

Corrections Policy Committee Minutes December 13, 2018

The Corrections Policy Committee of the Board on Public Safety Standards and Training held a regular meeting on December 13, 2018 at the Oregon Public Safety Academy in Salem, Oregon. Vice Chair, Nadine Purington called the meeting to order at 10:00 am.

Committee Members:

Nadine Purington, Vice Chair, Non-Management Parole & Probation
Carol Dishon, Non-Management Corrections – DOC/Coffee Creek
Rob Perrson, DOC Superintendent
Kristen Hanthorn, Oregon Association of Community Corrections Directors
Jamie Russell, Oregon Sheriff's Jail Command Council
Michael Gower, Designee for Director of DOC
Greg Martin, Non-Management Corrections – DOC
Matthew Frohnert, Oregon Sheriff's Jail Command Council

Committee Members Absent:

Jason Myers, Chair, Oregon State Sheriff's Association
Matt English, Oregon State Sheriff's Association
Jeanine Hohn, DOC Professional Development Unit
Gary Bergerson, Non-Management Corrections Officer
James Cook, AFSCME Representative Department of Corrections
Barry Jerkins, Public Member (phone)

Guests:

Lejeune Bryant
Nicholas Kempas
Jason Baker

DPSST Staff:

Linsay Hale, Professional Standards Division Director
Kristen Hibberds, Professional Standards Coordinator/Investigator



1. Introductions

Introductions of members, guest and staff were presented.

2. *Baker, Jason DPSST #46912-Basic and Intermediate Corrections Certifications; Department of Corrections - WCCF

Presented by Kristen Hibberds

Issue: In August 2017, DPSST received a Personal Action Request (F-4) from the Department of Corrections indicating that Baker was discharged for cause. On June 6, 2018,

DPSST received a Personnel Action – Separation indicating that Baker was allowed to resign through a settlement agreement.

Jason Baker presented verbal mitigation.

Vote/Consensus	Second	Vote	Outcome
Kristen Hanthorne moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Rob Perrson	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Baker’s conduct did involve Gross Misconduct as defined in administrative rule by his failure to conduct bunk searches and security checks as required by his post. Kristen Hanthorne moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer’s certifications.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Baker’s conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Baker’s conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that Baker’s conduct did involve Dishonesty as defined in administrative rule by his falsification of official reports. Matt Frohnert moved that this Dishonesty when considered alone rises to the level to warrant action against the officer’s certifications.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F). There are aggravating circumstances present: The fact that the behavior occurred during the individual’s employment in public safety, the conduct occurred multiple times, the individual was acting in their official capacity as a public safety professional. Additionally aggravating we the fact that the individual had 495 hours of trainings and that this individual had been given a second chance by his employer when he received a DUII arrest.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present. The Committee considered additionally mitigating the verbal and written mitigation provided by the officer, the fact that he was honest throughout the investigation, his good performance reviews, and the personal issues he was experiencing at the time of the incident.</p>			

Michael Gower makes a motion that after considering the totality of the case that Board action be taken on Baker's certification.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
Greg Martin made a motion that Baker's Gross Misconduct warrants an ineligibility period of 3 years.	Matt Frohnert	8 ayes; 0 nays	Motion passes unanimously.
Kristen Hanthorne made a motion that Baker's Dishonesty warrants an ineligibility period of Lifetime.	Matt Frohnert	7 ayes; 1 nays (Martin)	Motion passes.

3. ***Brown, Shannon (aka Kiehl) DPSST #40076 Basic and Intermediate Corrections Certification - Josephine County Sheriff's Office**

Presented by Kristen Hibberds

Issue: In October 2017, DPSST received a Personnel Action Request (F-4) from Josephine County Sheriff's Office indicating that Brown resigned during an investigation.

Vote/Consensus	Second	Vote	Outcome
Michael Gower moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Kristen Hanthorne	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Brown's conduct did involve Gross Misconduct as defined in administrative rule by when she used unwarranted force against an inmate and was dishonest during the subsequent investigation. Michael Gower moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Matthew Frohnert	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> Consensus reached that Escobar Mateos' conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that Brown's conduct did involve Disregard for the Rights of Others as defined in administrative rule when she used an unwarranted level of force to gain compliance from an inmate. Rob Perrson moved that this Disregard for the Rights of Others when considered alone rises to the level to	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.

warrant action against the officer's certifications.			
Consensus reached that Brown's conduct did involve Dishonesty as defined in administrative rule when she made false statements during the investigation and to co-workers following the incident. Rob Perrson moved that this Dishonesty when considered alone rises to the level to warrant action against the officer's certifications.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.
The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F). There are aggravating circumstances present: The fact that this behavior occurred during employment as a public safety officer and occurred while acting in the individual's official capacity. The Committee found additionally aggravating the previous training received by this officer, the time and cost spent the agency conducting this investigation and the liability created, the fact that the officer failed to call for back-up after using OC spray and the previous discipline imposed on the officer. Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present.			
Michael Gower makes a motion that after considering the totality of the case that Board action be taken on Baker's certifications.	Rob Perrson	8 ayes; 0 nays	Motion passes unanimously.
Michael Gower made a motion that Baker's Gross Misconduct warrants an ineligibility period of 10 years.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
Michael Gower made a motion that Baker's Disregard for the Rights of Others warrants an ineligibility period of 15 years.	Matt Frohnert	8 ayes; 0 nays	Motion passes unanimously.
Michael Gower made a motion that Baker's Dishonesty warrants an ineligibility period of Lifetime.	Greg Martin	8 ayes; 0 nays	Motion passes unanimously.

4. ***Bryant, Lejeune DPSST #56580 Basic Corrections Certification - Department of Corrections - CCCF**

Presented by Kristen Hibberds

Issue: DPSST received a Personnel Action Request (F-4) from the Department of Corrections indicating that Bryant was dismissed during his probation.

Lejeune Bryant presented verbal mitigation.

Vote/Consensus	Second	Vote	Outcome
Michael Gower moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Rob Perrson	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Bryant’s conduct did not involve Gross Misconduct as defined in administrative rule. • Consensus reached that Bryant’s conduct did not involve Misuse of Authority as defined in administrative rule. • Consensus reached that Bryant’s conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Bryant’s conduct did not involve Dishonesty as defined in administrative rule 			
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: the conduct occurred during employment in public safety, the conduct occurred multiple times, and the conduct occurred while the individual was acting in his official capacity.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), the committee found as additionally mitigating: Bryant’s verbal mitigation, his newness to the profession and lack of training on how to handle inappropriate inmate communications.</p>			
Kristen Hanthorne made a motion that after considering the totality of the case that Board action not be taken on Bryant’s certifications.	Rob Perrson	8 ayes; 0 nays	Motion passes unanimously.

5. *Gable, Robert DPSST #48832 Basic Corrections Certification Department of Corrections - OSP

Presented by Kristen Hibberds

Issue: In November 2016, DPSST received a LEDS hit regarding Gable’s arrest for Menacing and Unlawful Use of a Weapon. Gable was convicted of two counts of Menacing and subsequently resigned from his position with the Department of Corrections.

Vote/Consensus	Second	Vote	Outcome
Matt Frohnert moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Kristen Hanthorne	8 ayes; 0 nays	Motion passes unanimously.

<p>Consensus reached that Gable's conduct did involve Gross Misconduct as defined in administrative rule when he was convicted of two counts of menacing.</p> <p>Kristen Hanthorne moved that Gable's Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.</p>	<p>Matt Frohnert</p>	<p>8 ayes; 0 nays</p>	<p>Motion passes unanimously.</p>
<ul style="list-style-type: none"> • Consensus reached that Gable's conduct did not involve Misuse of Authority as defined in administrative rule. • Consensus reached that Gable's conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Gable's conduct did not involve Dishonesty as defined in administrative rule. 			
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: The conduct occurred during employment as a public safety professional, the conduct resulted in a criminal disposition, the individual has previous criminal behavior reviewed by the Board, and the individual failed to self-report his arrest to DPSST. The Committee found additionally aggravating the fact that the individual appeared to attempt to use his position in law enforcement to his favor, his engagement in criminal thinking, being uncooperative during the criminal investigation, his association with criminals and the premeditation of his actions.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present.</p>			
<p>Matt Frohnert makes a motion that after considering the totality of the case that Board action be taken on Gable's certifications.</p>	<p>Carol Dishon</p>	<p>8 ayes; 0 nays</p>	<p>Motion passes unanimously.</p>
<p>Consensus reached that Gable's certification be revoked based on the facts that support the conviction and intervening circumstances that are specific to the professional standards that are required of a Correctional Officer. The job of a Correctional Officer involves exercise of power and authority toward people who are in difficult situations while maintaining order within the institution. Correctional Officers set limits, hold offenders accountable for their actions, role model and facilitate change for offenders in custody. The conduct is particularly egregious and renders Gable ineffective as a public safety officer because he exercised particularly bad judgement by pulling a gun on a citizen. The conduct has compromised his integrity and demonstrates a disregard for the law and rules for which he is entrusted to serve as a role model.</p>			
<p>Matt Frohnert made a motion that Gable's Gross Misconduct warrants an ineligibility period of 10 years.</p>	<p>Rob Perrson</p>	<p>8 ayes; 0 nays</p>	<p>Motion passes unanimously.</p>

6. ***Jones, Stephanie DPSST #49703 Basic Corrections Certification Department of Corrections - SRCI**

Presented by Kristen Hibberds

Issue: In November 2017, DPSST received a Personnel Action Request (F-4) from the Department of Corrections indicating that Jones has been discharged for cause.

Vote/Consensus	Second	Vote	Outcome
Kristen Hanthorne moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Jones' conduct did involve Gross Misconduct as defined in administrative rule when she falsified an official log and left her post without permission. Michael Gower moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Jones' conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Jones' conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that Jones' conduct did involve Dishonesty as defined in administrative rule when she falsified an official log and left her post without permission. Carol Dishon moved that this Dishonesty when considered alone rises to the level to warrant action against the officer's certifications.	Greg Martin	8 ayes; 0 nays	Motion passes unanimously.
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: The conduct occurred while the individual was employed as a public safety professional and while acting in an official capacity. The committee also found the previous discipline received by this officer, the fact that she attempting to involve another staff member in her conduct and her flippant behavior during the investigation to be aggravating.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present.</p>			

Michael Gower made a motion that after considering the totality of the case that Board action be taken on Jones' certification.	Rob Perrson	8 ayes; 0 nays	Motion passes unanimously.
Kristen Hanthorne made a motion that Jones' Gross Misconduct warrants an ineligibility period of 10 years.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
Kristen Hanthorne made a motion that Jones' Dishonesty warrants an ineligibility period of Lifetime.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.

7. ***Kempas, Nicholas DPSST #56639 Application for Certification Department of Corrections - TRCI**

Presented by Kristen Hibberds

Issue: In May 2017, DPSST received an Application for Certification (F-7) from Nicholas Kempas from DOC. The application was pended due to a leave of absence. On June 25, 2018 Kempas was convicted of Criminal Trespass in the First Degree.

Nicholas Kempas presented verbal mitigation.

Vote/Consensus	Second	Vote	Outcome
Matthew Frohnert moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Kempas' conduct did involve Gross Misconduct as defined in administrative rule when he was convicted of the crime of Criminal Trespass in the First Degree. Matt Frohnert moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Greg Martin	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Kempas' conduct did not involve Misuse of Authority as defined in administrative rule. • Consensus reached that Kempas' conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Kempas' conduct did not involve Dishonesty as defined in administrative rule. 			

The Corrections Policy Committee reviewed and considered the **Aggravating** and **Mitigating** circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: This conduct occurred while this individual was employed in public safety, the conduct resulted in a criminal disposition, the recentness of the conduct and the fact that the individual is still on probation. Additionally aggravating was the victims of his crime and the delinquent notice received from the court relating to his payment of his fines.

Pursuant to OAR 259-008-0070(4)(f)(F), there are mitigating circumstances present: The verbal and written mitigation presented and the fact that this is this individual's first offense.

Greg Martin made a motion that after considering the totality of the case that no Board action be taken on Kempas' certification.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
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8. *McClendon, Reece DPSST #56137 Basic Corrections Certification - Douglas County Sheriff's Office

Presented by Kristen Hibberds

Issue: In June 2017, DPSST received a Personnel Action Request (F-4) from the Douglas County Sheriff's Office (DCSO) indicating that McClendon has received a probationary discharge.

Vote/Consensus	Second	Vote	Outcome
Rob Perrson moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Nadine Purington	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that McClendon's conduct did involve Gross Misconduct as defined in administrative rule when he hindered a criminal investigation into a DUII arrest. Michael Gower moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that McClendon's conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that McClendon's conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that McClendon's conduct did involve Dishonesty as defined in administrative rule when he	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.

<p>lied during a criminal investigation to protect a relative.</p> <p>Kristen Hanthorne moved that this Dishonesty when considered alone rises to the level to warrant action against the officer's certifications.</p>			
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: The conduct occurred while the individual was employed as a public safety professional.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present.</p>			
<p>Kristine Hanthorne made a motion that after considering the totality of the case that Board action be taken on McClendon's certification.</p>	<p>Rob Perrson</p>	<p>8 ayes; 0 nays</p>	<p>Motion passes unanimously.</p>
<p>Kristen Hanthorne made a motion that McClendon's Gross Misconduct warrants an ineligibility period of 10 years.</p>	<p>Michael Gower</p>	<p>8 ayes; 1 nays (Frohnert)</p>	<p>Motion passes.</p>
<p>Michael Gower made a motion that McClendon's Dishonesty warrants an ineligibility period of Lifetime.</p>	<p>Kristine Hanthorne</p>	<p>8 ayes; 0 nays</p>	<p>Motion passes unanimously.</p>

9. *Muschek, Steven DPSST #46720 Basic, Intermediate and Advanced Corrections Certifications – Washington County Sheriff's Office

Presented by Kristen Hibberds

Issue: In January 2018 DPSST received a Personnel Action Request (F-4) from the Washington County Sheriff's Office indicating that Muschek resigned during an investigation.

Matt Frohnert recused himself due to a conflict of interest.

Case tabled due to lack of quorum.

10. *Navarro, Paul DPSST #36388 Basic, Intermediate and Advanced Corrections Certifications – Deschutes County Sheriff's Office

Case pulled due to voluntary relinquishment of certifications.

11. *Sharp, Billy DPSST #52472 Basic Corrections Certification Department of Corrections - OSP

Presented by Kristen Hibberds

Issue: In November 2017, DPSST received a Personnel Action Request (F-4) from the Department of Corrections indicating that Sharp had resigned during an investigation.

Vote/Consensus	Second	Vote	Outcome
Michael Gower moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Kristine Hanthorne	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Sharp's conduct did involve Gross Misconduct as defined in administrative rule when he slept on duty, failed to conduct safety checks, falsified official logs, and had possession of a personal cell phone inside the institution. Matt Frohnert moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Jones' conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Jones' conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that Sharp's conduct did involve Dishonesty as defined in administrative rule by falsifying an official log. Greg Martin moved that this Dishonesty when considered alone rises to the level to warrant action against the officer's certifications.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: The conduct occurred while the individual was employed as a public safety professional, the conduct occurred multiple times and while acting in an official capacity. The committee also found the fact that the individual was supervising a vulnerable population to be aggravating.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are no mitigating circumstances present.</p>			
Kristen Hanthorne made a motion that after considering the totality of the case that Board action be taken on Sharp's certification.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.

Kristen Hanthorne made a motion that Sharp's Gross Misconduct warrants an ineligibility period of 10 years.	Michael Gower	8 ayes; 0 nays	Motion passes unanimously.
Matt Frohnert made a motion that Sharp's Dishonesty warrants an ineligibility period of Lifetime.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.

12. *Tracy, Christopher DPSST #51211 Basic Corrections Certification – Springfield Police Department

Case pulled due to voluntary relinquishment of certifications.

13. *Vaughn, Sherrill DPSST #18399 Basic and Intermediate Corrections Certifications – Marion County Sheriff's Office

Presented by Kristen Hibberds

Issue: In July 2017, DPSST received a Personnel Action Request (F-4) from the Marion County Sheriff's Office indicating that Vaughn had resigned during an investigation.

Vote/Consensus	Second	Vote	Outcome
Michael Gower moved that the Corrections Policy Committee adopts the staff report as the record upon which its recommendations are based.	Kristine Hanthorne	8 ayes; 0 nays	Motion passes unanimously.
Consensus reached that Vaughn's conduct did involve Gross Misconduct as defined in administrative rule when she made untruthful allegations of harassment against a co-worker and supervisor. Michael Gower moved that this Gross Misconduct when considered alone rises to the level to warrant action against the officer's certifications.	Kristine Hanthorne	8 ayes; 0 nays	Motion passes unanimously.
<ul style="list-style-type: none"> • Consensus reached that Vaughn's conduct did not involve Disregard for the Rights of Others as defined in administrative rule. • Consensus reached that Vaughn's conduct did not involve Misuse of Authority as defined in administrative rule. 			
Consensus reached that Vaughn's conduct did involve Dishonesty as defined in administrative rule when she lied during an investigation into allegations of harassment.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.

Matt Frohnert moved that this Dishonesty when considered alone rises to the level to warrant action against the officer's certifications.			
<p>The Corrections Policy Committee reviewed and considered the Aggravating and Mitigating circumstances specific to this case as required by OAR 259-008-0070(4)(f)(F), there are aggravating circumstances present: The conduct occurred while the individual was employed as a public safety professional, the conduct occurred multiple times and while acting in an official capacity. The committee also found the fact that the individual accepted zero responsibility for her actions and had received discipline for similar conduct in the past as aggravation.</p> <p>Pursuant to OAR 259-008-0070(4)(f)(F), there are mitigating circumstances present: The written mitigation provided by the officer.</p>			
Michael Gower made a motion that after considering the totality of the case that Board action be taken on Vaughn's certification.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.
Matt Frohnert made a motion that Vaughn's Gross Misconduct warrants an ineligibility period of 10 years.	Carol Dishon	8 ayes; 0 nays	Motion passes unanimously.
Matt Frohnert made a motion that Sharp's Dishonesty warrants an ineligibility period of Lifetime.	Jamie Russell	8 ayes; 0 nays	Motion passes unanimously.

Department Update

- Linsay Hale reminded Policy Committee members to please complete the mandated on-line sexual harassment training and provide the certification to DPSST.
- Linsay informed the group that DPSST has been contacted by the Bureau of Labor and Industries (BOLI) which is looking into a wage and hour complaint that has been filed by a student attending the Academy. The complaint alleges that DPSST training exceeds the 40-hour work week and that morning colors, homework and assignments should be considered overtime. DPSST has fully cooperated with BOLI and looks forward to the review. DPSST has been transparent in its discussions and has advised BOLI that DPSST is not the employer of the men and women attending the Academy but the training provider. DPSST knows some agency collective bargaining agreements may define work hours and work weeks differently but DPSST has no way to know the contracts in place with 208 agencies who send their personnel to the Academy.

Next Corrections Policy Committee Meeting February 12, 2019 at 1:30 p.m.

Administrative Notes:

- *The CPC went on break at 10:45, coming back on the record at 10:52 and again at 11:30, coming back on record at 11:45.*
- *These minutes reflect the order of the discussion/voting items as they appear on the official meeting agenda. The actual order in which they were discussed may vary.*