Minutes  
DSD Reform (Use of Force/IA Action Team)  
May 10 2016, 3:00pm – 5:00pm  
Location: Webb Building-Room 4.H.2

<table>
<thead>
<tr>
<th>Present:</th>
<th>Major Kelly Bruning</th>
<th>Capt Stephanie McManus</th>
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<td>D/S Carla Tatum</td>
<td>*Mark Valentine</td>
<td>Shannon Elwell</td>
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<td>Lisa Calderon</td>
<td>Major Jodi Blair</td>
<td>Sgt Jamison Brown</td>
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<td>Jennifer Jacobson</td>
<td>*Rick Stubbs</td>
<td>Major Bryan Moore</td>
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<td>Sgt Kenneth Juraneck</td>
<td>Chief Gary Wilson</td>
<td>*Al LaCabe</td>
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<td>Phil Cherner</td>
<td>*Shawn Smith</td>
<td>Matt Buttice</td>
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<td>Sgt Michael Jordan</td>
<td>Capt Shayne Granum</td>
<td>*Nick Mitchell</td>
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<td>Chief Connie Coyle</td>
<td>Capt Philip Swift</td>
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<td>*Chief Elias Diggins</td>
<td>William Thomas</td>
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<td>Capt Jaime Kafati</td>
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*Indicates persons who did not participate in the voting process related to one or more of the motions proposed.

**Agenda:**

1. Welcome  
2. Updates on Reform Efforts  
3. Budget Presentations  
4. Proposals Voting

**Discussion:**

Al LaCabe welcomed the Team and solicited updates from each subgroup.

**Use of Force:** Rick Stubbs reported that the Implementation Team had approved additional changes to the UOF policy prior to approving the entire draft. Several team members expressed that the policy should be reviewed again by the UOF Action Team prior to finalization. A motion was made and was unanimously carried to request that the Implementation Team allow the UOF Action Team to review the policy prior to final approval.

**Use of Force Review:** Captain Philip Swift stated that the job requirements and training portions will be complete by next week. Al LaCabe asked the group to add criteria for recognizing cases where de-escalation was successful and worthy of positive recognition throughout the department.

**Discipline Handbook:** Jennifer Jacobson said that the UOF section still needs to be updated before it is ready to submit, but that the handbook revisions are otherwise complete.

**Training/Transparency:** Lisa Calderon reported that the group has created, with the assistance of academics from the University of Colorado at Denver, a survey designed to assess several
factors including how deputy stress and the social climate inside the jail might impact the use of force. The survey will be distributed to DSD personnel once approved by the Sheriff. Mr. LaCabe asked all present to encourage all deputies to take the survey seriously.

**IA Policy/Procedures:** Major Jodi Blair said that the initial draft was completely overhauled but that the group is now incorporating the newest recommendations from the Executive Director of Safety with a target completion date of June 30.

**UOF Data & Video:** Chief Gary Wilson discussed recommendations being discussed by the weapons subgroup and stressed that deputies with previously approved weapons will not be forced to change; that weapons choices will be limited for incoming deputies; and that everyone will be TASER certified. He also stated that he is currently working on budget issues for training and that all other work of the subgroup is on track.

Chief Connie Coyle added that Early Intervention is now called Early Outreach and that June 1 is the target date for completion.

Nick Mitchell and Shawn Smith provided an overview of the budget request process for 2017 and noted that the requests are due by May 13, with final decisions announced by June 1.

The Training and Transparency subgroup represented by Lisa Calderon and, Mr. LaCabe on behalf of Audits & Inspections, explained their 2017 budget requests to the team. The Use of Force Review and IAB/CRO groups announced adjustments to their 2016 budget requests. After discussion, separate votes were taken on whether to support each of the following requests:

**Additional funds for CIT & Scenario-Based Training:** *The Team approved this request 19:1 with Phil Cherner dissenting and asserting that the focus should instead be on prison population reduction.*

**Funding for Audits & Inspections:** *The Team approved this request unanimously.*

**Use of Force Review:** Amended its staffing adjustment request to 1 Captain, 3 Sergeants and 1 ASA IV. *The Team approved this request unanimously.*

**IAB/CRO:** Staffing adjustment for the IAB: 2 Civil Liabilities Sergeants; 8 Senior Investigators; 1 IAB Manager; 1 Transcriptionist; 2 Video Retention Specialists; 0 Informal Complaints Civilian; 1 Management Analyst II. *The Team approved this request unanimously.*

**Action Items:**

**Next Meeting:** May 17, 2016 (3:00pm – 5:00pm)

Denver Public Library : Conference Room B2