

Public Safety Officer Standards and Training Council
Meeting Minutes April 15, 2010
8:30 am DCI Building
2225 11th Ave., Helena, MT

I. 8:30 Call Meeting to Order

- a. Moment of Silence in Remembrance of Bonnie Wallem

II. Introductions

Council Members Present: Winnie Ore-Chair, James Marble, Greg Watson, Steve Barry, Ray Murray, Georgette Hogan, Dennis McCave, Tony Harbaugh, Levi Talkington (left the meeting at 10:00am), Bob McCarthy

Council Members Absent: Mike Anderson, Frances Combs

Staff Members Present: Wayne Ternes-Director, Tana Meuer, Deborah Butler

Guests: Kevin Olson-MLEA, Jesse Slaughter-Great Falls PD , Jerry Williams-MLEA

III. Approval of Minutes from the February 16, 2010 meeting

Dennis McCave moved to approve the minutes after the stated correction is made

Greg Watson seconded the motion

Motioned carried

IV. 8:45 Old Business

a. Revocations/Decertification Cases

a. Case #09-01 Jerry McKeen

Deb explained that based on the findings and facts, she asked the POST council to revoke Jerry McKeen's certifications

Bob McCarthy motioned to revoke Jerry McKeen's certifications

Steve Barry seconded the motion

Levi Talkington opposed the vote;

Motion still carries.

b. Case #04-010 Ty Evenson

Deb stated this is the second time Ty Evenson has been brought before the Council. The first time the council

suspended his certificate for 6 months. The council was in the process of a default hearing, when Evenson contacted Wayne to voluntarily relinquish his certificate. Deb has prepared a final order, and asking that the POST council revokes his certification.

Dennis McCave motioned to revoke Ty Evenson's certifications

Tony Harbaugh seconded the motion

Motioned carried

b. Firearms Resolution

Winnie previously asked Wayne to get the word out to everyone (agencies etc.) and ask what they have relative to HR-218 and what difference they have in standards.

Winnie expressed that one common suggestion was the MLEA course of fire. Currently the MLEA course of fire is 100%. Winnie explained that the majority of her responses expressed that the 100% is not reasonable.

Winnie referenced the Resolution: 10-003, (f) and (g); reminding everyone this is only a *minimum*, meaning any agency that wants to do more qualifications, can, but cannot qualify less than once a year nor at a lower rate than 80%.

Winnie also stated the Academy's course of fire is 100%, so in no case may the Academy passing percentile be lower than the POST annual firearms standard.

Winnie passed around the MLEA course of fire for brief viewing.

Bob McCarthy asked Steve if he felt we should be moving toward standardized forms?

Steve stated no, and then clarified whether a document should identify their specific course of fire or if there should be something different.

Dennis wanted to verify that we are not going to keep records of what the course of fire is for each agency.

Winnie commented we are not asking for any records since this will be one area Clay will be reviewing when auditing agencies.

Jesse explained Great Falls cut their 24 round qualification way down in order to spend more money on training, and less on qualifications. They've already made a computerized template and will maintain all those records.

Winnie advised that post does not keep records for retired officers. Each county is responsible for keeping their records.

Dennis asked if we care that they're being qualified with any proficiency.

Greg commented that their qualified and shoot the required rounds past 7 yards.

Brief discussion held regarding qualification and being required to carry that specific weapon and of serial numbers. (According to HR218)

Winnie explained we are only discussing a "minimum" standard, not a course of fire'.

Kevin Olson expressed concern that if there is not a post certified Instructor there are many neighboring agencies that could provide one. Kevin asked is this course of fire going to be managed and look at the integrity of the it.

Wayne explained that POST requires the attendance of both: the Firearms Instructor School AND Instructor Development Course. So the ownership should be placed back on the agency. Wayne asked if the council wants the agency to own this, or have the responsibility held by POST?

Jesse explained that training and qualifying are two different things, so a lesson plan would not be submitted for a 30 round qualification course of fire.

Winnie stated if you use a firearms instructor who is retired, they are no longer a POST instructor.

Georgette commented that she feels that' POST' should remain in the Resolution

Steve commented that most of our POST certified firearms instructors were probably trained at one time or another by a non-POST certified instructor.

Steve feels it really gets down to the integrity of each agency recognizing how critical this is to do it right.

Tony stated he agrees with Steve and feels we need to establish the base qualification.

Kevin commented that the task for POST is to set a standard for Public safety officers, not retired officers. The question is about the incompetent people in the field.

Winnie once again reminded everyone that we're not talking about the course of fire, we are talking about the standard.

Kevin asked if a 'clause' could be added, stating something such as 'in the event the instructor is not post certified, meets the qualifications necessary.

Again, Winnie said we are not blessing their course of fire. That is up to the agency; we are stating that the course of fire must meet or exceed the standard that POST adopts.

Winnie also commented that when Clay travels to these agencies, he would review their course of fire for meeting or exceeding the standards. Clay would also check for credentials on the firearms instructor.

Greg Watson stated he feels this resolution fits what we need without the word "POST" in there.

Ray Murray moved to approve Resolution 10-003 with the changes: "POST" certified firearms instructor
Levi Talkington seconded the motion
Steve Barry voted in opposition
Motion carried

** Winnie asked for a motion to add item 'f'; Police Commission Handbook to the agenda

Bob McCarthy motioned to add item 'f'
Tony Harbaugh seconded
Motion carried

c. Officer Death Benefits update

Wayne explained that after speaking with Tom Butler, he found that the basic certificate was not that big of an issue as once believed; once an officer had met the Montana criteria of 7-32-303 they would be ok.

d. Law Enforcement Summit June 22nd (Council attending) & June meeting dates

Winnie needs to know how many are intending to attend the Summit. Tony, Dennis, Steve, Wayne will be attending. POST will not need to cover expenses for Tony or Dennis.

Winnie advised that we settled on June 14th from 10am-12noon for the next post council conference call.

e. Integrity Award – Greg Watson

Greg explained that he and Mike Mehn discussed awarding an integrity award to officers in the field. They asked if POST would be interested in this.

Winnie stated this was a great idea and suggested turning this over to Mike and Greg to look into this further.

Tony suggested presenting this plaque at the annual Law Enforcement Summits so it would be greatly recognized and noted before the field.

Steve Barry mentioned that there isn't a lot of positive things officer hear about POST, so asked why wouldn't we promote the upper level certifications officer receive each council meeting.

Winnie feels we need to give thought as to how we publish what POST does in a more broad sense; our website needs to be enhanced.

f. Police Commission Handbook

Wayne reference the handbook which was provided in the council packets. There were only a couple changes since the last update (1996). Wayne stated this is not on our website yet.

Deborah commented her and Ray discussed a piece missing in the introduction page of the handbook and advised some language regarding citizen complaints. Bob will forward the language to Deborah and she'll get it added to the introduction.

Wayne explained that Police Commissions are only for municipal law enforcement agencies of 3 or more full time officers. Butte is an exception. This handbook is not mandatory; it is simply a guide/resource.

Ray stated the original draft did not have any of the forms in it. The reason being the police commission should work with the city and county attorney from the beginning and should obtain the forms there.

Deborah agreed since the majority of the commissions are not lawyers and the forms appear very official so the council probably should not be in the business of making forms.

Discussion held

Ray stated Pull templates out, and add sentence he stated:
'A police commission with the *agreement* of the mayor or Chief Executive may act under the *authority* of the mayor or Chief Executive in hearing citizens complaints'.

Bob McCarthy motioned to adopt the police commission handbook with the changes mentioned.

Greg Watson seconded

Motion carried

V. 10:00 Guest Issues

a. MLEA Report – Kevin Olson

Kevin mentioned that they are finally seeing light from the backlog of the attendance to Basic training. The current class is probably the smallest they've had for a long time.

CDOB basic is doing well. They seem to be keeping up with current needs. Feed back from students are good.

The new building on campus will finally be turned over May 5th.

On June 25th, a building dedication will be held for the new building. A bar-b-que will be held and will hopefully draw many people for the LE summit to share in the dedication.

The Academy just signed another partnership with DPPHS for continuation of facilitating Crisis Intervention Team Training, as well as continuation of presenting mental illness Intervention Training. 24 courses of Mental Illness have been presented around the state.

This course is conducted to blended audiences: Probation & Parole, LE officers, detentions officers. About 50% are mental health providers as well as citizens who have interests in how they are doing with the Mental Illness.

DPPHS applied for a grant for 250,000 which was provided SAMSA. \$100,000 of this will be provided to the academy to continue facilitating this training.

Kevin stated Jerry Williams had just returned from the GAINS National Conference and after doing a study on Montana and found that Montana is the only state where DPPHS has partnered with Department of Justice.

The Law Enforcement Academy attorney position has been filled by Peter Bovindon. Now after 18 months, the Academy is fully staffed.

MPAT (Montana Physical Ability Test) program used at the academy for the entry level standard is sweeping the state. The Sheriff's and Peace Officers Association, the Chiefs of Police Association, as well as many other police departments have purchased a trailer with all equipment; currently 5 trailers across the state have all the equipment available.

There has been and will be more 'Law Enforcement Fitness Coach' courses provided to get as many instructors certified in the MPAT as possible.

Kevin's goal is to get as many colleges to recognize the accomplishments of people who participate in the academy's courses, and offer them college credit.

Kevin also state he spoke with Dr. Barry Good who is the Dean of the University of Montana College of Technology and it appears they are interested in taking the academy on and issuing a Certificate of Applied Science (a step down from an Associated Degree) which is recognized as an academic credential.

Kevin commented that the academy would partner with UofM and retain one of their staff members as a curriculum specialist; in turn, they would award credit to those people who completed the Law Enforcement Officer Basic and eventually Public Safety Officer Basic, Detention/Correction Officer Basic training.

The Certificate of Applied Science requires 30 college credits. Their goal is to view the academy in a discipline called Fundamentals of Police Science awarding about 20 credits for completion of that course if those officers then take the 10 other credits of 'generals', then upon reaching 30 credits they would then receive a University of Montana Certificate of Applied Science in Fundamentals of Police Officers.

Kevin also commented that after communicating with UofM they may also provide the academy a curriculum specialist as an intern.

Winnie asked Jerry Williams what he is seeing in the field from officers when doing the Mental Health training.

Jerry stated he is receiving great responses from his 2 day class. Some attendees have never been introduced to mental illness but receiving a positive response. The networking is good between law enforcement, detention and even the mental health professionals.

Winnie commented in the beginning of this training there had been some hesitant from law enforcement officers and wondered if that has changed.

Jerry explained that he hasn't seen any resistance; any place he has been, he was *requested* by the people.

Bob asked Jerry if there are any additional recourses available for people who are in crisis once an officer has met with them?

Jerry explained this is up to the local community. There is no additional recourses. During the training, however, there are many options presented as to what to do.

Bob asked of an officer is called to a situation, and someone needs to be transported (home, hospital, etc.), is it by police car; which looks as though they're being arrested...etc.

Jerry explained this is a big issue for consumers. That's why the teach officers to communicate to the fullest with consumer about what they plan to do and why.

If you've attended the Critical Incident Training, you receive a pin. Which now, consumers are beginning to recognize the pin.

Bob asked if the hospitals cooperating any better.

Jerry advised no, however, hospital providers have been invited to attend the training. EMTs have been attending, as well as firefighters.

Kevin stated for the last 1 ½ years, a consumer has been brought into the breakout sessions during basic law enforcement training.

VI. 10:15 Financial Report

Wayne explained POST should not have been included in the 7% original vacancy savings and there is another FTE 4% deduction in effect across the board.

Bob asked how our budget will be presented. Will we still be part of Justice?

Wayne explained we are separate; only administratively attached.

Bob asked if POST would be part of Justice's 'budget' cuts?

Wayne stated it will depend on how the governor views it.

VII. 10:30 New Business

a. Director's report

1. Complaint Files - update

i. new complaints being made

Wayne referenced an investigation list provided to the council explaining there had been 21 new complaints since Clay Coker has been traveling the state.

ii. cases to be closed

Wayne referenced a list of cases and discussed their statuses.

File #05-024 will be sent a voluntary stipulation letter to the prison requesting they surrender of his certificate.

Dennis McCave motioned suspending the certificate from file #05- 024 pending the receipt of voluntary surrender of his certificate

Bob McCarthy seconded.

Motion carried.

06-011 will be moved forward

06-022 will be moved forward

Closure letters will be sent out for the referenced cases.

2. Compliance Officer Report

Wayne provided a chart displaying agencies around the state which Clay has or will be visiting.

The largest issue Clay had found in his compliance reviews are agencies not providing mental evaluations upon hiring.

Wayne stated that Clay had created an Administrative Desk Reference which consists of all the laws, check list for public safety officers and much more. Clay even provides a sample personnel file consisting of everything.

Wayne explained the problem with the mental evaluations is that the agencies are doing them. This causes concerns that attorney's are attacking officer's certification requirements; one, being the mental evaluations. (This does not include Reserve Officers). Another issue is the lack of finger print cards.

Clay had met with 70 agencies, traveled almost 6000 miles, and has receive very positive feedback during these compliance

visits.

Discussion held.

3. Memorandum of Agreement (MOA) with Department of Justice – update

MOA has been submitted but there has not been any production. DOJ has been very busy.

4. Standard Field Sobriety Test (SFST) Working Group update

Trooper Sager is still working on this.

5. Develop a Curriculum (DACUM) for Reserve Officers and Coroners – update

Wayne mentioned we have the budget to cover these two DACUMs. Bill O’Connell will be coming into Helena May 1st -4th to guide these projects. The DACUMs will be held at the Wingate in Helena.

Dennis would like a report from O’Connell possibly by mid May or beginning of June with the update. The Curriculum Committee would like to start evaluating things right away.

6. Military Break in service (5 yr law)

Wayne commented on a federal law that states when someone comes back from military, they get their jobs back. What does this mean to us?

Deborah stated that when someone comes back, there should be some type of refresher program or training requirement.

Greg commented that MHP deals with this issue as well, and stated that they view the ‘5 year’ deployment as a “voluntary’ choice. Mandatory deployment of two years would require FTO training upon returning.

Discussion held.

Wayne asked if someone was on work comp for more than 5 years and not have worked a day in this time frame, are they allowed going back to work as an employee.

Deborah stated yes.

Winnie stated that a resolution should be written and then maybe a law change.

Steve Barry suggested inviting a rep from USARA to explain the requirements etc.

Winnie suggested during our August face to face meeting that during the afternoon of the committee meetings we invite someone from work comp, USARA and maybe State Fund. The Committee meetings will be held Aug. 11th.

August face to face, POST council meeting is scheduled the 12th.

b. Legal Counsel's Report – Deborah Butler

Deborah state she didn't have anything to report, but would like to thank the Council for its support in going forward with the decertification's and suspensions.

Deborah commented this seems to be making an impact on the community in how they are viewing their officers.

12:00 – 1:00 **Lunch Break**

VII. 1:00 POST meeting resumes - New Business Continues

c. Public Safety Officers with Medical Marijuana card– discussion

Winnie's concern is when we have an officer with a Medical Marijuana card.

Wayne and Deborah both stated there are currently some in the field.

Winnie stated the council should figure out what to do about this.

Kevin stated that there are some juvenile probationary officers, some adult probation and parole, about three local law enforcement.

Discussion was held about the drug usage not being allowed at the work place, but is allowed on own time.

Winnie asked Dennis what happens when they return to the work place after usage.

With impairment being an issue, Deborah also stated there is no standard for marijuana. But there is no equation for impairment.

Greg stated that the MHP Coronal has the perspective that if there is such a condition that requires medical marijuana; more than likely the condition leaves them unable to perform their duty.

Tony stated legislatively there's never been a level of impairment. You either have THC in your system or you don't.

Deborah explained that now THC can be tested for old THC and active THC. But when this changes from active to non-active is unknown. During the 2011 legislation, there is talk of making this more of a business and talking more about a specific level of THC and to solidify the reasons why people can get a card since right now it's for pain management.

Tony asked if as an employer, can you ask an employee if they have a medical marijuana card?

Steve commented that you can ask about medical conditions that could relate to their qualifications of the job but it has to be defined in the medical context. The standard whether to accept or reject them is where it could cause trouble.

Discussion held.

Greg asked as far as the medical use, couldn't there be an acceptable equivalent that a person could be prescribed rather than using marijuana.

Georgette commented that this is already an argument that has been defeated; there are alternatives to medical marijuana for pain management.

Steve commented that the key issue is; 'under the influence'. And feels anyone that uses marijuana is under the influence and as a result of being a public safety officer they are ineligible to work. An established level needs to be set.

Discussion held.

Deborah stated marijuana is an intoxicating substance by definition even in the code.

Deb suggested changing the language in the ARMS to include: 'intoxicating substance' as defined by statute.

Tony commented that on closing the loophole so they can't challenge the part that says 'unauthorized' because the card allows authorization.

Winnie stated that the council needs to work on a change of the language then bring this back up in the June meeting.

Deb stated that there is no set standard in THC quantities and any active amount would be considered under the influence.

d. Montana Sheriffs and Peace Officers Association (MSPOA) Reserve Officer Forum held April 14, 2010 update – James Marble

James stated it was a very productive and informative forum. James felt the core issues are 1) what is span of control? (the statute states supervision of a reserve officer must be done by a full time officer who's span of control is considered within reasonable limits. 2) pay issue; reserves can be paid a stipend but not supposed to be on payroll.

Deborah state this is a consent decree that was mandated basically stating an officer will not be on the street unless they're in the same car with another certified officer before they go to basic.

Georgette commented, legally, as a county attorney said she's not going get to dictate to the sheriff what they can or cannot do with their reserves, but not going to overlook this being a grey area of what the span of control is.

Discussion held.

Ray Murray asked if you can give money to person and they remain a reserve, could they be an independent contractor?

Georgette said no.

Bob explained an employed person, cannot be an independent contractor.

Wayne stated if you are employed at the same agency, you cannot volunteer for the same agency you work for. If they are a sworn officer getting paid and are not a volunteer, they fall under 7-32-303 and will need to go to the basic academy.

Discussion held.

Winnie stated this really isn't a POST issue; POST's issue is really about the training, and tracking of certificate and the bigger picture isn't being driven by us, but labor standards etc.

Tony commented on behalf of MSPOA their census is that any time there are common issues like this, they need to explore and hold forums.

e. Resolution amending/adding to categories of training “in-service”

Wayne stated that resolution 10-001, he would like the council to add ‘in-service’ as a category. He also left the required % open for discussion; whether it’s 25% like the other categories, or less, being it’s a broad category.

Wayne asked if this category should be a requirement toward their upper level certificates.

Wayne also explained with the volume of lesson plans coming in, there is no way for our office to review them.

Wayne commented on Utah’s model for training; Agency administrators mandate an annual amount of training for their officer. POST gets an annual report of the total hours each officer has completed and if they haven’t met this, then have a course of action in place.

Wayne expressed the amount of training within agency that is not accredited. Agency in-service training does not receive credit and people are asking for this.

Wayne state corrections negotiated pay for certificates. Corrections officers are now looking at transferring all their training to POST into categories. Wayne strongly stated that POST should not be the management tool for their training.

Kevin stated he was at the prison and found that they hold multiple courses so all staff can attend training (of which outside agencies don’t sit in on them); but Kevin feels the intent was never to persuade them from doing this since it’s their time, money, resources, etc.

Winnie stated she knows where the initial in-service training came from. Years ago in-service was meant for different purposes but now it’s much more sophisticated.

Wayne stated in the initial resolution 08-001, we had 7 categories, then in resolution 08-001(a), we added 5 more, and now, this request is to amend one additional category ‘in-service’ making it 13.

Steve feels this will be problematic in the reason we’d be looking at training provided by instructors that are not POST certified.

Bob felt there would have to be some type of monitoring for these service trainings.

James commented that firearms as an example, is prestige training, and in service is different.

Deborah commented that even though in service might not be instructed by POST certified instructors, or may not be 2 or more hours, other agencies don't come in, etc., at least giving it a lower % weight shows that POST recognized this training and it would help those officers in the field.

Deb expressed 10% of total hours to be applicable.

Steve Barry stated he was much more comfortable with this.

Discussion.

Winnie advised that in-service training is training provided within a law enforcement and/or public safety agency that is utilized to develop skills and knowledge and is primarily used for specific agency needs.

Winnie advises we spend more time looking at this and bring it back to the next meeting with more parameters.

g. Resolution for “provisional certificate”

Kevin commented that a provisional certificate would provide great incentive because it shows the field is driven to achieve the next level of certificate.

Wayne stated that if we did this, the administrative rule already states that you have to be in the position for one full year for the basic certificate. The provisional certificate is not defined.

Wayne commented that if the provisional certificate was to become defined; this would be the same with all upper level certificates, not just basic.

Tony asked if the notice of appointment slip would be the initial request for the provisional cert.

Wayne explained that a cert would be generated upon receipt of the 'notice of appointment' form.

Winnie felt this was worth pondering. This would also mean lots of signage. Winnie asked what if the provisional certificates look more like the 'half slip'. (This would not involve extra signing).

Discussion held.

Winnie reminded everyone that POST does not have a requirement for some of these certificates. Down the road this should be considered.

Dennis suggested changing the language to state “basic” provisional certificate.

Wayne explained that along with the notice of appointment, it would be necessary to have the newly created check list attached before providing the certificate.

Kevin asked why if an officer meets the hours for a command certificate, but not the training; could they receive a provisional certificate which implies they will strive to achieve the requirements within a one year time frame. Kevin feels this would give incentive.

Wayne suggested we stick with our initial intent of fixing the provisional ‘basic’ cert to help alleviate issues upon the death of an officer.

This will be brought to the next meeting for a motion.

h. Approval/Denial of Certification Requests

**Bob McCarthy motioned to approve the pending list
Dennis McCave seconded the motion
Motion carried**

(**no need to abstain when a council member has an officer on the pending list)

i. Approval/Denial of Extension Requests (none for this meeting)

No extension requests

i. Approval/Denial of Equivalency Requests

**Dennis McCave motioned to approve Kathy Wilson (based on receiving an extension request.
Tony Harbaugh seconded the motion
Motion carried**

**Steve Barry motioned to approve the remainder of the Equivalency Request
Ray Murray seconded
Winnie Ore voted to approve, unanimous votes, motion carried.**

j. Committee Report Questions or Discussions

1. Curriculum Committee – Dennis McCave

Members: Dennis McCave-Chair, Levi Talkington, Wayne Ternes, Greg Watson, Rich McLane, Dave Garcia, Greg Hintz, James Marble, Bob McCarthy

2. Business Plan Committee – Steve Barry

Members: Steve Barry-Chair, Winnie Ore, Wayne Ternes

3. Professionalism & Integrity Committee – Levi Talkington

Winnie stated someone needs to step into the chair position. Winnie decided to place Levi as the chair.

Members: Levi Talkington-Chair, Chief E.J. Clark, Tony Harbaugh, Wayne Ternes, Deborah Butler, Mike Mehn, Dorothy Gremaux, Greg Watson, Clay Coker, Glen Stinar

4. Policy Committee

James Marble asked to chair this committee.
Georgette asked to be place on the committee.

Members: James Marble-Chair, Ray Murray, Frances Combs, Levi Talkington, Georgette Hogan

5. Reserve Officer Program – James Marble

Winnie asked if this committee is actually necessary or can it just be absorbed by the curriculum committee.
James will join the curriculum committee as co-chair and be the main contact for Reserve issues.

6. Coroner Committee – Tony Harbaugh

Tony commented that in time, this committee also be absorbed into the curriculum committee.

Bob McCarthy asked to be part of the committee.

Members: Tony Harbaugh-Chair, Steve Barry, Bob McCarthy, Levi Talkington, Bill Jones, Greg Hintz, Terry Bullis, Lee Lebreche, Kristine Larsen.

Discussion held regarding the requirements for an active reserve officer.

VIII. 3:30 Council Member Reports, Questions, and Discussion

Committee reports presented in advance.

James mentioned that MACOP is pushing to find out what POST is doing? So is it possible that when he receives his draft copy of the minutes (before approving) can he provide these to MACOP?

Winnie expressed concerns that once information is handed out, it becomes public documents. Winnie chose not to send minutes out (beyond the council) until approved.

Bob McCarthy suggested having MACOP refer to the website for the agenda and previous month's minutes.

Winnie commented that MACOP is more than welcome to attend the meetings.

Steve Barry suggested adding our meeting dates, times and locations on the State web-site.

Georgette will be getting married in May

Tony stated MSPOA will be involved in the Law Enforcement Summit which will be held June 22nd and currently working on issues.

Tony also commented that there are three people running for sheriff in the county but he is the only one *of* his county running and anticipates some media coverage; Tony feels issues like this will be tested by the public.

IX. 4:30 Public Comments

No public comments

X. 5:00 Adjourn

Bob McCarthy motioned to adjourn

Dennis McCave seconded

Motion carried

*** Executive Sessions are closed to the Public in order to protect the privacy rights of individuals.**

All times are approximate, actual times may vary depending on presentation/discussion time.