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

Present:
• Shawn Smith
• Division Chief Elias Diggins (via phone)
• Division Chief Marie Kielar (via phone)
• Captain Jaime Kafati (via phone)
• Division Chief Gary Wilson (via phone)
• Sheriff Patrick Firman
• Rick Stubbs

Agenda:
1. Approval of Minutes
2. Subgroup Status Updates
3. Next Steps/Open Forum

Discussion:
The meeting opened with a review of the minutes from the Action Team meeting that was held on January 13, 2016, which were approved by the team with no changes.

Staffing & Policy Subgroup
Division Chief Gary Wilson reported that the committee formed to address recommendations 5.9 and 5.11 has met and developed a comprehensive understanding of the lethal and less-lethal weapons in use throughout the department. As part of its work, the committee will also review a current DSD policy allowing the personal purchase of TASERs by employees; Chief Wilson noted that the current policy was originally put in place when TASERs were not widely deployed in the department. Additionally, some of the manufacturers of weapons used by the DSD have been invited to meet with the committee to share their perspectives of the industry and what “best practices” might be in relation to the management of lethal and less-lethal weapons. Chief Wilson then requested clarification regarding the amount of funding that remained available for the “Train the Trainer” training based upon the Training Action Team’s recommendation to reprioritize funding to support completion of Crisis Intervention Training by all DSD uniformed staff. Shawn Smith stated that the proposal and Training Action Team’s endorsement thereof were discussed and accepted by the Reform Implementation Team during its previous meeting and, therefore, $85,000 remained allocated to “Train the Trainer.” Chief Wilson then reported that Captain Shayne Grannum will be reviewing and updating the implementation plan for TFT.6 which suggests analyzing the effectiveness of CIT in reducing sustained Use of Force complaints; the updated implementation plan will then be forwarded for review and approval. Mr. Smith asked whether Captain Grannum would be able to review all of the implementation plans related to CIT in light of the DSD’s enhanced focus on it in 2016 to ensure that the implementation plans are representative of the actions that are required to implement the associated recommendations. Chief Wilson stated that he would discuss this request with Captain Grannum and report back. Chief Wilson then indicated that he is awaiting a meeting with Director O’Malley in order to move forward on TFP.7; Mr. Smith agreed to follow-up and ensure that a meeting is scheduled. Captain Jaime Kafati then indicated that updates to implement mental training in the 2016 In-Service Training plan are in progress. Mr. Smith then
asked whether the Training Academy staff are aware of all the Training Action Team implementation plans to which they are assigned as leads because he has come across a few instances of folks indicating they were unaware of their assignments. The Action Team then discussed the challenges associated with implementing recommendations and the need to review the leads assigned to implementation plans based on the DSD’s organizational restructure that has occurred. Chief Wilson and Captain Kafati then expressed concern that a strategic plan for training addressing all mental illness training-related recommendations has not been established; Sheriff Firman responded by indicating that a review was conducted in December that included himself, Division Chief Elias Diggins and Captain Kafati, which addressed the planning for training to incorporate DSD Reform recommendation needs.

**Curriculum & Administration Subgroup**
Division Chief Marie Kielar reported that the Curriculum & Administration subgroup has forwarded its final implementation plan for review and is awaiting approval. Chief Kielar and Chief Wilson then indicated that they would meet to discuss the assignment of leads on implementation plans to ensure they were appropriate.

**Action Items:**
1. Revised Implementation Plans - ASAP

**Next Meeting:** February 10, 2016, 2:30pm – 3:30pm
County Jail Conference Room