endorsement be removed from the vendor's site. Mr. Smith then reported that the Training Action Team discussed concerns regarding burnout of staff that are serving as "actors" in the Crisis Intervention Training (CIT) classes, which are occurring at the highest rate ever for the department. Sheriff Firman indicated that he has a meeting scheduled to discuss how the pace of CIT is affecting DSD staff, which may result in adjusting class sizes, schedules or both.

Leadership, Supervision & Strategic Planning Action Team

Mr. Smith reported that the Leadership, Supervision & Strategic Planning Action Team reviewed a draft of the DSD strategic plan during its previous meeting and provided recommendations to improve upon the plan. Mr. Smith indicated that that Action Team is working with the Staffing & Performance Action Team to complete an analysis pertaining to Sergeant span of control and the shift lengths for Sergeants, including any impacts on the number of Sergeants that would be required in order to convert Sergeants to 10-hour shifts. Additionally, Mr. Smith shared that at its next meeting, the Action Team will discuss DSD's CALEA membership and continued its review of information pertaining to benefits including how DSD employee benefits compare to other metro area jurisdictions. Director Stephanie O'Malley reported that the Action Team also received a request that the members evaluate whether the education and experience requirements for the various DSD ranks are appropriate given the nature and expectations associated with each. Director O'Malley clarified that the team has accepted the request and will be completing the evaluation as part of its Reform work. In response to Mr. Smith's report regarding the Action Team's review of DSD benefits, Mr. Jackson recommended that the Action Team not get caught up in the "weeds" of the benefits because the issue is that DSD employees are required to meet the "Rule of 85" to receive a full pension, which tends to discourage people from staying the department.

Jail Management & Operations

Chief Diggins reported that he will be meeting with Sheriff Firman in the coming days to review the drafted implementation plans and, with the Sheriff's concurrence, will forward them for review and approval. Chief Diggins that after meeting with he and Angelo Trujillo regarding validation of reform work, the DDC and COJL majors are updating certain policies to fully address the considerations associated with DSD Reform recommendations.

Angelo Trujillo reported that 18 recommendations are pending validation with seven escalated to Action Team leads for further work, three in routing for signature by Sheriff Firman and Director O'Malley and eight currently "in process." Mr. Trujillo reminded the Reform Implementation Team members that all steps in each implementation plan will be validation and encouraged that the recommendation leads include in their reform work a consideration for how to demonstrate that a step is actually complete.

Daelene Mix reported that a media story ran during the previous week regarding DSD's focus on Crisis Intervention Training. Ms. Mix also shared that, since its inception, the DSD Reform website has received 800 unique visitors with 1800 views of the documents on the site and indicated that she is working with TS to dive deeper into the website statistics, the results of which she will share when available.

Director O'Malley reported that the community engagement community met and discussed observations of community members and committed to continue meeting to improve engagement.

Action Items:

1. Submit remaining implementation plans
2. 2016 In-Service Training Changes - May 1, 2016

Next Meeting: March 21, 2016, 3:00pm - 5:00pm
PAB Room #604