

1 MONTANA POST COUNCIL MEETING 1
2 May 3, 2023
3 Meeting Via Teams 9:00 a.m. to 12:35 p.m.
4
5 Council members present via Teams: Jesse
6 Slaughter - Council Chair, Lee Dutton, Jim
7 Thomas, Bill Smith, Jess Edwards, Kristina White,
8 Mark Kraft, Matthew Saylor, Mike McCarthy,
9 Kimberly Burdick, Connor Smith, Wyatt Glade
10
11 Council members not present:
12 Jim Anderson
13
14 Staff Members Present: Timothy Allred, Executive
15 Director; Katrina Belger, Paralegal/Investigator;
16 Glen Stinar, Investigator; Tina Cranmer,
17 Administrative Assistant; Brooke Standish,
18 Administrative Assistant.
19
20 POST Legal Counsel:
21 Stuart Segrest, Esq.
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23
24
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1 Sharon: 2
2 Hank Webb
3 Alexandra Holmes
4 Joel Wendland
5 Ken Brown
6 Sam Martin
7 Megan Mooze
8 Shawn Visintin
9 Jeremy Hillirona
10 Chad Vanisko
11 Michelle Dietrich
12
13
14 WHEREUPON, the following proceedings were
15 had:
16
17 * * * * *
18 CHAIR SLAUGHTER: Good morning,
19 everyone. Everyone hear me okay? It's 9:00.
20 Timothy, is everyone there?
21 MR. ALLRED: We can do roll call when
22 you're ready. Everybody that was going to be in
23 the room is here.
24 CHAIR SLAUGHTER: Okay. I was mostly
25 worried about staff. All of our staff there?
26 MR. ALLRED: Yes.

1 CHAIR SLAUGHTER: Okay. Cool. I've got 3
2 like a panoramic view of the room, and I can see
3 everybody, but some people got really small, so
4 it's hard to see.
5 Good morning, everybody. So we'll call
6 this meeting to order. It's now 9:00, 9:01 is the
7 time that I'm showing, on May 3rd, 2023. And this
8 is the POST Council meeting that we're going to do
9 via video conference, so we'll see how this goes
10 moving forward.
11 So first things first is Timothy, I'll
12 have you do roll call, please.
13 MR. ALLRED: We'll start with the
14 Council members. Mark Kraft.
15 MR. KRAFT: Present.
16 MR. ALLRED: Jess Edwards.
17 MR. EDWARDS: Here.
18 MR. ALLRED: Matt Saylor.
19 MR. SAYLER: Present.
20 MR. ALLRED: Wyatt Glade.
21 (No response)
22 MR. ALLRED: Connor Smith.
23 MR. CONNOR SMITH: Here.
24 MR. ALLRED: Jesse Slaughter.
25 CHAIR SLAUGHTER: Here.

1 MR. ALLRED: Bill Smith. 4
2 MR. BILL SMITH: Here.
3 MR. ALLRED: Kimberly Burdick.
4 MR. BURDICK: I'm here.
5 MR. ALLRED: Jim Thomas.
6 MR. THOMAS: Here.
7 MR. ALLRED: Lee Dutton.
8 MR. DUTTON: Here.
9 MR. ALLRED: Kristina White.
10 MR. WHITE: Here. Could you hear me?
11 MR. ALLRED: Yes, I got you. Thank you,
12 Kristina. Jim Anderson.
13 (No response)
14 MR. ALLRED: Mike McCarthy.
15 MR. MCCARTHY: Here.
16 MR. ALLRED: Wyatt Glade.
17 (Inaudible)
18 MR. ALLRED: We'll move to POST staff
19 next. I'm Timothy Allred, Executive Director of
20 the POST Council.
21 MS. CRANMER: Tina Cranmer,
22 administrative assistant with POST.
23 MR. STINAR: Glen Stinar, investigator
24 with POST.
25 MR. SEGREST: Stuart Segrest, Counsel

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1 for POST.

2 MR. ALLRED: Thank you. Those in the

3 room, please just state your name and your agency.

4 MR. WEBB: Hank Webb, Department of

5 Corrections.

6 MS. HOLMES: Alexandra Holmes,

7 Department of Corrections.

8 MR. WENDLAND: Joel Wendland, Montana

9 Law Enforcement Academy.

10 MR. BREEN: Ken Breen, Lewis & Clark

11 County Criminal Justice Services.

12 MR. ALLRED: Thank you. Welcome. Those

13 online, please introduce yourself.

14 MR. MARTIN: Sam Martin, attorney for

15 Shawn Visintin.

16 MR. ALLRED: Thank you, Sam. And just a

17 reminder. If you're on mute on your phone, to

18 unmute yourself you need to push star six.

19 MS. MOORE: Hi, this is Megan Moore,

20 attorney for Kevin Gillilan.

21 MR. ALLRED: Thank you.

22 MR. VISINTIN: Good morning. Shawn

23 Visintin.

24 MR. ALLRED: Good morning, Shawn.

25 Jeremy, I think I hear you speaking. You need to

6

1 unmute yourself. Or see you.

2 MR. MILLIRON: Jeremy Milliron.

3 Wheatland County Sheriff's Office.

4 MR. ALLRED: Thank you. Anyone else

5 online that has not introduced themselves, or on

6 the phone?

7 (No response)

8 MR. ALLRED: All right. Thank you. Mr.

9 Chair, we do have a quorum.

10 CHAIR SLAUGHTER: Thank you, Timothy. I

11 appreciate that. So I would like to start today

12 with the invocation, please. We'll start with

13 that, and then we'll do the pledge. Sheriff

14 Dutton, will you please start us, lead us in

15 prayer.

16 MR. DUTTON: You bet.

17 (Invocation)

18 CHAIR SLAUGHTER: Please remain standing

19 for the Pledge of Allegiance, and please stand and

20 join me in the Pledge of Allegiance.

21 (Pledge of Allegiance)

22 CHAIR SLAUGHTER: Thank you. So the

23 first item on the agenda -- Sheriff Dutton, thank

24 you for that nice invocation, by the way. I

25 appreciate that.

7

1 MR. DUTTON: Mr. Chair.

2 CHAIR SLAUGHTER: Approval of the

3 minutes. So did everybody look over the minutes,

4 and can I get a motion for approval.

5 MR. EDWARDS: I'll motion.

6 MR. DUTTON: I'll second.

7 CHAIR SLAUGHTER: All those in favor,

8 signify by saying aye.

9 (Response)

10 CHAIR SLAUGHTER: Everybody, we've got

11 to do our best not to talk over each other, so I

12 will be the first one who will violate that.

13 Sorry.

14 MR. ALLRED: This is Timothy. I also

15 think that we should introduce ourselves, because

16 that would help Laurie out. She heard the motion,

17 she just didn't know who said it.

18 CHAIR SLAUGHTER: Introduce yourself

19 when you give a motion.

20 MR. ALLRED: And when you're speaking.

21 She's not in the room with us, and she can't see

22 the face all the time.

23 CHAIR SLAUGHTER: Great reminder,

24 Timothy. Thank you. So everyone, before you

25 speak, please announce your name just to help out

8

1 our recorder. So all those opposed of the

2 February 2023 meeting, signify by saying aye.

3 (No response)

4 CHAIR SLAUGHTER: Hearing none, motion

5 carries.

6 So at this time we'll move to public

7 comment and guest issues. Is there any public

8 comment or guest issues? And again, please before

9 you speak, state your name, and what it's

10 regarding.

11 MR. ALLRED: And I have a script to read

12 at this time, Sheriff. So public comment script

13 for Council meetings. Under this item the Council

14 will offer an opportunity to members of the public

15 in attendance to comment on any public matter

16 under the jurisdiction of the Council that is not

17 on the agenda on this meeting.

18 While the Council cannot take action on

19 any issues presented, the Council will listen to

20 comments, and may ask staff to place the issue on

21 a subsequent agenda. The Presiding Officer may

22 limit the comment period in order to proceed with

23 the Council meeting.

24 CHAIR SLAUGHTER: Thank you, Timothy.

25 Any guest issues or public comment?

9

1 (No response)

2 CHAIR SLAUGHTER: Okay. Hearing none,

3 we'll move on. Timothy, I'll turn it over to

4 equivalency request.

5 MR. ALLRED: Yes. So on Page 34 we

6 received an equivalency request from Sheriff

7 Miesner in regards to Jeremy Millirons. At the

8 time we started the investigation for the

9 equivalency request, we contact the states that

10 they've resided in, asked if there was sanctions,

11 or suspensions, or revocations against their

12 certificate.

13 And as you can see in the letter

14 response, we received responses back, and you can

15 see some of the concerns that were brought up. I

16 brought those specific concerns up with Sheriff

17 Miesner. I gave him a call to discuss those

18 concerns.

19 Sheriff Miesner said that he was not

20 aware of them at the time; and then he also told

21 me that a failure on his part is he did not

22 conduct the psychological evaluation before he

23 hired him.

24 I called back -- Well, so we sent a

25 letter to Jeremy Millirons denying his equivalency

11

1 before he was hired. That was part of the hiring

2 process that should have been done by the agency.

3 My recommendation is that once we

4 receive the updated psychological evaluation, if

5 Sheriff Miesner agrees, he can put in again for the

6 LEQ, and I can review that with the psychological

7 evaluation. But I know that that's just my

8 recommendation after speaking with Sheriff Miesner.

9 And I know Officer Millirons is here. So Chair.

10 CHAIR SLAUGHTER: Thank you. Thank you,

11 Timothy. I guess at this point in time, my

12 question, Timothy, to you that I want

13 clarification on is your initial -- Basically your

14 initial assessment of this was you weren't going

15 to give him EQ because of these issues found in

16 background; is that correct?

17 MR. ALLRED: Chair, my initial was to

18 call the Sheriff to discuss it, and to see if he

19 actually looked at these things and knew about it.

20 And he said that he was not aware of them. So I

21 forwarded him those concerns, and basically

22 concurred at the time that because he didn't have

23 a psychological evaluation at the time, we would

24 deny his equivalency request.

25 And there were some real concerns. I

10

1 request, and saying that he had to take the full

2 Basic.

3 Since that time, Officer Millirons

4 requested that this be brought before the Council

5 for reconsideration. He's also provided -- and

6 here you can see -- several letters of

7 recommendations.

8 I did call Sheriff Miesner last week to

9 ask if he's received his updated psychological

10 evaluation, and he said he hasn't. And it's not a

11 fault of Officer Millirons. He said they've had a

12 couple cancellations.

13 So in my conversations with Sheriff

14 Miesner, he said he does not feel like he needs to

15 take the full Basic. He feels that the

16 equivalency would be adequate, but he has concerns

17 himself, too, and wants to see the full

18 psychological evaluation completed before he would

19 recommend equivalency moving forward.

20 So I know that Officer Millirons is

21 here, he can give you information, but my

22 recommendation -- after speaking to Sheriff

23 Miesner, and considering all this information, and

24 then it was no fault of Officer Millirons that he

25 didn't receive his psychological information

12

1 mean you can go through and read incidences that

2 happened in 2010, and then information was

3 provided for 2016, 2019. And you can also see in

4 here Mr. Millirons has provided some additional

5 information including that.

6 So the answer to your question, my

7 initial thing was to speak to the Sheriff, and

8 then I found out he didn't have the psychological

9 evaluation either. So that's why. All that

10 together is why we denied his request at that

11 time.

12 CHAIR SLAUGHTER: Thank you, Timothy. I

13 really appreciate that. That's actually what I

14 was looking for.

15 So I would like first to open it up to

16 the Council, because I'm sure everybody has

17 reviewed the materials that the Executive Director

18 provided to us. I'd first like to open it up to

19 the Council, but I'd like to separate issues.

20 I would like for us first to discuss the

21 initial denial, which is based on multiple

22 background issues that Sheriff Miesner was not

23 aware of, and I would like to discuss those issues

24 as grounds for denial of EQ, and then we can talk

25 about the psychological thing as a separate issue.

13
1 And I say that because I agree with the
2 Executive Director. If there's appointment issues
3 or stuff like that, that's a different issue. But
4 it appears there's two separate issues here as to
5 why we would deny his equivalency. So I want to
6 separate them so they're not confused. So let's
7 talk about the background issues first, and I want
8 to open it up to the floor for the Council. And
9 please -- I haven't done this yet -- state your
10 name before you speak. Thank you.

11 MR. KRAFT: Mr. Chair, Chief Kraft. I'd
12 like to just state for the record, having reviewed
13 the material brought before the Council in this
14 packet, I think that I agree with the Executive
15 Director. I think there's some real concerns
16 related to Deputy Milliron's background that I do
17 not believe those concerns were addressed in the
18 supplemental material that he provided. And I
19 would support the original decision of the
20 Executive Director.

21 CHAIR SLAUGHTER: Thank you, Chief
22 Kraft. Any further comment on this part?

23 MR. CONNER SMITH: This is Conner Smith.
24 I agree with Chief Kraft's assessment there.

25 CHAIR SLAUGHTER: Thank you, Conner.

15
1 Milliron's an opportunity to speak on this,
2 correct?

3 MR. SEQUEST: I think so, yes.

4 CHAIR SLAUGHTER: Thank you. I just
5 wanted to make sure we weren't in a discussion.
6 That's exactly what I need to know. This is
7 Sheriff Slaughter again, and at this point in
8 time, I would turn it over to Deputy Jeremy
9 Milliron to speak on his own behalf.

10 MR. MILLIRON: Ladies and gentlemen of
11 the Montana POST Council, good morning. This is
12 Deputy Jeremy Milliron, Wheatland County
13 Sheriff's Office.

14 There's just a few things I want to go
15 over. The first one is you should have your
16 supplemental materials. I do have a letter that I
17 got, received an email from the director of
18 certification of Georgia POST stating that I was
19 never sanctioned, that the case against me was
20 dismissed, and that I'm in good standing.

21 But I would like to address singly each
22 and every issue. I know that there was two things
23 that were written about me towards POST that I did
24 not know about at the time until the issue with
25 the Department of Juvenile Justice, which again,

14
1 Anybody else have anything that they want to say
2 about just the background information which
3 Sheriff Milliron was not aware of that's delineated
4 here in what the Director provided us?

5 (No response)

6 CHAIR SLAUGHTER: Okay. So Stuart --
7 sorry. This is Sheriff Slaughter again. Stuart,
8 I have kind of a point of order. I'm guessing at
9 this point in time we're going to hear from
10 Jeremy. Would we take executive action on this,
11 and then open that up for him in discussion, or
12 would we allow him to speak for discussion? I
13 just want to make sure I'm correct.

14 MR. SEQUEST: I actually don't know that
15 you need to take executive action at this point
16 because all parties are in agreement that the
17 background psychological test wasn't undertaken,
18 so that has to happen first anyway before there's
19 a reapplication, and then that reapplication would
20 be considered by POST staff. And then if it's
21 denied, he could challenge it to this Council, and
22 then you would take action. So at this point it's
23 more informational.

24 CHAIR SLAUGHTER: Thank you, Stuart.
25 But at this point it's appropriate to give Deputy

16
1 the Georgia Department of Labor stated that I did
2 my job as I was prescribed, and as I was trained.
3 They just didn't like what happened.

4 But I would be more than welcome to
5 answer any questions and give an explanation.

6 CHAIR SLAUGHTER: Thank you, Deputy.
7 Does any member of the Council have any questions?

8 MR. DUTTON: Mr. Chair, this is Leo. I
9 have lots of questions, but I am somewhat
10 reluctant to ask right now, because if this is
11 going to come back to us, I don't want to -- I
12 don't know if this is prejudicing us for a
13 decision we have to make later, because if we're
14 asking questions and seeking fact finding now,
15 does that -- if you guys deny it, if POST Council
16 denies it, and it comes back, is it just
17 redundant? I'm asking that as a point of
18 clarification.

19 MR. ALLRED: So Sheriff, that's a great
20 question. My understanding right now is that the
21 POST Council can make a motion to deny this
22 request and support the original denial.

23 If you feel like you're okay with the
24 information, if the updated psychological
25 evaluation comes back favorable, and it's sent to

17
 1 re-evaluate, we could do that.
 2 So there's two different things that I
 3 see. You could support the denial letter, because
 4 the denial letter is specific that we're denying
 5 it based on the information that was provided
 6 during the investigation that POST did for
 7 equivalency. You could support that, or you could
 8 state that you're fine with getting an updated
 9 psychological evaluation, and having the Director
 10 review that at that time.
 11 MR. MILLERSON: I don't mind -- Again,
 12 this is Deputy Jeremy Millerson, Wheatland County
 13 Sheriff's Office. I don't mind at all taking the
 14 psychological profile. I do believe that will
 15 come favorable. I'll be fine with that for
 16 reconsideration.
 17 (Wyatt Glade present)
 18 CHAIR SLAUGHTER: Director Allred, so
 19 what I'm getting at here is you're wanting to seek
 20 a motion for us to basically uphold your original
 21 denial letter, and then we will deal with -- then
 22 that would create a denial anyway regardless of
 23 the psychological, because it's based on different
 24 facts.
 25 MR. ALLRED: Yes, Chairman. And if you

18
 1 uphold it, then I would not reconsider if I got a
 2 new application, so this would be a denial because
 3 of the facts that are in the letter that he was
 4 denied.
 5 So that's the way to look at it. If you
 6 want to uphold that and just say he needs to go --
 7 To be clear here, he's denied the equivalency
 8 basic. So if he's denied this, then he would be
 9 required to go to the full Basic. It's not that
 10 he's not going to get to be an officer. He would
 11 be required to go to the full Basic.
 12 So you could uphold what was in here,
 13 and then also state that you're okay with the new
 14 application if we view it with an updated
 15 psychological evaluation; or you could say it's
 16 denied flat out, and he needs to go to the full
 17 Basic.
 18 CHAIR SLAUGHTER: Thank you, Director
 19 Allred. And I view this as two totally separate
 20 issues. There's the initial denial letter, which
 21 has nothing to do with the psychological, and then
 22 there's the psychological, which is a whole
 23 different issue.
 24 I think we have to -- In my opinion, we
 25 have to deal with this denial letter that the

19
 1 Director sent initially first. So I guess at this
 2 point in time I'll ask for a motion to either
 3 uphold Director Allred's denial letter, or to deny
 4 Director Allred's approval letter. So I guess
 5 I'll open up the floor to a motion on the denial
 6 letter that Director Allred wrote.
 7 MR. CONNER SMITH: This Connor Smith. I
 8 make a motion we go along with the POST Director's
 9 original letter.
 10 MR. KRAFT: This is Chief Kraft. I
 11 second.
 12 CHAIR SLAUGHTER: Connor Smith made the
 13 motion to uphold Director Allred's original denial
 14 letter, Chief Kraft second. Do I have any further
 15 discussion?
 16 MR. DUTTON: This is Leo. I guess I
 17 have some reservation about what did Georgia POST
 18 say. I know what you found here. Was there a
 19 revocation in Georgia POST? I don't see that. I
 20 still -- I want to hold what's correct, but I'm
 21 somewhat -- I want to use the right word -- but
 22 ambivalent about taking this action.
 23 I guess it doesn't preclude him from
 24 being a peace officer. What we're talking about
 25 is equivalency; is that correct?

20
 1 MR. ALLRED: That's correct. This has
 2 nothing to do with the MAPA hearing process. In
 3 fact, it states clearly that you can only follow
 4 the MAPA hearing process if you deny, revoke,
 5 sanction, or suspend. This is just a denial by
 6 the Director, and brought back for reconsideration
 7 to the Council. This is Timothy Allred.
 8 MR. DUTTON: Mr. Chair, follow up.
 9 CHAIR SLAUGHTER: Yes, Sheriff. Just
 10 make sure you state your name, please.
 11 MR. DUTTON: This is Leo Dutton. If we
 12 deny this, then the equivalency is over? I want
 13 to make sure he has the full Basic, correct?
 14 MR. ALLRED: That is correct. This is
 15 Timothy Allred. That is correct. Chair. That's
 16 correct. However, I think what the Director is
 17 saying is he wants to take it on this now, and if
 18 he upholds it, then discuss the psychological
 19 after this. He wants to separate those right now.
 20 MR. DUTTON: And then completing it.
 21 Okay.
 22 CHAIR SLAUGHTER: Further discussion?
 23 MR. SEGRETO: Mr. Chair, this is Stuart.
 24 I just have kind of a procedural question.
 25 Because we now know the psychological evaluation

21
1 wasn't done, was the request for equivalency
2 properly submitted in the first place? If it
3 wasn't, I wonder if it's appropriate to take
4 action on it, or if we should allow that to happen
5 first.

6 I just don't want us to get sort of the
7 cart before the horse, if it wasn't fully ready to
8 be submitted anyway. If that makes sense.

9 MR. BOLGER: This is Katrina. We're
10 back in the back. Historically we have approved
11 folks for equivalency when they have not yet been
12 appointed, and that psychological evaluation is a
13 requirement for appointment. So it's kind of a
14 separate thing, if that makes sense.

15 MR. SEGREST: That does, and that
16 answers my question. So I then agree with the
17 Director that you could take action on it as is,
18 or wait, as the Council sees fit. I just wanted
19 to clarify that.

20 CHAIR SLAUGHTER: This is Sheriff
21 Slaughter. Thank you, Stuart. Thank you,
22 Katrina. I appreciate that insight. Any further
23 discussion on the motion before us?

24 (No response)

25 CHAIR SLAUGHTER: Okay. Hearing none,

22
1 all those in favor, please signify by saying aye.
2 (Response)
3 CHAIR SLAUGHTER: Opposed, same sign.
4 (Response)

5 CHAIR SLAUGHTER: Sorry. Who was that?
6 Because we're on the phone and I can't see it.

7 MR. BOLGER: That was Kristine White.

8 CHAIR SLAUGHTER: Oh, thank you,
9 because I can't -- Sorry. I can't see her, so
10 thank you. Okay.

11 So Director Allred, I can't remember how
12 many people we had in the quorum today, but I know
13 the ayes have it, so motion carries.

14 So at this point in time, the
15 psychological evaluation, Director Allred, is
16 still going to have to occur, but Deputy Milliron
17 will have to attend the full Basic: is that
18 correct?

19 MR. ALLRED: This is Timothy Allred.
20 Sheriff, yes, that is correct, unless the Council
21 wants it to be reconsidered with a favorable
22 psychological evaluation.

23 MR. MCCARTHY: This is Mike McCarthy. I
24 have a question about the Basic that Deputy
25 Milliron attended. I don't see it in the

23
1 documents.

2 MR. ALLRED: This is Timothy Allred.
3 Chair, Mike, we received that, but it's not in
4 this material right here.

5 MR. MCCARTHY: Did his Basic compare to
6 our requirements for Basic?

7 MR. ALLRED: Sheriff Slaughter, Mike,
8 yes. This is Timothy Allred. Yes, it is
9 equivalent to Montana.

10 CHAIR SLAUGHTER: This is Sheriff
11 Slaughter. Director Allred, I think the
12 psychological is -- we can open this up for
13 discussion, but I think it's a moot point right
14 now for reconsideration, because my guess is --
15 and this is why I want to discuss this -- is we
16 did it off the basis of his background, not off
17 the basis of his psychological.

18 His psychological will still be required
19 for his appointment, still be required for him to
20 attend the Basic, but the Council ruled that he's
21 going to have to take the Basic, and equivalency
22 wouldn't count in this situation. Does anybody
23 disagree with that assessment, or have further
24 comment?

25 MR. ALLRED: This is Timothy Allred.

24
1 Chair Slaughter, I agree with that as well.

2 CHAIR SLAUGHTER: Thank you, Director
3 Allred. Okay. So thank you. Deputy Milliron,
4 you now have what your future path is moving
5 forward. And Director Allred, I take it you'll
6 reach out to the Sheriff in this matter as well,
7 correct?

8 MR. ALLRED: This is Timothy Allred,
9 Chair, yes.

10 CHAIR SLAUGHTER: Thank you. Moving on
11 to old business, and Director Allred, I'll have
12 you start with all of legislative updates, please.

13 MR. ALLRED: So I'm excited to be able
14 to discuss this. I'd just preface it by saying
15 that I was told by a handful of people this is the
16 busiest session that POST has had, in regards to
17 all of the bills that pertain to POST. I'm going
18 to go through in order just kind of sum up here.

19 So as you know, POST had two bills that
20 have already been passed. I'm not going to
21 discuss those again. Those were discussed at our
22 last Council meeting. We've also covered bills
23 that were tabled that pertained to POST that was
24 previously discussed.

25 So I'm going to discuss House Bill 697.

25

House Bill 697, the sponsor of that was Representative Morcor, to generally revise laws related to POST Council. Initially when this came forward, the Bill stated that POST would be attached administratively to the Board of Crime Control. And then an amendment was put on it that it would be permanently under the Department of Justice.

And then House Bill 916 stated that POST would be, the sunset date would be extended by two years. And then another amendment was put on it that POST would be attached administratively to the Department of Justice only, and part of that bill required a study of POST, and it also put language in it that the POST Council now would be funded in 44-10-204 as a state special revenue fund.

And then it also stated that if 916 passed, extended the sunset date, that it be void. That was brought before the Senate and was passed. It was brought before the House and concurred by the sponsor, and it's passed second and third reading, and moved forward to enrollment.

What that does -- and I just want to state this -- is that puts the POST staff now on

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June 10th, the termination date, under the Council. The temporary 2-15-2029 and 2-15-2029 are gone as of June 10th, 2023.

So effective July 1st, 2023, the POST staff are under the Council, and the Council may hire its own personnel independent administrator the conduct of its business. POST will now supervise the staff and oversee the budget.

In House Bill 697, the study is going to focus on a few things. It's going to examine the legislative history of the Council structure, staffing, and duties; review the current structure, staffing, and duties of the Council; compare the Council's current structure, administrative attachment, to similar entities in other states; and the State's Law and Justice Interim Committee shall consult with Council members, Council staff, the Department of Justice, local law enforcement agencies, and other stakeholders the committee considers necessary.

I'll move on to the next bill unless anybody has any questions on that. There was a lot that went into House Bill 697.

(No response)

MR. ALLRED: Going on to Senate Bill

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232, and House Bill 580. These bills work together. They're companion bills. They're both about requests for public information, and documentation, and reporting. It's going to require POST staff to have a notice of who, on our website, who they request information from, it's going to require that we keep track of who requests the information, if we charge them, timeline, deadline, those kinds of things are there.

Senate Bill 232 would require us to give CCJI information within 90 days, unless we're unable to do that, and all we need to do is articulate to the requester that, for example, if the Council had to review to request, we just say we haven't had a chance to bring it to your Council for review yet, and then you have up to six months to provide that information.

POST staff has met several times, and has already prepared a spreadsheet, and is discussing submitting both those to make sure that we're in compliance with those changes.

House Bill 460 was brought forward by Representative Dugan, revise laws relating to state lottery agency investigators and

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enforcement. This law wanted them to be defined as criminal justice agency, and as peace officer status. That was tabled.

House Bill 602 was brought forward by Representative Kerns. What he did was he modified our language speaking about mental health from our Administrative Rules. And what it states is that the Council may not revoke a public safety officer certification solely on the basis of public safety officer mental illness, due to mental illness, unless.

So POST cannot revoke just for mental illness only -- this is what's in our Administrative Rule basically -- unless it substantially limits an officer's ability to perform the essential duties of a public safety officer, or poses a direct threat to the health and safety of the public or fellow public safety officers. That one is currently in enrollment.

House Bill 314. I'm here to announce that every member of the Council will get a raise. This was brought forward by Sponsor Brockman in the House. This language states that qualified judicial boards, that they will receive instead of \$50, \$100 for each day which member is actually

29
1 and necessarily engaged in the performance of
2 board duties.

3 So when they're engaged in board duties,
4 and it goes up to \$100 instead of \$50 a day, and
5 that has an effective date for July 1st, 2023.
6 And I put a fiscal note on that, and it was signed
7 by the sponsor. The fiscal note was just the
8 increase of Council members, if we're going to be
9 meeting as frequently. I took basically last year
10 statistics. Our fiscal note was for \$9,100. That
11 was approved and signed, so that will be attached
12 to our budget.

13 Then Senator Friedel brought before
14 SB26. What this language states is that the first
15 -- he struck out that three Montana citizens at
16 large. It's two Montana citizens at large who are
17 informed or experienced in the subject of law
18 enforcement. This in regards our POST membership
19 Council.

20 He struck out that there would be three
21 citizens on the POST Council, moving to two, and
22 added one Misdemeanor Probation Officer, and that
23 effective date is on passage and approval.

24 I just want to state in conversations
25 with Kimberly Burdick, this makes it so every

30
1 member of the public safety officer has a
2 representative in the 44-4402 except for
3 dispatchers.

4 Kimberly Burdick would like, not now,
5 but in the future, for POST Council at a future
6 date to possibly consider somewhere that, if we
7 could put it in membership of the Council that
8 dispatchers that have a place that is defined in
9 law there as well. But that's just for the
10 future. I just want to state that.

11 So that's the legislative update. It
12 was busy, it was good, a lot happened, and we have
13 a lot of direction moving forward. And so anyway,
14 does the Chair or the Council members have any
15 questions for me?

16 CHAIR SLAUGHTER: This is Chair
17 Slaughter. Thank you, Director Allred. I really
18 appreciate that.

19 Just as a point of order, that session
20 is closed, and to my knowledge, our new appointments
21 were not confirmed by the Senate. In talking with
22 the Lieutenant Governor, everything is good with
23 that. It just will happen at the next session,
24 essentially is when that will occur. Board
25 members stay intact until that process occurs, or

31
1 until appointment dates are up moving forward.
2 Then also a question, Director Allred.
3 We'll need to open it up for a new appointment for
4 Pretrial Services, correct?

5 MR. ALLRED: Chair, this is Timothy
6 Allred. Yes, I am aware, and I know that Ken is
7 here as well, that they're already submitting
8 applications in that process and submitting that
9 to the Governor.

10 CHAIR SLAUGHTER: Right. Anybody else
11 have any other comments or questions about
12 legislative updates?

13 MR. ALLRED: Chair, I do have one thing
14 to say. This is Timothy Allred. House Bill 2,
15 the Senate amendments were concurred last night
16 and passed reading, reading two, and reading
17 three, and House Bill 2 was approved, and so it's
18 going to enrollment that we have an official
19 budget.

20 CHAIR SLAUGHTER: That's great.

21 MR. DUTTON: Mr. Chair, this is Leo
22 Dutton.

23 CHAIR SLAUGHTER: Go ahead, Sheriff.

24 MR. DUTTON: Mr. Chair, thank you for
25 your work, and others, who have testified, worked

32
1 behind the scenes tirelessly to get this Council
2 back to where it can effectively make decisions
3 without undue influence, have staff that actually
4 work for this board -- something that I was in
5 favor of.

6 I think we'll do well. It was a lot of
7 work. And I hope there's no real casualties, we
8 can come together as a board, understand that the
9 business is still the same. We're still doing the
10 same job, and just that we have staff now. So I
11 hope that if there's wounds, that we can lick our
12 legislative wounds over the interim, and talk
13 about how we can do the business of POST, and
14 holding everyone accountable, yet upholding the
15 rights of all.

16 So I'm pleased, and I just want to say
17 that, and thank you, Mr. Chair. Thanks for doing
18 that. I appreciate it. That's my sentiment. If
19 I was home like you were, I'd say back on auto.

20 MR. ALLRED: Sheriff Slaughter, I have
21 to say this. It's everyone -- it's my intention
22 100 percent to reach out to every stakeholder, and
23 involve every single stakeholder. I've already
24 been doing that. This process of when the study
25 comes, and when it starts, every single person is

33

1 going to be involved.

2 There's a lot that's going to come from

3 this study, and hopefully we can start to discuss

4 specific issues, resources, working with

5 stakeholders, training, those kind of things,

6 whatever it may be. We want to work with every

7 public safety agency. That includes law

8 enforcement, that includes probation and parole,

9 that includes dispatchers, pretrial, everybody

10 that's in there. So I just want to say that.

11 CHAIR SLAUGHTER: Thank you both.

12 Sorry. This is Chair Slaughter. Thank you both

13 for your comments. Any further comments about

14 legislative updates?

15 (No response)

16 CHAIR SLAUGHTER: Okay. Next on our

17 agenda is a break. After the break, we are going

18 to hear --

19 MR. ALLRED: This is Timothy Allred. We

20 have one ARM update right before the break.

21 CHAIR SLAUGHTER: Oh, sorry. It's kind

22 of pushed into the bottom there. I'm sorry. So

23 up next is the ARM update. We'll turn it over to

24 Stuart.

25 MR. SEGREST: I think we would have been

34

1 fine if we skipped it. It's pretty basic

2 actually. There was no one to comment, either in

3 written comments or in person, so we just kind of

4 sat in the room for five minutes.

5 And then the ARM, the two ARMs,

6 23.13.215 or the amendments to those, and

7 23.13.702 will be amended as proposed by the

8 Council. I don't have anything else on that

9 unless there are questions, or Katrina wants to

10 add something.

11 MR. BOLGER: We need a motion from the

12 Council to submit the adoption notice to DOJ for

13 timelines for filing with the Secretary of State.

14 MR. SEGREST: I thought we had already

15 submitted it.

16 MS. BOLGER: Not yet.

17 MR. SEGREST: Then I guess yes. If

18 Katrina thinks we do, we do.

19 MS. BOLGER: That's what we've done in

20 the past, whether we need it or not.

21 MR. SEGREST: I'm not sure we need to do

22 it again, but I don't have a problem with the

23 Council directing staff to send it for adoption.

24 CHAIR SLAUGHTER: Stuart, what ARM is

25 this? Does it have a number?

35

1 MR. SEGREST: It's amending 23.13.215

2 and 23.13.702. The notice itself, we put the

3 prior amendments in there. It would have been in

4 probably one meeting ago or two meetings ago, when

5 the Council --

6 MS. BOLGER: The amendments themselves

7 are the change to the firearms instructor

8 certification requirements, and adding marijuana

9 use to the alcohol grounds for sanction.

10 CHAIR SLAUGHTER: Okay. Thank you. Can

11 I get a motion to send the approved amendments to

12 the staff for basically update with DOJ?

13 MR. DUTTON: I would make that motion --

14 this is Lee -- to send the updated amendments to

15 staff for the changes.

16 MS. BURDICK: Kimberly will second.

17 CHAIR SLAUGHTER: I have a motion on the

18 floor by Sheriff Dutton, and Kimberly Burdick

19 seconded that motion. Do I have any further

20 discussion?

21 (No response)

22 CHAIR SLAUGHTER: All those in favor,

23 signify by saying aye.

24 (Response)

25 CHAIR SLAUGHTER: Opposed, same sign.

36

1 (No response)

2 CHAIR SLAUGHTER: All right. Motion

3 carries. So staff is directed to do that. This

4 is Sheriff Slaughter again.

5 MR. THOMAS: Mr. Chairman.

6 CHAIR SLAUGHTER: Yes.

7 MR. THOMAS: This is Jim Thomas. I

8 notice that Item 8 here is supposed to start at

9 10:00, and I'm not sure -- Counsel can correct me

10 if I'm wrong -- but I don't believe we can do

11 those before 10:00.

12 MR. ALLRED: I think we're about to have

13 a break.

14 MR. THOMAS: So I would suggest that we

15 skip to, after the break, skip to Item 10, and

16 continue on until 10:00, because according to

17 our --

18 MR. ALLRED: Chair, the only thing that

19 we're --

20 MR. THOMAS: We're good? We're close

21 enough?

22 MR. ALLRED: Chair, this is Timothy

23 Allred. The only reason I would say we have a

24 break now is because we have to move everybody who

25 is -- Actually wait until ten. I don't know what

also --

CHAIR SLAUGHTER: We're going to take a break.

MR. SECREST: I think Jim thought we had more time left.

CHAIR SLAUGHTER: So yes, there's a scheduled break right now, right on time. So we're going to go on break. But here's what I wanted to say.

So we have oral argument at 10:00 a.m. in Nolan, which at that point in time, I will turn the Chair over to Chief Kraft because I have a conflict after that. So when we come back from the break, we will have Chief Kraft take over as the Chair.

And if there's no further comments, and we're right on time for a break, we'll take a ten minute break until 10:00 a.m.

(No response)

CHAIR SLAUGHTER: All right. Thank you, guys.

(Recessed at 9:51 a.m.)

(Vicintin, Nolan, and Gillilan

Transcripts bound separately)

(Reconvened at 11:24 a.m.)

CHAIR SLAUGHTER: We're back on the record after our break, and we're going to move to new business. And so I'm going to turn it back over to Director Allred for our new business.

MR. ALLRED: Thank you, Chair. At this time we're going to hear from the Public Safety Communicators. They're going to present their basic syllabus.

MR. WENDLAND: I'll introduce myself. I'm Joel Wendland from the Montana Law Enforcement Academy. I'm the new Bureau Chief there. I will be presenting information in the future to Timothy Allred. There are a lot of changes we're going to be recommending for future academies, but I'm not going to take a lot of time on that right now.

I will introduce the subject matter expert, which would be Kim Much. She's one of our training officers and does our communications for classes. Thank you.

MR. MUCH: I'm Kim Much. I'm the program manager for the public safety basic, and we're going to make a couple changes. I've been around almost a year, and in that time I've sat through every course, and I've taught what I can teach as the subject matter expert, and I've found

what I kind of see as -- not an issue, but not quite giving the dispatchers the information that can help them do better at their jobs, and that's that eight hour course of mental health and first aid.

It's a canned course, so you're locked into eight hours, so it takes up more than 10 percent of the instruction time in the PSC Basic program, and it deals a lot with early intervention at very, very, very basic level introduction to some mental illnesses, which is awesome if you have more time. However, most people who call 911 are not in the beginnings of mental illness, they are in crisis mode.

So taking out that eight hours of mental health first aid, replacing it with kind of a boiled down, dealing with just the crisis mode, but also discussing the background behind some of the more predominant classifications of mental illnesses that dispatchers interact with, and then that would be a four hour course that for the time being just does crisis incident call taking, so they still get the background on things like schizophrenia, what it is, and bipolar depression, primarily discussing also suicidal callers, kind

of handle those on the front end and the back end.

And then also the other four hours of mental health is an introduction to 911 coming to a com center near you, with the new Legislature passing the money and funds, and in the next eighteen months we're going to be rolling out some very fun new stuff.

But it's a fairly complex system. It's not as simple as just texting 911, so bringing in some of the people who have been working on that for years, and having them introduce what is 911 to dispatchers.

And the coolest part of that I think is for the first time ever dispatchers will have backup at the flip of a switch. With the whole state 911, dispatchers could pop their 911 calls to the counties surrounding them. So if they're dealing with an incident that's critical, like an Amtrak derailment in Liberty County, they could pop those 911 calls so people aren't -- you know, a person having a heart attack in Walmart isn't missing out on a 911 call.

And then the second one is another two hour block, and unfortunately it's not the funnest thing to teach, but I think it does need to be

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 1 taught in basic, is active shooter. This is
 2 becoming more and more prevalent. My son is in
 3 kindergarten, and he's already been knocked down
 4 twice.
 5 So just discussing what is an active
 6 shooter, what to do in an active shooter
 7 situation, who to call for help, who can help, and
 8 just kind of helping counties out, especially some
 9 of the smaller ones that maybe don't have policies
 10 regarding that, getting them connected with
 11 agencies that do have policies that are willing to
 12 help, and love you guys foundation, and then I am
 13 extraordinarily fortunate that Bureau Chief
 14 Woodland is an alert instructor, and has that
 15 experience, as well as potentially being connected
 16 with the Sandyhook investigator as well, and so
 17 really bringing in some active shooter stuff to
 18 equip these dispatchers with what they need.
 19 So I hope that that stuff collects
 20 cobwebs. I want that policy to collect cobwebs,
 21 but to least have an introduction to it, and so be
 22 able to react -- (inaudible) --
 23 MR. DUTTON: Mr. Chair, this is Leo, if
 24 I may.
 25 CHAIR SLAUGHTER: Sorry, Sheriff. My

42
 1 mic was stuck on mute. Go ahead.
 2 MR. DUTTON: The best speech you ever
 3 gave, too. That's mine, too, when that happens.
 4 So I'm looking -- it's probably in here.
 5 I just don't see it right off, so you can point it
 6 to me -- is just some mental health resiliency
 7 training.
 8 MS. MUCH: Okay. (Inaudible)
 9 MR. DUTTON: Yes.
 10 MS. MUCH: They got two hours with Carol
 11 Bertles (phonetic). It's also talked about
 12 several throughout. It's sprinkled throughout a
 13 lot of the dispatchers. I know I've sat through a
 14 lot of that, the teaching, and making sure that
 15 that's a priority.
 16 The other thing they got is two hours of
 17 health and wellness, so we can address both
 18 physical and taking care of themselves, and the
 19 mental health ends as well. For sure.
 20 MR. DUTTON: Thank you. And just a
 21 question. The Highway Patrol sends their
 22 dispatchers to this, correct?
 23 MS. MUCH: Uh-huh.
 24 MR. DUTTON: Okay. Very good.
 25 MS. MUCH: Highway Patrol, U of M, MSU.

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 1 MR. ALLRED: Any other questions for
 2 Kim?
 3 (No response)
 4 MR. ALLRED: Mr. Chair, it looks like a
 5 motion could be put forward at this time.
 6 CHAIR SLAUGHTER: Okay. Can I have a
 7 motion to approve the syllabus.
 8 MR. THOMAS: This is Jim Thomas. I move
 9 we approve the syllabus as changed.
 10 MR. CORNER SMITH: This is Conner Smith.
 11 I second.
 12 CHAIR SLAUGHTER: We have a motion and a
 13 second. Any further discussion on this matter?
 14 (No response)
 15 CHAIR SLAUGHTER: Hearing none, all
 16 those in favor, signify by saying aye.
 17 (Response)
 18 CHAIR SLAUGHTER: Opposed, same sign.
 19 (No response)
 20 CHAIR SLAUGHTER: Motion carries. Thank
 21 you, Kim.
 22 MR. ALLRED: Next on our agenda is
 23 Probation and Parole syllabus on Page 131 through
 24 133. Jim Anderson is not able to be here today,
 25 so he's asked Alex to come, and Hank Webb, to

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 1 present this on behalf of the Department of
 2 Corrections, Probation and Parole Division.
 3 MR. WEBB: Thank you, Mr. Chair, Timothy
 4 Allred, members of the Council for allowing me to
 5 come here. And I think Jim's -- (inaudible) --
 6 is.
 7 We have any changes for this year's
 8 Academy, and up here with me is -- (inaudible) --
 9 he's also my training matter expert --
 10 (Indiscernible conversation
 11 Interrupted by Court Reporter)
 12 MR. WEBB: Hank Webb. I'm the
 13 Department of Corrections training supervisor.
 14 Sorry. I should have announced that before. If
 15 we're good, I'll hold this a little closer up
 16 here. I'm not used to having a mic in front of
 17 me. I'll have to start singing pretty soon.
 18 So our first change is we are pulling
 19 out the tour that usually comes at the end of the
 20 Academy at MSP. We have some missing issues, and
 21 we just need to fit some other time in here.
 22 So we're pulling out this year the tour,
 23 and in that place we're adding three courses. One
 24 of them is STG, security threat groups or gangs,
 25 and the other is courtroom testimony, and these

45

1 two are pretty self-explanatory. Of course, we
 2 can answer questions if you have any.

3 The third one might have some questions.

4 It's a doxing class. This is going to give our
 5 officers protection or information how to protect
 6 themselves against blackmail, extortion, from
 7 online, from online threats, people using their
 8 information from social media accounts, that sort
 9 of thing. We're trying to get into the new
 10 century here with all the social media, and this
 11 is going to help us.

12 So those are the three that are going to
 13 take the place of the tour. And then we've got a
 14 flip-flop. We're going to change domestic
 15 violence classes, going from three hours to five
 16 hours, give us a little bit more time there. And
 17 that's going to flip.

18 Victim services is losing some time.
 19 They're going from six hours to four hours. And
 20 we end up with another one Fatigue to Fulfillment.
 21 We got Kim Lahiff back for one more Academy. She
 22 retired in May, the Bureau Chief for F&P, and
 23 she's going to be going from eight to seven hours
 24 for Fatigue to Fulfillment.

25 And then the last change is we are

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1 exchanging HPRG defensive tactics for Gracie
 2 Survival Tactics, using the same amount of hours,
 3 same time frame -- (inaudible) --

4 MR. ALLRED: Any questions for Hank or
 5 Alex?

6 (No response)

7 MR. ALLRED: Any questions online?

8 (No response)

9 MR. ALLRED: All right, Chair, it looks
 10 like we're ready for a motion.

11 CHAIR SLAUGHTER: Thank you, Director
 12 Allred. Can I get a motion to approve the
 13 Probation and Parole syllabus, please.

14 MR. DUTTON: This is Leo Dutton. I make
 15 a motion to approve the Probation and Parole
 16 syllabus as changed and recommended.

17 CHAIR SLAUGHTER: Do I have a second?

18 MR. MCCARTHY: Mike McCarthy. I'll
 19 second.

20 CHAIR SLAUGHTER: Any further discussion
 21 on this motion?

22 (No response)

23 CHAIR SLAUGHTER: Hearing none, all
 24 these in favor, signify by saying aye.

25 (Response)

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1 CHAIR SLAUGHTER: Opposed, same sign.
 2 (No response)

3 MR. DUTTON: I'm not used to seeing Hank
 4 with a beard. That's all I've got to say.

5 CHAIR SLAUGHTER: Motion carries.

6 MR. ALLRED: Thank you. Next on the
 7 agenda is consideration for Executive Committee.
 8 I actually have something I'm going to read. I
 9 just want to make sure I'm able to articulate
 10 myself, and why I'm proposing an Executive
 11 Committee.

12 So one thing that became apparent during
 13 the legislative session was my lack of ability to
 14 speak on behalf of the Council, and where they
 15 stand on specific bills. Similarly, the Chair and
 16 the Council lack the ability to speak on specific
 17 bills.

18 In contrast, I participated in weekly
 19 meetings with the AG's office and DCI. They would
 20 discuss bills, and how they would affect their
 21 agency. They would decide whether they support a
 22 bill, opponent, or informational witness.

23 I monitored bills that pertained to
 24 POST. I would forward them to the Chair and the
 25 Council's Counsel Stuart. I updated the Council

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1 at Council meetings. I was able to speak as an
 2 informational witness for several bills.

3 However, there were some bills that I
 4 had no idea where the Council stood. I was asked
 5 by the AG's office and the Legislature where the
 6 Council stood on bills. I couldn't answer their
 7 question, but I did provide information.

8 I'm concerned that bills will be passed
 9 that directly affect the Council in a negative way
 10 when I need Council input on key issues or on
 11 structure. And if we don't have an avenue to
 12 discuss these bills, they will cause the Council
 13 to be reactive more than an active part of the
 14 Legislature or interim committees.

15 POST is similarly hampered regarding
 16 litigation decisions. Last Council meeting, for
 17 example, Stuart had a deadline to respond to a
 18 settlement offer on behalf of the Council.

19 Fortunately the Council meeting was scheduled at a
 20 suitable time to discuss the case. If this wasn't
 21 the case, we'd have to find another option to
 22 discuss this case with the Council.

23 Likewise, other than the Case Status
 24 Committee which only directly oversees
 25 disciplinary matters, there is no committee that

49
1 oversees the business decisions of the Executive
2 Director and other POST staff.

3 I spoke with Stuart, and asked if there
4 were options to address my concerns. Stuart
5 mentioned an Executive Committee that he is on for
6 the State Bar of Montana. He explained their
7 roles and responsibilities. They meet weekly
8 during the legislative session to discuss bills,
9 and continue to meet outside of the legislative
10 session to provide direction and oversight to the
11 Bar's Executive Director.

12 In addition, I reached out to the Board
13 of Crime Control, and they also have an Executive
14 Committee.

15 Chair, I'm proposing that the Council
16 form an Executive Committee for the reasons I
17 mentioned. MR. CHAIR.

18 CHAIR SLAUGHTER: Thank you, Director
19 Allred. Are there any questions for Director
20 Allred?

21 (No response)

22 CHAIR SLAUGHTER: Seeing no questions,
23 can I get a motion?

24 MR. DUTTON: This is Lee Dutton. I make
25 a motion that the POST Council form an Executive

50
1 Committee, and I believe the attendants of the
2 people that are picked for that would be at the
3 Chairman's recommendation, but still voted on, but
4 my recommendation is to form a POST executive
5 council.

6 (Inaudible conversation)

7 CHAIR SLAUGHTER: Hold on. We have got
8 people talking over each other. Who seconded the
9 motion?

10 MS. BURDICK: Kimberly.

11 CHAIR SLAUGHTER: Thank you, Kimberly
12 Burdick. I have a motion and I have a second. Do
13 I have discussion?

14 MR. THOMAS: Mr. Chairman, this is Jim.
15 I just wanted to say I think this is a really good
16 idea. Trying to get you to contact all of the
17 POST Council members as every issue that comes
18 before the Legislature that involves POST wouldn't
19 be smart. And I can say that Resolution 23-002, I
20 think we should go that way. So I'm in support of
21 this also.

22 MR. ALLRED: Mr. Chair, just a note,
23 clarification. This motion is to discuss only
24 first to establish the Executive Committee, and
25 then we'll go to the resolution, just to make that

51
1 clear.

2 CHAIR SLAUGHTER: Correct, Director
3 Allred. That's the way understood it, and I
4 believe that's the way the motion was stated; am I
5 correct?

6 MR. ALLRED: Correct.

7 CHAIR SLAUGHTER: Thank you. Any
8 further discussion on the consideration of an
9 Executive Committee?

10 MR. SAYLER: This is Matt. I think the
11 only difficulty I would have with this is that we
12 already represent a large amount of stakeholders
13 and individuals. I think when you condense that
14 down, maybe you're taking away some of the
15 representation that we're supposed to be
16 providing. I just don't know if that's a concern
17 that anyone else would have.

18 CHAIR SLAUGHTER: So Matt, to that, I
19 think what we're talking about, though,
20 specifically is we're talking about -- Well, the
21 two examples I could think of is, one, giving
22 Director Allred permission on our behalf to speak
23 in front of the Legislature regarding issues, so
24 that POST is advocated for.

25 This year during the session that was

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1 really, really difficult. For example, if we
2 couldn't have an actual Council member down there.
3 because we're currently under DOJ, and DOJ
4 wouldn't allow him to do that, then he could go
5 sit and watch, but he couldn't speak.

6 And what we want to do is just it's a
7 permission. "Do you have permission to talk on
8 behalf of the Council?"

9 I think if it regarded a thing where we
10 had to have like a major decision, we have to have
11 a vote anyway. Like we would call an emergency
12 meeting like we've done in the past, and get it
13 done, to give Director Allred some direction. But
14 to carry out our -- To be able to testify and do
15 that I think is critical.

16 The other thing would be -- and someone
17 correct me if I'm wrong, if I'm thinking of this
18 wrong, but I don't think I am -- if Stuart's
19 presented with a settlement agreement, and we need
20 it approved, it would get approved, but then it
21 would still come before the Council like it did
22 today for the vote. So it wouldn't necessarily
23 like cut anybody out of having a say, but it would
24 allow --

25 There would be oversight, because if you

53

1 remember, Matt, we changed the ARNs that the
 2 Director cannot act on his own behalf, he has to
 3 act at the direction of the Council. So this
 4 would just afford him to do that. And Director
 5 Allred, did I speak that correctly?

6 MR. ALLRED: So Chair, we're speaking a
 7 lot about the resolution. Right now we're asking
 8 -- I think the motion is to create an Executive
 9 Committee, and then with the resolution, with
 10 Matt's, I want to address that, because it's
 11 specifically in the resolution, but I do want to
 12 address that.

13 It's a great concern, what you brought
 14 up, too, Jesse, speaking about the resolution of
 15 the notes will be provided at a Council meeting
 16 and approved. All those things are in there, but
 17 first we're discussing just whether to adopt an
 18 Executive Committee. But I do want those things
 19 in the next part.

20 CHAIR SLAUGHTER: Thank you. Matt, does
 21 that help?

22 MR. SATLER: Yes.

23 CHAIR SLAUGHTER: Any further
 24 discussion?

25 MR. KRAFT: This is Chief Kraft, Mr.

54

1 Chair. I also support this. I think that having
 2 a number of voices that are overseeing POST staff
 3 is a good thing.

4 And to Matt's point, maybe this is
 5 something for discussion at the resolution, I
 6 agree with how the appointments to that are made.

7 However, I might suggest that in the
 8 interests of ensuring that our voices eventually
 9 have an opportunity to serve there, that perhaps
 10 the Council or the Chair appoint those Executive
 11 Committee members like every two years, or
 12 something along those lines, just so that there's
 13 some opportunity for a rotation on that committee.
 14 That's all I have to say.

15 CHAIR SLAUGHTER: Thank you, Chief
 16 Kraft. Any further discussion?

17 (No response)

18 CHAIR SLAUGHTER: All those in favor of
 19 the consideration of creating an Executive
 20 Committee, signify -- sorry -- the motion on the
 21 thing. I'm all over the map today.

22 So all those in favor of creating the
 23 Executive Committee, which is the motion on the
 24 floor, please signify by saying aye.

25 (Response)

55

1 CHAIR SLAUGHTER: Those opposed, name
 2 sign.

3 (No response)

4 CHAIR SLAUGHTER: Motion carries. So
 5 Director Allred, we'll move to the resolution now,
 6 that we tried to go too fast for, for Executive
 7 Committee.

8 MR. ALLRED: Well, I appreciate that,
 9 and I appreciate all of the interest and
 10 questions, because it was something that I found
 11 would be very, very helpful, and a good thing for
 12 this Council.

13 So the resolution is on Page 134 and
 14 135. And I looked at Stuart and Katrina to write
 15 this, and Stuart has a few comments, but first I
 16 just want to discuss what this resolution is.

17 So this resolution, it states in here
 18 that the Chair of the Council will be the Chair of
 19 the Executive Committee, and he will appoint four
 20 members. Those four members will need to be
 21 approved by the Council.

22 This Executive Committee could meet
 23 weekly, it could meet -- especially during the
 24 session or during the interim -- there needs to be
 25 seven day notice because it's a public meeting.

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1 There will be an agenda made, an agenda of the
 2 minutes, and the minutes will be sent out to the
 3 Council, and they will be approved at the Council
 4 meetings, those minutes.

5 And I guess to address one of Matt's
 6 questions -- I appreciate, and it's very important
 7 here to state this. If the Executive Committee
 8 was considering a bill that pertained to POST, and
 9 we'd look at them every week, because trying to
 10 get together the whole Council, as Jim was talking
 11 about, every week is not going to work.

12 And so you could have an Executive
 13 Committee of five, and it states in here that if
 14 five can't make it, then if three make it, then
 15 you have a quorum with three, just because of
 16 time, and everybody else running around during the
 17 legislative session.

18 But you'd have this Executive Committee,
 19 and they could state that, "Director Allred, we
 20 want you to testify in support of this bill." If
 21 I went and testified in support of a said bill, I
 22 would say, "On behalf of the Executive Committee
 23 that was approved by the Council."

24 So this is not the full Council stating
 25 this, this is on behalf of the Executive Committee

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1 approved by the Council. The Executive Committee
2 approves this bill. So I would be making it very
3 clear that it's not the full Council.

4 And the Chair would have the same
5 opportunity to say that as well, "On behalf of the
6 Executive Committee," not on behalf of the full
7 Council, but on behalf of the Executive Committee
8 that was approved by the Council. "Executive
9 Committee supports this bill."

10 And so with that being said, that's how
11 we got here. Stuart, did you have anything to
12 add?

13 MR. SEGREST: I think the place -- so
14 it's really the first two full paragraphs there
15 that are setting this up. The first paragraph
16 talks about setting up the Executive Committee
17 itself, and the members, and how those members
18 themselves have to be -- like the Director was
19 saying -- consented to by the full Council, so
20 there is oversight by the full Council.

21 And then under the powers and duties,
22 the decisions, the type of decisions that the
23 Executive Committee can make include informing the
24 Legislature or the legislative committee of
25 positions adopted by the Council, so that's when

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1 the whole Council has voted on; or providing
2 advice and direction short of ultimate decisions
3 regarding legal matters in which the Council is
4 named a party, directing action of POST staff.

5 So that's another I think advantage to
6 this, is not just the communication aspect, either
7 legislatively or legally, but it's additional
8 day-to-day or at least week-to-week oversight of
9 the Director and POST staff.

10 So the Executive Committee may, as was
11 discussed, direct POST staff to provide
12 information to the Legislature, and the committee
13 may direct POST staff to appear and testify before
14 the Legislature or its interim committees in
15 furtherance, again, of positions taken by the
16 Council, or on behalf of the Executive Committee.

17 When POST staff is representing a
18 position of the Executive Committee only, it will
19 disclose the fact that the Council has not taken a
20 position on the issue. Additionally, the
21 Executive Committee may call a special meeting of
22 the Council, and may make recommendations to the
23 Council at a special regular meeting.

24 So that's another advantage, is if
25 something needs to happen, if there's a group of

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1 five on the Executive Committee that can decide,
2 "We need to get the whole POST Council involved,
3 and we need to call a special meeting."

4 So it's basically everything --
5 (inaudible) -- but there's the specific points
6 within resolution 23-002, just for your
7 information.

8 MR. DUTTON: Mr. Chairman, by way of
9 background, can I give a short soliloquy?

10 CHAIR SLAGHTER: Please, Sheriff.

11 MR. DUTTON: I jest when I say "short."
12 This is Leo Dutton. I am the Chairman of the
13 Board of Crime Control. We have an Executive
14 Committee. I ask those people to come on. They
15 have to consent. Then those names go before the
16 board before that's formed to say yes or no. They
17 vote on those to be a representative. Then once
18 they're appointed, here's what we handle is -- we
19 approve grants.

20 And to get the full board to move
21 quickly is difficult. There's 18 of them, and
22 it's very difficult. We'll get together.
23 Executive board makes some decisions, and they're
24 tentatively approved. They still have to go
25 before the full board where everybody has a voice,

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1 but at least we can get some direction, have some
2 fact finding issues, and present a well documented
3 decision before the full board.

4 So the full board -- and Wyatt can join
5 because he usually does -- but the point is it
6 handles a lot of the day-to-day issues.

7 I do want to speak to this proposal, in
8 that I don't see the one part that we are governed
9 by from Board of Crime Control, is about
10 testifying. Yes, you can testify, but I represent
11 the board, I don't represent the working file, the
12 people who are actually working, like you would.

13 So you could speak operationally, "I
14 represent the board in front of the Legislature."
15 However, we always confer with the Governor's
16 Office because he's the one that appointed the
17 board. And I think there needs to be some
18 provisions, or if we're going to get cross
19 threaded with the Governor or the appointing
20 entity, that could be problematic for our
21 longevity.

22 I think we need to make sure that we
23 float that by, because the Governor's Office may
24 say, "This is something that is very special to
25 us." Even though we might have a contraindication

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1 of that, I think it's wise unusual to say we would
2 confer with them, because that's the governing
3 person that put us on here. As in Board of Crime
4 Control, we do confer with the Governor's Office
5 before we leap in. Thank you.

6 CHAIR SLAUGHTER: This is Sheriff
7 slaughter, Sheriff. I do that. I handle all that
8 any time we're going to be testifying, or if
9 Timothy is going to be testifying, except for if
10 it's something anecdotal like, "What's your
11 budget?" or something that we, you know, is
12 public information, but we just need to say it out
13 loud. I contact the Lieutenant Governor on all
14 those matters and staff those with her, and have
15 done it as a practice ever since I've been the
16 Chair.

17 MR. DUTTON: I know you do it. Mr.
18 Chair, I know you do it, I just don't know if we
19 need to memorialize it in this document to make
20 mention of it. I've been there when you do it.
21 So I just didn't see it here.

22 MR. ALLRED: Chair, Sheriff Dutton. I
23 read the Executive Committee for the Board of
24 Crime Control, and I don't believe that is in
25 there for the language. That is the practice that

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1 Nanette and you follow, but I don't believe that
2 language -- I mean Natalia. I believe a -- I
3 don't remember that in there, but it's the
4 practice that you follow.

5 CHAIR SLAUGHTER: I would also argue
6 that that is my responsibility as the Chair, is
7 that I have to keep the Governor apprised of all
8 that stuff, and if I'm not diligent about that,
9 then I'm not doing my job.

10 MR. ALLRED: I would add that whether
11 or not -- this is Stuart -- whether or not it's in
12 the resolution, the Council can direct that to
13 either the Chairman or the Executive Committee.

14 MR. DUTTON: I wanted to bring it up.

15 CHAIR SLAUGHTER: Great point, Sheriff.
16 Anything else regarding -- Any other questions
17 regarding the resolution?

18 (No response)

19 CHAIR SLAUGHTER: Are we ready for a
20 motion on the resolution?

21 MR. THOMAS: This is Jim. I move that
22 we approve resolution 23-002.

23 CHAIR SLAUGHTER: Do I have a second?

24 MR. MCCARTHY: Mike McCarthy. I'll
25 second it.

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1 CHAIR SLAUGHTER: Any discussion on the
2 motion and second before us?

3 MR. KRAFT: Chair slaughter, this is
4 Chief Kraft again. I would just like to
5 reiterate. I think it might not hurt to have some
6 language in there, just a sentence, that members
7 of the Executive Committee are subject to
8 appointment every two years or something, just so
9 that's it -- it's not there has to be movement on
10 that committee, but that at least it's examined
11 periodically.

12 CHAIR SLAUGHTER: Thank you, Chief. Any
13 comments regarding the Chief's comment?

14 (No response)

15 CHAIR SLAUGHTER: Chief, my take on that
16 is I don't disagree with you at all. I completely
17 don't. I think it's rectified in the fact that as
18 the Chair, I got to appoint four members to the
19 committee, and those members have to be voted on
20 by the entire Council.

21 So if at that point in time, or if a
22 year and four months went by, you could make a
23 motion during a Council meeting, you know, "I so
24 move that we elect new members," or that we review
25 the current members on there, and we could just

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1 handle that on an agenda item. I think that could
2 be brought up at any time.

3 Or let's say that we thought there was
4 issues with the members or whatever, that could be
5 brought up at a Council meeting and rehearsed well
6 before two years.

7 I think that as far as having a hard and
8 fast rule as to when that should occur, I mean I
9 think that's going to happen during the natural
10 course of business. If we feel that the Executive
11 Committee needs new blood, that's the full
12 Council's job to make a motion and go for it.

13 That's my take on it. If it makes the
14 Council feel better to actually delineate it in
15 there, I don't have a problem with that either. I
16 just think that we're all going to be paying
17 attention to this all the time because we're going
18 to be voting on issues and staffing issues that
19 are brought up from the committee at any single
20 meeting.

21 So I think it's not something that's
22 going to like run in the background, and we're
23 going to forget about, so that's my take. But I'm
24 good either way.

25 MR. KRAFT: I appreciate your comments.

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1 This is Chief Kraft again. And you very well may
2 be right that it's kind of handled in the normal
3 course of business.

4 However, this is a new committee, it has
5 some powers and duties that are fairly
6 significant, and I don't think it hurts to include
7 language that from the beginning that says at the
8 very least every two years, or whatever specified
9 period of time, that membership is re-examined.

10 CHAIR SLAUGHTER: Chief Kraft, this is
11 Sheriff Slaughter. What about we propose this,
12 that in the first paragraph, that we do an
13 amendment -- which obviously we'd need an amended
14 motion from Jim Thomas on this if we were going to
15 do this -- that we amend that every year at the, I
16 would call it the last meeting of every calendar
17 year, so that if you have a session coming up, you
18 are ready for your session with your new Executive
19 Committee.

20 So your like December meeting, let's say
21 on an annual basis the four members of the
22 Executive Committee will be discussed at the
23 Council meeting. Is that fair?

24 MR. KRAFT: This is Chief Kraft. Yes, I
25 think that's fair.

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1 so that we can move this forward today, because I
2 think that's the correct, like Robert's Rules
3 regulation on how we have to do that, because
4 otherwise we'd have to have a spot on the agenda
5 to do the committee meetings, like you just said,
6 for all of them.

7 MR. THOMAS: Can we put that on the
8 agenda for the next meeting?

9 MR. ALLRED: Jim and Mike both asked
10 that we put it on the agenda for the next meeting.
11 We could do that if we want to discuss that.

12 CHAIR SLAUGHTER: Okay.

13 MR. MCCARTHY: This is Mike. I guess
14 where my head is we go with what Jim's proposal is
15 on the resolution, and then add for the next
16 meeting the review of all committees, and that
17 would take care of this committee. You wouldn't
18 have to change the resolution. It would be a
19 separate one. And we could do that at the next
20 Council meeting.

21 CHAIR SLAUGHTER: Yes, I know we could
22 do that. Chief Kraft, does that address your
23 concern?

24 MR. KRAFT: Yes, that would address my
25 concern.

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1 MR. ALLRED: Sheriff Slaughter.
2 CHAIR SLAUGHTER: Go ahead, Director
3 Allred.

4 MR. ALLRED: I printed off the committee
5 members right before this meeting, just because I
6 always review them. Like I don't think it would
7 be a bad idea just almost separate from this
8 resolution, the Council to make a motion at the
9 end of the last meeting of the calendar year, just
10 reapprove all the committees, to reconvene at then,
11 and make sure everybody still wants to be on that
12 committee or is active.

13 Because there's five committees, and
14 this would be six, and some people are more active
15 than others, or are interested in other areas, so
16 I just think that we could do that on a separate
17 motion, that we just review all the committees at
18 the end of the calendar year.

19 CHAIR SLAUGHTER: Director Allred,
20 that's correct, but we don't have that item on the
21 agenda. So I think what we're specifically
22 talking about with Chief Kraft's request would be
23 to make that happen as an amendment. We'd approve
24 -- if voted, we'd approve this resolution with
25 that amendment that Chief Kraft is talking about.

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1 CHAIR SLAUGHTER: Okay. Any further
2 discussion on the motion that was seconded by Jim
3 Thomas?

4 (No response)

5 CHAIR SLAUGHTER: Okay. Hearing none,
6 all those in favor of approving resolution 23-002
7 forming a POST Executive Committee, signify by
8 saying aye.

9 (Response)

10 CHAIR SLAUGHTER: Opposed, same sign.

11 (No response)

12 CHAIR SLAUGHTER: The motion carries.
13 Director Allred and staff, make sure that we have
14 that -- that's a great idea. At the last meeting
15 of every calendar year, we reevaluate all
16 committees, or however we need to word it to do a
17 good motion for the next meetings.

18 Moving on.

19 MR. ALLRED: So our next discussion is
20 going to be ARMs committee, define all committees
21 and purposes, and Katrina just reminded me that
22 actually at this time, because it's on the agenda,
23 we could discuss that very thing right there, how
24 to define all committees and the members.

25 The reason why I'm bringing this forward

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1 is because Katrina -- find the paper real quick --
2 currently in our Administrative Rules, it defines
3 what Case Status Committee is. It's the only
4 committee that's defined in our Administrative
5 Rules.
6 Katrina's been working previously with
7 Counsel to draft language that would define what
8 all of our committees are in Administrative Rules.
9 And so all I'm asking for today is that
10 the Council consider approving that we define all
11 of our committees in our Administrative Rules.
12 And we would be working with the ARM Committee to
13 do that, and then bring it back to the Council for
14 review and consideration.
15 CHAIR SLAUGHTER: Okay.
16 MR. DUTTON: Mr. Chair, is that the ARM
17 Committee itself? I'm looking at the committee
18 reports. Are those the ones -- I just want to be
19 specific which ones we're going to define.
20 MR. ALLRED: Yes.
21 MR. DUTTON: Curriculum, Case Status,
22 Coroner, Business Plan Policy, and ARM?
23 MR. SECREST: And now Executive.
24 MR. DUTTON: Executive, yes.
25 MR. ALLRED: Yes. Mr. Chair, to follow

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1 up on Sheriff Dutton's question, what committees
2 would we be looking to define in our
3 Administrative Rules other than the Case Status
4 Committee? It would be all of them, the
5 Administrative Rules of Montana, the Business Plan
6 Policy Committee, the Coroner Committee, the
7 Curriculum Committee, and now the Executive
8 Committee.
9 CHAIR SLAUGHTER: Okay. So do we need a
10 motion for this?
11 MR. ALLRED: We felt like it was better
12 -- especially when we discussed this, Chair. This
13 is Timothy Allred. We thought it was better just
14 because staff were under DOJ at the time, and we
15 still are until June 30th. Now we're attached
16 administratively. But I just think at this time
17 it would be cleaner to have a motion.
18 CHAIR SLAUGHTER: Okay. Thank you. So
19 can I get a motion to have a committee to define
20 all committees and their purposes? Sorry. It's
21 the ARM Committee, correct?
22 MR. ALLRED: Yes.
23 MR. SECREST: This is Stuart. I think
24 the request is to direct the staff to work with
25 the ARM Committee to create Administrative Rules

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1 to define all of the committees as we just
2 discussed.
3 CHAIR SLAUGHTER: Thank you, Stuart.
4 MR. DUTTON: This is Leo. I make a
5 motion with what Stuart just said.
6 MR. THOMAS: This is Jim. I second it.
7 CHAIR SLAUGHTER: Do we have any
8 discussion on this item?
9 [No response]
10 CHAIR SLAUGHTER: Hearing none, all
11 those in favor, signify by saying aye.
12 [Response]
13 CHAIR SLAUGHTER: Opposed, same sign.
14 [No response]
15 CHAIR SLAUGHTER: Motion carries. Go
16 ahead, Director Allred.
17 MR. ALLRED: So Stuart was asked to
18 draft a memo in regards to school marshals, the
19 school marshal program, so I've asked Stuart to
20 give an update on his memo at this time.
21 MR. SECREST: Well, it's in your packet
22 at Page 136. And this went through -- You'll see
23 it says revised, and then the date -- went through
24 a couple of iterations with good feedback we got.
25 But basically this law providing for a

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1 school marshal was passed in the 2001 session, and
2 it's sort of -- what's that?
3 UNKNOWN SPEAKER: '21.
4 MR. SECREST: 2021. Thank you. Not
5 one. We're delayed, but we're not that delayed.
6 But it wasn't on POST's radar. No action was
7 taken on it until recently a Sheriff reached out,
8 and basically said, "What's the deal with the
9 school marshal program?"
10 And so because it was sort of confusing
11 as to how it would work, and the legislation
12 didn't fully define all the parameters, I was
13 asked to provide a memo on how this would work,
14 both on the local level, and then in regards to
15 POST and POST's oversight requirement.
16 So at the end of the day, I think the
17 key is that to serve as a school marshal, an
18 officer has to meet the requirements for a law
19 enforcement official -- I'm not using the correct
20 verbiage.
21 MR. DUTTON: Peace officer.
22 MR. SECREST: Peace officer, yes,
23 exactly -- under Title VII.
24 And so what that means, because school
25 districts cannot appoint peace officers, that

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another agency such as a Sheriff's Office or the local police force would have to deputize or otherwise appoint the person that's going to be the school marshal.

They wouldn't have to pay them. In fact, the point of this law was to be able to pay school marshals out of the school budget. You could also have a split payment plan where the local law enforcement agency pays for half of the budget, and the school district picks up the other half.

But the main point was that they have to be deputized, otherwise appointed by a valid law enforcement agency. Once deputized, the person would be subject to POST oversight and certification, and that responsibility would flow through the law enforcement agency, not the school district. So their employing agency for purposes of POST certification and review would be the law enforcement agency, not the school district.

That's the basics. I go through a bunch of situations because it allows both active and retired officers and in-state and out-of-state officers to be eligible depending, so there's different circumstances depending on the state of

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the officer. And these are laid out on the notes two to three, your pages 137 to 138.

And then I point out that school marshals, after they're deputized, have to continue to be deputized. They can't just be deputized and then turned over to the school district. That authorization has to continue, because under 7-32, they have to qualify under 7-32-303 as a peace officer. So I think that's the basics.

One other thing that Sheriff Slaughter brought up is that appointment as a reserve or an auxiliary officer alone would be insufficient because those officers don't qualify as a peace officer under 7-32-303. They are defined as a peace officer under Title 46, but the law regarding school marshals is specific that they must qualify under 7-32-303.

With that I would open it to questions.

MR. MCCARTHY: Mike McCarthy. I have a question for Stuart.

You said qualification. Will it be incumbent on the appointing law enforcement agency to have the school marshal qualify every year with firearms? Will they be the --

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MR. SEGREST: Yes.

MR. MCCARTHY: So it will be required by -- okay.

MR. SEGREST: Anything that's a POST requirement would go through the law enforcement agency. You could require, if there is a cost to that certification, you could require the school district to pay it, and the idea I think is that there's going to be an MOU or some type of contract agreement between the law enforcement agency and the school district, and those payment details can be worked out there.

But the obligation to ensure the officer is properly certified would remain with the law enforcement agency.

CHAIR SLAUGHTER: This is Sheriff Slaughter. Stuart, first of all, really good job on this. This was a lot more complex, and it's a really weird bit and piece of legislation. So it's very difficult, so thank you. You did a really good job. There was a giant email you read. It was a pain.

Anyway, my question I want to know is: If a school, a school board, a board of trustees of a school decides to ARM staff, totally

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unrelated to law enforcement, but then they reach out to law enforcement and say, "Hey, would you help us with training?" which something like, for example, if that occurred I would say absolutely, and "Would you help us? Could we be involved in your training?" because some event occurs we didn't know what each other is going to do, because we have armed law enforcement coming into a school that has potentially armed people in it that are not law enforcement officers -- I want to make that clear.

But let's say as law enforcement we assisted, for example, if they had armed teachers, we trained them, helped them out, helped them with some training and stuff, equipment and stuff like that. Would that in any way create an issue -- if we did not in any way swear in, pay them, they were still a school employee -- does that create an issue, or are those two separate things?

MR. SEGREST: I believe they're two separate things. This word in this law is just about school marshals, and it is pretty -- it is confusing, but also specific in some ways about what you have to do to be a school marshal.

So in that situation, arming non-law

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1 enforcement teachers, that would not fall within
2 the school marshal law, and nor would this memo
3 address that circumstance.

4 CHAIR SLAUGHTER: Thank you. Any other
5 questions? Sorry.

6 MR. SHERST: I just wanted to say I
7 appreciate -- this was a confusing law to work
8 through honestly. There was a lot of road blocks,
9 and Katrina really helped me. She and I analyzed
10 it together. She had some great perspective, and
11 she always does, and her assistance was invaluable
12 in figuring this out.

13 CHAIR SLAUGHTER: Thanks, Stuart. Thank
14 you, Katrina.

15 MS. BOLGER: Thank you guys.

16 UNKNOWN SPEAKER: She's a blessing.

17 CHAIR SLAUGHTER: No, this was a heavy
18 lift. This was a really heavy lift. It was funny
19 because I've never understood this, even when it
20 was being proposed as legislation. And I'm for as
21 much school safety as we could possibly get, but
22 I've always been confused by this, so I'm really,
23 really happy that we took a deep dive into it.

24 So we need any action on this, or is
25 this just an on-the-record understanding of what

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1 the staff of POST -- Glen, Katrina, everybody --
2 the work they do, because I know they pers that
3 down. I mean that number would probably be over a
4 thousand pages.

5 But anyway, I think we're getting a lot
6 done. And the addition of Glen I think really
7 helps also. So anyway. Thank you.

8 MR. ALLRED: Thank you. Coroner
9 Committee, Sheriff Dutton.

10 MR. DUTTON: Coroner Committee. This
11 coming week, starting Sunday, next Sunday, will be
12 the coroner's conference in beautiful downtown
13 Amacanda. So we'll be meeting there, and all the
14 Coroners from around the state who are needing
15 recertification will be there.

16 And I think that you've been talking to
17 Andy Lebrun -- I can't remember his name sometimes
18 -- but we did have some legislation passed that
19 aided in the Department of Corrections being able
20 to be the Coroner, a sworn law enforcement
21 Coroner, and still do the investigation of a law
22 enforcement agency.

23 But it was problematic that they were
24 sending their geriatric -- I'll have to say it
25 properly -- people who are going to die over to

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1 we had?

2 MR. SHERST: It was just a legal
3 analysis of my perspective, and my direction, I
4 suppose, to POST staff on how to implement this
5 law. So no motion is needed.

6 CHAIR SLAUGHTER: Thank you so much,
7 Stuart. That was awesome. All right. I'll turn
8 it back over to you, Director, for committee
9 reports.

10 MR. ALLRED: So the Curriculum
11 Committee, Connor Smith, do you have an update?
12 Anything on that?

13 MR. CONNER SMITH: Nothing to report.

14 MR. ALLRED: Case Status Committee, Jim
15 Thomas, do you have an update?

16 MR. THOMAS: Yes, Director Allred.
17 Pages 141 through 143 is the report. It is what
18 it is. You'll see at the end the numbers.

19 There's one number you don't see there,
20 and that number is 680. That's the number of
21 pages, when we met last week, that we went
22 through, and that doesn't include the video that
23 we watched also. 680 pages of documents at our
24 last meeting last week.

25 And I have to give a lot of credit to

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1 Boulder, and then they would die, then Craig, or
2 now Tom, couldn't do, as a Coroner couldn't
3 investigate, because law enforcement on law
4 enforcement. So they had to call around, get
5 different people. So the idea was to correct that
6 to allow other law enforcement agencies to be able
7 to do that. Do you have anything to add on that?

8 MR. ALLRED: Well, not specific on that,
9 but I have something to add for Coroners. I was
10 speaking with Sheriff Dutton.

11 And so since 2018, there have been 325
12 officers or citizens that have went through the
13 Coroner Basic. And in 7-24-2005, it says, "The
14 Council may adopt rules to establish standards and
15 procedures for basic and advanced education. The
16 cost of conducting the education must be borne by
17 Department of Justice from money appropriated for
18 education."

19 So historically POST has not paid for
20 like officers that are going to the training.
21 They pay for their own salary, mileage, per diem,
22 but POST has covered the hotel cost for the
23 instructors. POST has had a more favorable
24 budget, and we were talking, and around \$5,000
25 between two basics a year and the advanced

training.

I have reached out to the Department of Justice, and there is not money appropriated for the education, so POST has continued to pay for it. We just had a Coroner Basic last week, and we paid for the instructors.

In speaking with Sheriff Dutton, and Deputy Andy Lebrun who is the President of the Coroners Association, and also the Academy, Joel, the Administrator, a lot of classes at the Academy, if you take a week long like supervisor class, our instructor development is \$400 for one week.

So this is an update, not a motion, but this is just -- we're going to start charging \$100 to attend the Coroner Basic, and \$50 to attend the advanced. Basically all that does, it's going to offset the cost for the instructors, and a few hundred dollars to the Coroner Basic, like Andy Lebrun and those who teach it, to actually have a little bit of budget to buy stuff for Coroner Basic that they've never been able to buy before. We feel like \$100 was -- you're just looking to offset the cost. So an update. Any questions on that?

(No response)

MR. ALLRED: That's going to be a good thing. It will help our budget, and give a little bit to Coroner Basic to add 100 bucks.

MR. DUTTON: Thank you. I forgot about that.

MR. ALLRED: Thank you, Sheriff. Then Business Plan Policy, Jess.

MR. EDWARDS: Nothing to report, but just set up a meeting soon. So whenever the other guys on the board -- (inaudible) --

MR. ALLRED: So Chair, I spoke with the Chairman of the Business Plan Policy Committee, Jess Edwards, and we're going to hopefully set up -- we're going to set up a meeting in the near future to start discussing some of the business plan and policy and goals of POST.

CHAIR SLAUGHTER: Okay.

MR. ALLRED: Then Administrative Rules of Montana, Sheriff Dutton.

MR. DUTTON: We have not had a meeting, but I look forward to working with the other members of the other committees, and to establish the rules that we want for the Executive Committee. So we'll have a meeting, but no

meeting to report, unless you have something.

MR. ALLRED: No, I don't. Thank you, Sheriff.

Next is the Director's report. I've said this before. We are over budget. We're actually maintaining, which is good. For the month of March, we're \$48,000 over budget, but that's where we have been for the last few months. So we're working really hard to make sure we maintain that.

Now that POST is administratively attached to the Department of Justice, I just need to emphasize, more so than it's been, that we need to make sure that we stay within budget.

As I stated, the budget was approved in House Bill 2, and second and third reading, so it's moving forward. And some good news on that, too. I'm just waiting for all the specifics to come through, but POST's annual budget looks like it's going to increase \$135,000 annually.

That was what I put in for the fiscal note when it was originally under House Bill 697 regarding the Board of Crime Control, if they were going under General Fund, and when they put it in House Bill 2, they included that language.

So this need to have, but I also say it apprehensively, a little bit of hesitancy, just because we need to make sure we live in the budget, and we've been spending over budget. So that's a good amount to have, and we're at a good place going forward, but we need to be very careful that we open the box of everything we want to do moving forward. So anyway, that's an update on our budget.

You can look through the statistics on here. We have continued to moving forward with all of our training and certificates. POST continues to do a briefing for every basic, from LEOB, to PSC, Probation and Parole is going to be at the center, same with Pretrial is going to be at the center, and CDOB.

I was able to instruct at the Montana Executive Leadership Institute, and give an update to all these classes about POST. We were able also to meet to LEQ classes, and give a briefing about POST.

Glen has traveled quite a bit around the state and met with several Chiefs and Sheriffs; the same with Katrina. We've met with Chief St. John, Chief Nichols, and many others, Mineral

County. We went out to Townsend and met with Sheriff Nick Rauser out there. We've also met with Sheriff Lee Dutton here in Helena, and Chief -- and Great Falls Chief Petty. And we're going out to the Highway Patrol to get a tour next week of their facility.

I'm going to MSPDA this Friday to give an update on POST at Fairmont. The following Tuesday I'll be in Anaconda to give an update to the Montana Correctional Officers Association. Then this summer I'm on the agenda to give an update of POST to MACOF and MSPA at their association.

Office updates, we've had quite a few, and one of things you can see in this -- Well, just an update. This whole room right here was a vision, and it's come together after quite some time, but it's very effective. And it was a vision that we had to have this room for investigations, for committee meetings, for Council meetings as much as possible, and so we're all very happy with that.

Continuously just -- I don't know how to explain it -- just overwhelmed and grateful for the staff at POST. It was difficult.

I explained House Bill 697. When one minute staff thinks they're under the Board of Crime Control, one minute they're under DOJ, one minute they're staying sunset, and then one minute they're attached to the Council, there are just a lot of moving parts.

And I think -- I don't think. We did a great job of just pressing forward, and moving forward the mission of the Council, and I just want to say that I appreciate the staff -- (inaudible) -- that was difficult, and it brings stresses that are sometimes hard to deal with, but without the unity of our staff, I don't think we would have moved forward as well as we did, so I'm grateful for that.

Sheriff Slaughter mentioned the POST Council members' term expiration. I myself have called the Governor's Office last week, and have not heard back. So it is just moving forward as of right now. I don't have any other information on that, just grateful for all those who continue to serve, not knowing the outcome, and I greatly appreciate that.

CHAIR SLAUGHTER: Director Allred, I just want to say it out loud, just reiterate this.

So talking with the Lieutenant Governor about it, just so everyone knows, it's not like -- Once you've been appointed, okay, Senate confirmation happens when the Senate decides to do it. So those of you that weren't appointed, you're still appointed by the Governor, and we will just wait until the next session to appoint you, and carry on.

I don't think it has any impact on your term limit. In fact, you can go over your term limit in that fashion as well. So I want to say it out loud. I've talked to the Lieutenant Governor a couple times about this, and she was not even remotely worried about it. She's like, "Well, that's the pleasure of the Senate."

MR. ALLRED: Thank you, Chair. You're exactly right. That's defined in law in 2-16-213, it says, "An officer shall continue to discharge the duties of the office although the term has expired until his successor has qualified."

And that's all I have for Director updates. Before I state our next Council meeting, does anybody have any questions for me?

(No response)

MR. ALLRED: It is my understanding that

we would like to have the meeting in person, the next one; is that correct, or is that --

CHAIR SLAUGHTER: My understanding was yes, Director.

MR. ALLRED: We will still have the Teams option. We'll have the meeting over at the Ohs Building at MLRA, and we'll bring the Owls and everything over there, so we'll still have the Teams option for those who might have to travel, but the goal would be able to have that meeting in person. So that's what we'll move forward with.

So the next Council meeting will be September 6th, 2023 at 0900 at the Ohs Building. That's all I have for the Council and the Chair.

CHAIR SLAUGHTER: Great. I don't think we have anything else. So do we have a motion to adjourn?

MR. DUTTON: Motion to adjourn.

MR. THOMAS: Second.

MR. SEBERT: There was a lot of enthusiasm.

CHAIR SLAUGHTER: We are adjourned. Thank you.

(The proceedings were concluded at 12:33 p.m.)

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Jesse Slaughter, Chair	Sheriff	Great Falls
Wyatt Glade	Montana Board of Crime Control	Miles City
Jim Anderson	Department of Corrections	Helena
Anthony Hutchings	Local Law Enforcement	Bozeman
Leo Dutton	Montana Board of Crime Control	Helena
Shellie Brady	Misd. Probation/Pretrial	Bozeman
Kristine White	County Attorney	Forsyth
Mark Kraft	Chief of Police	Sidney
Jim Thomas	Public Representative	Canyon Creek
Bill Smith	Detention Centers	Kalispell
Kimberly Burdick	Public Representative	Fort Benton
Jess Edwards	Tribal Law Enforcement	Browning
Connor Smith	State Government Law Enforcement	Helena

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Email: chad.vanisko@mt.gov

COUNSEL FOR POST

**STATE OF MONTANA
BEFORE THE PUBLIC SAFETY OFFICER STANDARDS
AND TRAINING COUNCIL**

**IN THE MATTER OF THE
DENIAL OF CALEN CURTIN'S
CERTIFICATE APPLICATION**

Case No. 23-04

SETTLEMENT AGREEMENT

This Settlement Agreement (Agreement) is agreed to between the Montana POST Council, acting through its Executive Director (Timothy Allred), and Calen Curtin (Respondent).

Factual and Procedural Posture. Respondent was appointed as a peace officer for the Hardin Police Department on November 2, 2021. On April 15, 2022, Respondent successfully completed the Montana Law Enforcement Academy's Legal Equivalency course for peace officers. Respondent's application for his POST Basic peace officer certification was complete on November 2, 2022. Respondent engaged in misconduct in violation of POST's Administrative Rules on March 6, 2022, when he inappropriately punched an individual after having already tased the individual; and when he incorrectly wrote in his report that the individual's left hand was "balled up" in a fist, when it was not. Respondent further violated POST's Administrative Rules when he engaged in further misconduct on March 6, 2023, when he provided a subject with incorrect

**SETTLEMENT AGREEMENT
PAGE 1**

information, claiming that he had "run" the individual's name, when, in fact, he had not done so.

On June 14, 2023, POST filed a Notice of POST Action, denying Respondent's application for POST certification. Respondent submitted a timely request for a hearing to the Hearing Examiner.

The parties agree to resolve this matter through a stipulated settlement as provided in Mont. Code Ann. § 2-4-603, and Admin. R. Mont. 23.13.720. Based on the mutual covenants contained in this Agreement, and for good and valuable consideration, the parties agree as follows:

Acknowledgment of Rights. Respondent has read and understands each term of the Notice of POST Action and Opportunity for Hearing, and understands the various rights explained in that document. Those rights include the right to a contested case hearing before an impartial hearing examiner, the right to present evidence and testify and confront and cross-examine witnesses at the hearing, the right to be represented by legal counsel, the right to subpoena witnesses, the right to request judicial review and appeal, and all other rights under Mont. Code Ann. Title 2, ch. 4, pt. 6 (Montana Administrative Procedure Act), Mont. Code Ann. § 44-4-403, and other applicable law including rights and procedures contained in administrative rules, rule 23.13.101 *et seq.*

Waiver of Rights. Respondent voluntarily and knowingly waives the rights listed above and elects to resolve this matter on the terms and conditions of this Agreement and acknowledges that no promise, other than those contained in this Agreement, and no threat or improper assertion has been made by the POST Council, the Executive Director or by any member, officer, agent, or representative of the POST Council to induce Respondent to enter into this Agreement.

SETTLEMENT AGREEMENT
PAGE 2

Admission of Violation. Respondent admits to the factual allegations stated in the Factual and Procedural Posture above, and Respondent agrees those facts support denial of his certification under the Assertions of Law contained in the Notice of POST Action.

However, Respondent challenges the denial proposed in the Notice of POST Action. Therefore, the parties agreed to resolve this matter through the negotiated agreed sanction set forth below.

Agreed Sanction. Upon issuance of his POST peace officer basic certificate, Respondent's POST certifications will be SUSPENDED for a period of two years. The full two-year suspension period will be stayed, resulting in Respondent's POST certification being placed on probationary conditions for a period of two years. ARM 23.13.204(3).

The terms of that stayed suspension include:

A. During the two-year period of probation, Respondent will be ineligible to receive any additional POST certificates, although if he is working as a public safety officer, he will be earning credit for years of service, hours of training, or other qualifications during the probationary period. If Respondent successfully completes the probationary period, Respondent may thereafter apply to POST to receive any additional certificates for which Respondent is eligible after the probationary period ends.

B. As a condition of this probation, Respondent must, at all times and regardless of whether on or off duty, abide by all federal and state laws and administrative rules, and his employing agency's policies and procedures. Respondent's failure to abide by all federal and state laws and administrative rules, and his employing agency's policies and procedures may constitute a breach of this Agreement regardless of whether such conduct occurred on or off duty. Respondent shall inform POST in writing of any potential violation within 10 days of occurrence, and failure to do so shall also constitute a breach of this Agreement.

C. Should Respondent engage in further misconduct prior to this Agreement being approved by the Council, this Agreement will be considered null and void, and POST shall retain the right to deny Respondent's application for certification.

If Respondent completes the two-year probationary period without breaching this Agreement this matter will be closed. Respondent's POST Transcript will reflect that Respondent's certification was placed on probation for two years.

A breach of this Agreement is defined as any violation of the above conditions of probation.

If Respondent breaches this Agreement before the probationary period is complete, and the facts of such a violation can be sustained by a preponderance of the evidence by POST, then POST will initiate proceedings to suspend Respondent's POST certification for two years. Such proceedings will be initiated by informal letter to Respondent in an attempt to resolve the violation informally. If such informal resolution cannot be reached, POST will issue a Notice of POST Action pursuant to ARM 23.13.703(9)(d)-(e). In that case, the matter will proceed as a contested case action, but the only issue will be the existence of a breach of this Agreement; the present violation and the suspension may not be challenged in an action to suspend Respondent's POST certification. If Respondent breaches this Agreement during the two-year period of probation, but that breach is not discovered and/or charged until after the probationary period expires, POST may still declare a breach and suspend Respondent's POST certificate(s).

Release. Respondent fully and forever releases and discharges POST and all of POST's employees and agents from any and all actions, claims, causes of action, demands, or expenses for damages and injuries, whether asserted or unasserted, known or unknown, foreseen or unforeseen, arising out of this Agreement.

POST Authority. Nothing in this Agreement precludes, diminishes, or restricts any authority granted to POST under the law.

Waiver. The failure or delay of a party to insist upon strict adherence to any term of this Agreement on any occasion shall not be considered a waiver, nor shall it deprive such party of the right thereafter to insist upon strict adherence to that term or any term of this Agreement. Any waiver must be in writing signed by the waiving party.

Severability. Should any provision of this Agreement be determined to be invalid, illegal, unenforceable, or in conflict with the law, all remaining terms and clauses shall remain in force and shall be fully severable.

Modification. This Agreement may not be modified orally, and any subsequent modifications to this Agreement must be mutually agreed upon in writing to be effective.

Jurisdiction. POST has jurisdiction over Respondent and the subject matter of this Agreement.

Applicable Law. This Agreement shall be governed by, and construed and enforced in accordance with, the laws of the State of Montana.

Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall be deemed to be one and the same agreement. A signed copy of this Agreement delivered by facsimile, e-mail or other means of electronic transmission shall be deemed to have the same legal effect as delivery of an original signed copy of this Agreement.

Complete Agreement. The parties agree that this will be a final compromise and settlement of issues enumerated and represents the parties' complete agreement. This Agreement supersedes any prior negotiations, and the parties make no further agreements not set forth in this document.

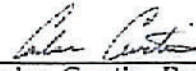
Public Record. The parties acknowledge that this matter is public record subject to disclosure as provided by Mont. Code Ann. § 2-4-623 (Administrative Procedure Act), Title 2, Chapter 6, part 10 MCA (Public Records) and ARM 23.13.103.

SETTLEMENT AGREEMENT
PAGE 5

Effective Date. This Agreement shall become effective upon either the date of the POST Council's acceptance of this Agreement or the last date of the parties' signatures below, whichever occurs later in time.

Final Agency Action. The parties agree that this Agreement is not binding or enforceable until signed by both the Executive Director and Respondent and until the POST Council accepts the Agreement by motion, ARM 23.13.720. Upon approval by the POST Council this Agreement becomes the POST Council's final agency action.

Dated this 7th day of July, 2023



Calen Curtin, Respondent

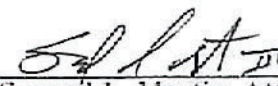
Dated this 10th day of July, 2023



Timothy Alfred, POST Executive Director

Approved as to Form:

Dated this 10 day of July, 2023



Samuel L. Martin, Attorney for Respondent



OFFICE OF THE SHERIFF/CORONER
GALLATIN COUNTY, MONTANA

First Line Supervisor Academy

Hosted by: Gallatin County Sheriff's Office, Bozeman, MT

3 Week - 96 Hours - 8 months

- Building block model of leadership skills
- All three modules individually POST credited
- Allows the student/sponsoring agency to get POST credit for any modules attended
- Allows students to receive a module of training - time to apply the skills - learn another level of leadership skill
- Focused on "doing" the work
- Raising the work performance bar through effective First Line Leadership tailored to the students' strengths
- Cost to Agencies:
 - Phase 1 - 26-29 June - \$300.00 - Fiscal Year 2023
 - Phase 2 - 09-12 October - \$300.00 - Fiscal Year 2024
 - Phase 3 - February TBD - \$100.00 - Fiscal Year 2024
- Space is limited to 30 seats for each module.



OFFICE OF THE SHERIFF/CORONER
GALLATIN COUNTY, MONTANA

Phase 1 - Front Line Leadership

Presented by: Ron Bayne - Arizona POST Master Instructor and owner of The BEST LLC.

4 days, 32 hours

Challenging ourselves

- Challenging our own assumption / preconceived notions about our organizations
- Critically assess own leadership behaviors
- Strategic leadership and the framework for being strategic about leadership
- Understand heart/mindset for successful Law Enforcement leadership and assess own status
- Identifying your default leadership style and applying strategies
- Weaving leadership into lifestyle and develop framework for mentoring future leaders
- Introduction to the DISC behavior-based system for identifying personality types



OFFICE OF THE SHERIFF/CORONER
GALLATIN COUNTY, MONTANA

Phase 2 - Leading Others

Presented by: Dr. Eric Murray - Founder, Team Training Associates, IADLEST National Certified Instructor

4 days, 32 hours

- 09-12 October 2023 – Training supervisors **How** to lead through others. What do you actually do to be an effective supervisor?
- Heavily weighted on “doing the work” through hands-on, scenario-based exercises
- All students will complete a comprehensive DISC profile prior to class
- DISC based strategies for maximized leadership strategies, specific to the student
- Evidence-based to enhance workforce engagement
- Small group settings with coaches to help problem solve during peer focused breakout sessions



OFFICE OF THE SHERIFF/CORONER
GALLATIN COUNTY, MONTANA

Phase 3 – Putting it all together in the Current Operating Environment

Instructors: Dan Springer, Sheriff; Senior Civil Attorney; MACo Human Resources Director; Dr. Alanna Brunacini

4 days, 32 hours –

- What are the ground rules for a leader?
- Facts and realities from the Senior Leadership perspective
- Operating under the realities of Federal and State Labor law; Collective Bargaining Agreements; County, Municipal, Office and Department Policies and Procedures
- How these rules shape the supervisory landscape
- Proactively addressing mental health in the workplace; why we do this and how we do this.
- Interactive course using discussion, case study, hands-on simulations and exercises that develop supervisory skills in law enforcement leaders.



OFFICE OF THE SHERIFF/CORONER
GALLATIN COUNTY, MONTANA

Dan Springer
Sheriff/Coroner

Jeremy Kopp
Undersheriff

Randy Jones
Chaplain

615 South 16th
Bozeman, Montana 59715
(406) 582-2100
FAX (406) 582-2126

First Line Supervisor Academy

Hosted by:

Gallatin County Sheriff's Office, Bozeman, MT

- This academy includes three-weeks, 96 hours, spread over 8 months. Attendees are encouraged to attend all three modules however POST credit is applied to each 32 hour block individually, allowing the student and/or sponsoring agency to pick the modules of instruction best suited to their attendee. This model allows students to receive a module of training and have the time to apply the skills before learning another layer of leadership skill.
- The academy will focus around actually doing the work, how to get the best results from training and how to enhance work performance through effective leadership in the current work environment.
- Cost to Agencies:
 - Phase 1 – 26-29 June - \$300.00 – Fiscal Year 2023
 - Phase 2 – 09-12 October - \$300.00 – Fiscal Year 2024
 - Phase 3 – February TBD - \$100.00 – Fiscal Year 2024
- Space is limited to 30 seats for each module.

Phase 1

Front Line Leadership

Presented by: Ron Bayne

Arizona POST Master Instructor and owner of The BEST LLC.

4 days, 32 hours –

- **Instructor: Ron Bayne, Advanced Training Specialist Arizona Peace Officer Standards and Training, Master Instructor FBI-Law Enforcement Executive Development Association**

26-29 June – The Front-Line Leadership course contains contemporary leadership principles and concepts for public safety personnel who desire to be, or currently are, Front Line Supervisory Leaders.

Today, probably more than ever, the public relies on effective and efficient public safety. The leader's role is critical to the success of the organizational mission. Making the transition from officer to supervisor is challenging. In other words, going from buddy to boss is not easy. However, this transition is made easier with an education on the fundamentals of leadership and management.

This course is designed to build industry knowledge and skills to facilitate the transition from a line-level position to leadership in the field of public safety. It will introduce students to the fundamental concepts and skills of professionalism, organizational culture and management, characteristics of effective teams, conflict resolution, motivation, systems-thinking, problem-solving, and leadership as applicable to public safety organizations.

This course is for those who want to be better law enforcement leaders. Students completing this course will deepen their understanding of leadership and self to improve their work and personal relationships with others. Information and skills developed in this course will assist the student in gaining a broader perspective of the law enforcement profession, the personalities that exist in it, teams, culture, history, and leadership.

TARGET AUDIENCE:

Sworn law enforcement supervisors; patrol supervisors, detective and investigative supervisors, administrative supervisors, specialized unit supervisors, and those who desire to become supervisors. All officers of all ranks are welcome.

CURRICULUM:

This will be a MT POST certified professional development course. It will consist of four (4) consecutive 8- hour days. Attendees successfully completing this course will receive 32 hours of MT POST credit.

CLASS ATTIRE, HOURS, AND RESOURCES: Appropriate Business Casual/Training Attire; no torn jeans, no shorts, no tank-tops, no flip-flops or sandals permitted. This is a professional course, please dress accordingly.

Class is from 0830 – 1600 daily, unless otherwise specified.

Day 1:

PERFORMANCE OBJECTIVES:

- 1. Define leadership.**

2. Describe difference between leadership and management and attributes needed for both.
3. Assess own leadership behavior.
4. Describe the three step model to strategic leadership.
5. Create a framework for being strategic about leadership.
6. Understand heart/mindset for successful Law Enforcement leadership and assess own status.
7. Describe the psychological concepts of Positive and Negative Leadership, and explain the impact of each to teams.
8. Accurately assess own default leadership style and apply strategies to adapt Covey Circle of Concern/Control.
9. Explain how to weave leadership into own lifestyle and develop framework for mentoring future leaders.

Day 2:

PERFORMANCE OBJECTIVES:

Use the DISC behavior-based system for identifying personality types.

1. Explain how to improve performance, relations and communication through understanding different personality types
2. Assess and better deal with conflict resolution
3. Describe primary behavioral types and how they can influence leadership style
4. Articulate how to use the DISC to manage team dynamics

Day 3:

PERFORMANCE OBJECTIVES:

1. Describe 3 follower responses and explain 3 strategies for engaging followers.
2. Explain situational leadership and 4 leadership styles for follower needs.
3. Describe how to proactively lead high performing employees.
4. Describe how to ID root cause of challenging employees.
5. Define 3 behavioral theories pertinent to employee motivation.

Day 4:

PERFORMANCE OBJECTIVES:

1. Define the term professional and consider where American law enforcement fits this definition.
2. Explain concept of Moments of Truth and articulate how it can be applied to policing services.
3. Describe the 5 historical eras of American policing and provide an understanding of the societal dynamics impacting the policing profession.
4. Describe 3 areas most impacted by police misconduct.
5. Define the philosophy of Community Based Policing.
6. Understand and articulate the impact of police conduct and misconduct on society and policing.
7. Explain the 4 levels of organizational accountability needed in law enforcement

8. Define resiliency and the concept of Resilient Leadership.
9. Explain how balance displacement is harmful to an employee, organization, and the law enforcement profession.
10. Explain why a resilient workforce is a leadership responsibility
11. Explain 4 elements of 360 Fitness
12. Explain 7 F's to a balanced life

Phase 2

Leading Others

Presented by: Dr. Eric Murray

Founder, Team Training Associates, IADLEST National Certified
Instructor

4 days, 32 hours –

- October 2023 – 4 Day – 32 hour Course – Training supervisors **How** to lead through others. What do you physically do to be an effective supervisor?
- This unique learning experience is designed to help public safety leaders to be more effective. During the engaging 4-day interactive workshop, our experienced team will address evidence-based leadership strategies and tools to enhance workforce engagement. Leading and influencing can be accomplished at all levels within any organization. It is critical for organizational leaders to realize their full potential. Attendees will be expected to: participate in reflective dialogue; action planning; identify an organizational Leadership Challenge; and collaborate with classmates to help them problem solve during peer focused breakout sessions. The focus of this seminar is to provide an overview of topics including:
 - Leadership and Human Performance Analytics
 - Creating an Empowering Organization
 - Developing Employee Talent: Problem Solving, Decision Making, Critical Thinking, Creativity and Innovation.
 - IDROP- A proven and effective organizational communication tool.
 - Identifying Five Behaviors of a Cohesive Team©
 - Strategies to Lead from the Middle of the Organization
 - Identifying Sources of Employee Misery
 - Developing Front Line Leaders- Where it matters most
 - Focusing on the Organizational Spirit
 - The Power of a Belief System- Beliefs Drive Performance (Leadership Case Study)
 - The Art of People Reading with Everything DiSC Workplace Profile and Personality Assessment
 - Overcoming Adversity- Leadership Lessons of Vietnam POW LTCMDR Charlie Plumb
 - Lessons Learned from the Sandy Hook School shooting: Shaving Seconds to Save Lives

- Leadership and Motivation: A Theoretical Approach to Employee Performance
- Command Climate Assessment- Taking the Leadership Temperature of Your Organization
- Transformational Leadership- Leading Organizational Change
- Ethical Decision Making
- Building Psychological Capital: Nurturing the HERO within (Hope-Efficacy-Resiliency-Optimism)
- Officer wellness: Introduction to Mindfulness and Resiliency
- The Chemistry of Leadership

Phase 3 – Putting it all together – The Operating Environment

Presented by: Gallatin County Sheriff's Office
Instructors: Dan Springer, Sheriff, Gallatin County
Senior Civil Attorney
MACo Human Resources Director
Dr. Alanna Brunacini
4 days, 32 hours –

- February 2024 – 4 Day – 32 hour Course – Facts and realities from the senior leadership perspective; operating under the realities of Labor law; Collective Bargaining Agreements; County, Municipal, Office and Department Policies and Procedures, how they shape the supervisory landscape; proactively addressing mental health in the workplace; why we do this.

- Led by Sheriff Dan Springer, Undersheriff Jeremy Kopp, Chief Civil Attorneys, MACo Human Resource Directors

This module will be an interactive course using discussion, case study, hands-on simulations and exercises that develop supervisory skills in law enforcement leaders. This training applies the most current understanding of how LEOs are effectively supervised and how supervisors can best improve the performance and care of officers in the current work environment. The class will prepare supervisors to build and deliver performance programs that make officers safer and more effective in the street, while getting the most from available supervisory time and resources. This training will look at current mental health trends in the profession and what we can actually do to help our employees.

Course Objectives:

1. Understand policy and procedures, agency values, and current HR practices
2. Develop a best work practices model for first line supervision in discretionary and non-discretionary time circumstances
3. Understanding servant leadership and the characteristics

4. Understand the tone from the top, administrative functions and your role
5. Accountability in expectations for employees reporting to first line supervisors
6. Understand Collective Bargaining Agreements, labor law and your authority
7. Develop and apply first line supervisor's role in empowerment of employees
8. Understand the realities of mental health in the profession, caring for your people
9. Understand why we're in this noble profession, putting it all together

INSTRUCTOR BIO'S:

Ron Bayne – Church for Cops LLC.

Developer/Instructor of Front-Line Leadership, C.E.O Church for Cops, LLC.

Ron Bayne is a nationally recognized law enforcement leadership instructor and coach. He is owner of the leadership consulting company, Church for Cops, LLC. He has presented to thousands of police personnel from hundreds of law enforcement agencies in nearly all 50 states across North America including Puerto Rico. He has been a leadership coach/trainer for FBI-Law Enforcement Executive Development Association (LEEDA) since 2014, and previously a Public Safety Spanish language instructor.

As a result of working with thousands of law enforcement personnel from around the country and discovering unique concerns and training needs, Ron created a law enforcement leadership philosophy known as Church for Cops which focus is centered on simple concepts most of us need reminders of to practice daily.

Ron developed a course for Arizona Peace Officer Standards & Training for AZ law enforcement agencies previously known as the AZPOST Basic Leadership Academy (BLA), since retitled Front Line Leadership (FLL). FLL is a 4-day class designed to introduce students to the fundamental concepts and skills of professionalism, organizational culture and management, characteristics of effective teams, conflict resolution, motivation, systems-thinking, problem-solving, and leadership as applicable to public safety organizations. Ron has administered this course to nearly every law enforcement agency in the State of Arizona and this training is becoming known as the flagship leadership training for first-line police supervisors in Arizona law enforcement, as well as for the Arizona Department of Corrections.

Ron has been hired by the Los Angeles Police Protective League to bring this same training to members of the Los Angeles Police Department. Ron is the sole instructor of FBI-LEEDA to provide on-going leadership training to the sergeant rank of the LAPD.

Ron is also a certified DISC instructor for the Center for Police Leadership & Ethics and has administered the DISC behavioral profile to thousands of police personnel across North America.

Ron is retired from Arizona law enforcement at the rank of commander after having served in the profession for 30 years. He began his career in law enforcement in the United States Army in 1987 at the age of 17. He is a graduate of the FBI National Academy Session 260.

Ron possesses graduate degrees from Northern Arizona University and New Mexico State University in Education/Human Relations as well as in Criminal Justice. He has served as Lead Faculty for several years in the Criminal Justice Department of the University of Phoenix where he was awarded Faculty of the Year honors and served as Adjunct Faculty at Northern Arizona University and Maricopa County Community Colleges. Ron is an IADLEST Nationally Certified Instructor.

Team Training Associates

Instructor Bio:

Dr. Eric Murray

Dr. Eric Murray Dr. Eric Murray is a decorated military and law enforcement veteran with over 35 years of professional public safety experience. He has served in the U.S. Army Infantry, a municipal police department and the past 31 years with the Connecticut State Police. His last assignment was as the commanding officer of the state police training academy. During his career, Eric has held numerous administrative and operational assignments which has provided the necessary leadership framework for his training programs. He has taught leadership and human performance analytics to hundreds of organizations and thousands of private and public service employees across the United States and internationally. He loves what he does! He holds numerous instructor-level certifications with the CT State Police, CT Police Officers Standards of Training (POST), and New England State Police Association (NESPAC).

Eric actively teaches training programs in the areas of leadership, supervision, team building, human performance management, communication, resiliency, diversity, problem solving, and ethical decision making. Eric regularly consults public safety, higher educational institutions, and private organizations on strategic planning, organizational climate and culture, and professional development. He deploys a customized leadership climate assessment as a diagnostic for improving organizational excellence. He is a co-author/creator of the Performance Leadership Model© and an Everything DiSC® and Five Behaviors of a Cohesive Team® Facilitator and Wiley distributor. He has authored and published several instructional law enforcement training videos that have been distributed to civilian, and military law enforcement organizations within the continental United States and throughout Canada, Europe, and Asia. Eric is a graduate of the FBI National Academy Session 273.

Eric is the first "civilian" to graduate from the USCG Chief Petty Officer Academy in Petaluma, CA where he received the coveted "Spirit of the Chief Award" and the honorary title of Chief Petty Officer by the Commandant of the USCG. He is an alumnus of the USCG Academy Senior Leadership Principles Course and Harvard-Kennedy School of Executive Education- Art and Practice of Leadership. Eric serves as an instructional advisor to the USCG Leadership Development Center and faculty for the U.S. Navy Advanced Management Program (AMP). He is a regular guest lecturer at the FBI National Academy on topics of leadership analytics, leading at-risk employees, human performance, and psychological capital (PsyCap). He authored the after-action report for the Sandy Hook school shooting in Newtown, CT in 2012 and shares lessons learned from that tragedy. Eric holds a Doctor of Education (Ed.D.) from the University of Hartford; M.S., Organizational Leadership; B.A., Communication.

Eric is a life-long learner and his research focused on "Psychological Capital: Law Enforcement Leadership Strategies to Mitigate Traumatic Incident Stress Among Police Officers." He serves on the

advisory committee for the Graduate of Professional Studies Program at Nichols College in P.O. Box 372, Thompson, CT 06277 P: 860-377-4157 Email: emurray@teamtrainingassociates.com Dudley, MA. He currently resides in Northeast Connecticut and can be reached at emurray@teamtrainingassociates.com. or sptu@att.net Phone: 860-377-4157

Gallatin County Sheriff's Office

Instructor Bio:

Sheriff Dan Springer

Jeremy Kopp, Undersheriff

Head Human Resources Director

Chief Civil Attorney

Dr. Alanna Brunacini

From: 150041-88442843@requests.muckrock.com
To: [Cranmer, Tina](#)
Subject: [EXTERNAL] Montana Freedom of Information Act Request: FOIA Request: Previous Requests for POST Certification Data
Date: Monday, July 31, 2023 11:15:13 AM

Montana Public Safety Officer Standards &
Training Montana POST
2260 Sierra Road
East Helena, MT
59602

July 31, 2023

To Whom It May Concern:

Pursuant to the Montana Freedom of Information Act, I hereby request the following records:

All requests received by POST seeking certification and employment history data for all active and/or inactive law enforcement officers in Montana. Please include the request received by POST and any written correspondence between the requester and POST, including the final response letter from POST. Please search both the official POST public records inbox as well as the personal work inbox of any POST employees who may have responded to such a request. The timeframe for this request is from January 1, 2017 to the present date.

We are seeking this information as a news media organization on a matter of public interest concerning the conduct of government. As such, we ask for a waiver of all fees, if allowed under state law. If fees are necessary to reimburse the agency for actual costs, we agree to pay up to \$100. If costs exceed that amount, please let us know before fulfilling the request.

Thank you

The requested documents will be made available to the general public, and this request is not being made for commercial purposes.

In the event that there are fees, I would be grateful if you would inform me of the total charges in advance of fulfilling my request. I would prefer the request filled electronically, by e-mail attachment if available or CD-ROM if not.

Thank you in advance for your anticipated cooperation in this matter. I look forward to receiving your response to

this request within 10 business days. Sincerely,

Sam Stecklow

View request history, upload responsive documents, and report problems here:

https://accounts.muckrock.com/accounts/login/?next=https%3A%2F%2Fwww.muckrock.com%2Faccounts%2Flogin%2F%3Fnext%3D%252Faccounts%252Fagency_login%252Fmontana-public-safety-officer-standards-and-training-33923%252Ffoia-request-previous-requests-for-post-certification-data-150041%252F%253Femail%253Dtina.cranmer%252540mt.gov&url_auth_token=AAGJ3r4I5p5Vak7NM0pTqvsKiTc%3AIqOWU6%3AdVvc09roGNZ9JYArv4x7IkzjKIkRdl-u72g65D4Qz9M [accounts.muckrock.com]

If prompted for a passcode, please enter:
HBYGNAUE

Filed via [MuckRock.com](#) [[muckrock.com](#)]
E-mail (Preferred): 150041-88442843@requests.muckrock.com

PLEASE NOTE OUR NEW ADDRESS
For mailed responses, please address (see note):

MuckRock
News DEPT
MR 150041
263 Huntington Ave
Boston, MA 02115

PLEASE NOTE: This request is not filed by a MuckRock staff member, but is being sent through MuckRock by the above in order to better track, share, and manage public records requests. Also note that improperly addressed (i.e., with the requester's name rather than "MuckRock News" and the department number) requests might be returned as undeliverable.

Current POST Council Committees

Business Plan/Policy

Jess Edwards – Chair
Kimberly Burdick
Jesse Slaughter
EJ Clark - Ex officio

Curriculum Review

Conner Smith – Chair
Bill Smith
Kimberly Burdick
Vacant
Jim Anderson
Joel Wendland - Ex officio

Case Status

Jim Thomas – Chair
Conner Smith
Bill Smith

Coroner

Leo Dutton – Chair
Bill Smith
Kristine White
Wyatt Glade

ARM

Leo Dutton – Chair
Jess Edwards
Bill Smith
Jesse Slaughter
Mark Kraft

Executive Committee

Jesse Slaughter – Chair



Montana Public Safety Officer Standards & Training Council

Website: dojmt.gov/post
2260 Sierra Road East
Helena, MT 59602

Email: mtpost@mt.gov
Phone: (406) 444-9975
Fax: (406) 444-9978

August 24, 2023

Re: Interim Appointment of Committee Members

To Montana POST Council Members:

As the Chair of the Montana POST Council, I have appointed the following Council members to serve on the Executive Committee, as defined in Council Resolution 23-002, as interim members:

Jim Anderson, Department of Corrections Representative
Kimberly Burdick, Public Representative
Mark Kraft, Representing Chiefs of Police
Leo Dutton, Representing the Board of Crime Control

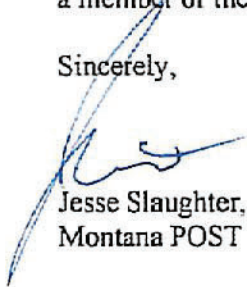
As outlined in Council Resolution 23-002, I will serve as the Chair of the Executive Committee. As is also outlined in Council Resolution 23-002, I formally request that the Council confirm these appointments and allow these individuals to serve as members of the Executive Committee.

Due to the departure of Matthew Sayler, and as the Chair of the Montana POST Council, I have also appointed the following Council member to serve on the Case Status Committee, as defined in ARM 23.13.102(2), as an interim member:

Bill Smith, Representing Detention Officers and Detention Center Administrators

I formally request that the Council confirm this appointment and allow this individual to serve as a member of the Case Status Committee.

Sincerely,


Jesse Slaughter, Chair
Montana POST Council



Montana Public Safety Officer Standards & Training Council

Website: dojmt.gov/post
2260 Sierra Road East
Helena, MT 59602

Email: mtpost@mt.gov
Phone: (406) 444-9975
Fax: (406) 444-9978

DATE: AUGUST 21, 2023

TO: MONTANA POST COUNCIL

FROM: JIM THOMAS, COMMITTEE CHAIR

SUBJECT: CASE STATUS COMMITTEE REPORT AND CLOSURE OF CASES

The Case Status Committee of the POST Council have met three times, since the May 3, 2023, Council meeting. The Committee had two regularly scheduled meetings on June 7, 2023, and July 19, 2023; and a special committee meeting on July 5, 2023. This is the Committee's written report setting forth the circumstances and resolution of cases. After consultation with legal counsel and meeting of the Case Status Committee of the POST Council, the following cases have been closed:

2017 ~ One case from 2017 was closed:

In re Thad White, POST Case Number 17-22 was closed. Mr. White had appealed his case to the Montana Supreme Court. His appeal was dismissed when he failed to file an opening brief. Mr. White falsified his timesheets, claiming to have been working when he was not, in fact, working. His certification was revoked.

There are no open cases from 2017.

2018 ~ No cases from 2018 were closed:

There are 2 open cases from 2018. In both cases, the officer is serving a sanction.

2019: One case from 2019 was closed

19-49 was closed. A peace officer was stopped and investigated for DUI. The officer refused to cooperate with providing a breath sample. The officer was convicted of DUI. The officer and POST reached a Settlement Agreement during the MAPA process, wherein the officer's POST certification was placed on probation for a period of 3 years. The officer successfully completed his probationary period and his case is closed.

There are 4 open cases from 2019. In all 4 cases, the officers are serving a sanction.

2020 ~ One case from 2020 was closed:

20-42 was closed. A probation and parole officer called dispatch to report her car had been stolen. When asked, the officer claimed that she did not know who stole the car. In fact, the officer did know who took her vehicle, an out-of-state offender with whom she shared a child. Her dishonesty put officers in danger. Her certification was revoked.

There are 2 open cases from 2020. In both cases, the officers are serving a sanction.

2021 ~ Four cases from 2021 were closed:

21-03 was closed. A corrections officer was convicted of DUI. The officer and POST reached a settlement agreement wherein the officer's POST certification was placed on probation for 2 years. The officer has successfully completed his probationary period, and his case has been closed.

21-04 was closed. A corrections officer was convicted of DUI. The officer and POST reached a settlement agreement wherein the officer's POST certification was placed on probation for 2 years. The officer has successfully completed his probationary period, and his case has been closed.

In re Nolan, POST Case Number 21-30 was closed. A peace officer was assigned to act as the interim warden for his agency. Shortly after his assignment, he engaged in a sexual relationship with a subordinate contract employee while on duty and in uniform. The officer's POST certification was revoked and his time to request judicial review has expired. This case has been closed.

21-38 was closed. A peace officer was alleged to have falsified her timesheets. The officer and her former employing authority entered into a settlement agreement regarding her termination. POST closed its investigation with no findings.

There are 10 open cases from 2021. Of those, 1 is in the contested case process, 3 cases are on hold pending other matters, and 6 officers are serving a sanction.

2022 ~ Five cases from 2022 were closed:

22-22 was closed. A peace officer was charged with partner/family member assault – strangulation. The officer entered into a plea agreement and pled guilty to an amended charge of partner/family member assault. The officer and POST entered into a settlement agreement wherein the officer agreed not to become employed as a public safety officer again.

22-28 was closed. A public safety communications officer had consumed alcohol and was driving when she was involved in a single-vehicle automobile accident. The officer instructed her passengers to flee the scene and instructed one of the passengers to lie to investigators about who was driving the vehicle. The officer lied to investigators and to POST about the circumstances surrounding the accident and who decided to flee and lie. The officer's certification was revoked.

22-41 was closed. A public safety communications officer engaged in a pattern of hostility toward coworkers and callers. The officer's certification was revoked.

22-53 was closed. A peace officer, while both on and off duty, engaged in a pattern of following and stalking behaviors toward other officers and citizens. POST closed the case without taking any action, determining any further action by POST was unwarranted at the time.

22-54 was closed. A peace officer was not honest about his reasons for taking sick leave. POST closed the case without taking any action, determining any further action by POST was unwarranted at the time.

There are 19 open cases from 2022. Of those, 4 cases are active investigations, 4 of them are on hold pending other matters; and in 11 cases the officer is serving a sanction.

2023 ~ Five cases from 2023 were closed:

23-01 was closed. A detention officer was insubordinate and refused to follow numerous direct orders from his supervisors. The officer made numerous derogatory comments to his coworkers regarding a supervisor. The officer's certification was revoked when he failed to respond to POST.

23-03 was closed. A peace officer was alleged to have made numerous false statements regarding his agency and its administration. The officer

and his employing authority reach an agreement regarding his employment action, and POST closed its case with no findings.

23-05 was closed. A peace officer was convicted of partner/family member assault. The officer's certification was revoked when he failed to respond to POST.

23-16 was closed. A juvenile detention officer violated numerous policies when he used unauthorized holds on an inmate. The officer voluntarily surrendered his POST certification.

23-21 was closed. A peace officer reported to work in his department-issued vehicle with a BAC of .125. The officer voluntarily surrendered his POST certification.

There are 20 open cases from 2023. Of those, 1 case is in the contested case process, 12 cases are active investigations, 3 of them are on hold pending other matters, and in 4 cases the officer is serving a sanction.

Since the last Council meeting, POST has closed a total of 41 cases.

POST currently has 16 active investigations.

POST currently has 2 cases which are in the MAPA process.

POST currently has 17 new allegations to present to case status.

POST currently has 16 cases awaiting information from agencies.

POST currently has 9 investigations on hold pending other matters.

POST has a total of 60 cases which it is currently working on.

POST currently also has 28 cases in which officers are serving sanctions.

Montana Public Safety Officer Standards and Training Council



2023 Business Plan

POST General Overview

The Council was formed in 2007 under § 2-15-2029, MCA as an independent *quasi-judicial* board. As allowed by statute, the Council adopted Administrative Rules in order to implement the provisions of Title 44, chapter 4, part 4, MCA. Per § 44-4-403, MCA the Council is required to set employment and training standards for all Public Safety Officers as defined in § 44-4-401, MCA and in addition the Council shall provide for the certification or recertification of public safety officers and for the suspension or revocation of certification of public safety officers.

- ❖ **Our Mission:** To ensure competency and promote quality performance by public safety officers by establishing, maintaining and promoting excellence in standards and training.
- ❖ **Our Vision:** The public is safe, secure and has confidence in and respect for Montana Public Safety Officers.

History of the POST Council: The Montana Peace Officer Standards and Training Advisory Council was initially created during the 1971 Legislative Session in a roundabout way. The Council was conceived in response to a growing body of Federal caselaw and numerous research studies regarding the necessity of training standards in law enforcement. There were actually two bills brought before the Legislature creating POST. One bill would place POST under the Montana Board of Crime Control, the other would place POST under the Attorney General. The bill placing POST under the control and authority of the Attorney General passed both houses of the Legislature, then was vetoed by the Governor as unconstitutional. The Governor issued an executive order creating POST and placing it under the control and authority of the Montana Board of Crime Control. The Council was able to hire an Executive Director and depend upon the Board of Crime Control's nine staff to assist the Director and the Council.

The first meeting of the Montana POST Advisory Council was held on September 21, 1972. In 2007, POST underwent a major makeover. First, POST's name was changed from the "Montana Peace Officer Standards and Training Advisory Council," to the "Montana Public Safety Officer Standards and Training Council." The Council had already been providing standards and training for public safety officers, the 2007 name change just made that apparent. Second, POST was made

an independent agency, separate from the Montana Board of Crime Control and only administratively attached to the Montana Department of Justice (DOJ). Third, POST was made a *quasi*-judicial board as defined in Montana statute. POST was also given the ability and authority to promulgate its own rules. The Council expanded from eleven members to thirteen. Finally, POST was given two positions: an Executive Director, and an Administrative Assistant.

In 2008, POST promulgated its first set of Administrative Rules of Montana (ARMs). In 2010, POST was able to hire a third employee: an investigator. In December of 2014, POST completed an overhaul of its ARMs and has made amendments in 2017, 2018, 2019, 2021, 2022, and 2023. POST is working on additional changes to its ARMs and hopes to update its rules in 2023.

During the 2019 Legislative Session, the Legislature passed HB 684, which placed POST staff under the DOJ as the Public Safety Officer Standards and Training Bureau. This legislation was effective through June 30, 2021, but was extended during the 2021 session until June 30, 2023.

During the 2023 Legislative session, the passage of HB 697 allowed HB 684's temporary placement of POST as a bureau of DOJ to expire, and thereby placed POST staff back under the direct control of the Council, provided for quarterly reporting regarding POST's investigations, and required an interim study of the POST Council and its staff. In addition, funds were appropriated to POST in 44-10-204.

Council

Council Meetings: The Council meets three to four times annually to discuss employment and training standards for all Public Safety Officers, provide for the certification or recertification of public safety officers, and for the suspension or revocation of certification of public safety officers as defined in 44-4-401, MCA. They further discuss the operation and goals of the Council and POST staff. The Council may also call Special Meetings to discuss issues that require more immediate attention. Meetings are open to the public.

Council Committees: Committees of the Council generally meet on an “as needed” basis. The Case Status Committee meets every six weeks, and occasionally holds special meetings, when necessary, in order to review the growing number of allegations and investigations.

- **ARM:** The ARM Committee’s purpose is to review and analyze POST ARMs and recommend appropriate rule language to carry out the decisions of the POST Council.
- **Business Plan/Policy:** The Business Plan/Policy Committee’s purpose is to review and, when necessary, propose changes to the long-range business plan of the Council and the daily operations, policies, and procedures under which the POST staff perform day-to-day business.
- **Case Status Committee:** The Case Status Committee’s purpose is to determine whether allegations of misconduct by a public safety officer warrant investigation by POST staff, to determine whether a certificate sanction or other action is appropriate, to determine the appropriate sanction to a certificate upon a finding of misconduct, and to review other proposed actions at the request of the director.
- **Coroner:** The Coroner Committee’s purpose is to track and monitor issues of interest to the Montana Coroner’s Association, and coroners in general.
- **Curriculum Review:** The purpose of the Curriculum Review Committee is to review and discuss proposed training curricula requiring POST approval or additional information.
- **Executive Committee:** The purpose of the Executive Committee is to make decisions necessary to implement the policies of the POST Council, and to provide additional oversight of POST staff.

Legislature and Legislative Interim Committees: The Council, Director, and the Executive Committee take an active role by working with the Montana Legislature or Legislative interim committees. They:

- Provide Requested Information
- Testify on POST Practices
- Provide information regarding positions adopted by the Council or the Executive Committee

Budget: The Council approves personnel expenses. The Director approves the day-to-day operating expenses. The Director provides a budget update at Council meetings.

Public Safety Agencies/Stakeholders: The Council and Director work with agencies and groups that have an interest in POST including, but not limited to, attending stakeholder meetings, providing POST updates and training, receiving feedback and concerns, and discussing possible legislation.

Staff

POST Staff Meetings: The staff at POST meet weekly to discuss their mission of providing support for the Council by working together as a team and supporting one another. They:

- Discuss Daily Operations
- Make Goals and Give Updates
- Plan for Council and Committee Meetings
- Review Schedules for Staff and Calendar Items
- Discuss General Concerns and Updates
- Discuss Investigations and the Status Thereof

POST Staff Daily Duties: POST staff complete tasks daily and work to support public safety officers and the community. Among other tasks, they:

- Process Training Applications
- Analyze and Process Certificate Applications
- Process Complaint Allegations/Investigations
- Respond to Extension Requests
- Respond to Public Information Requests
- Review Letter Responses
- Scan Training Files and Upload to Website
- Process Equivalency Applications

Contracts Updated: POST has contracts with several attorneys in order for POST to fulfill its statutory obligations.

- General Counsel to the Council
- Contested Case Counsel

- **Hearing Examiners**

POST Staff Provide Briefings at Basics: POST presents an overview of POST and its basic functions to every basic academy and basic equivalency course.

- **Law Enforcement Officer (3 times a year)**
- **Probation and Parole (1 time a year)**
- **Public Safety Communicator (4 times a year)**
- **Misdemeanor Probation and Pre-trial Officers (1 time a year)**
- **Corrections/Detention officer (6 times a year)**
- **Coroner (2 times a year)**
- **Peace Officer Equivalency (2 times a year)**
- **Corrections/Detention Equivalency (as needed up to 6 times a year)**

Audits: POST Staff will conduct random audits of POST-approved training and required continuing training.

- **During the last full week of every month, POST staff will audit a POST-approved training.**
- **During the last full week of every month, POST staff will audit an officer's required continuing training.**
- **Should records be lacking, the officer or the agency will be given an opportunity to remedy the matter.**
- **If POST staff does not receive a response, or the response received does not remedy the issue, the training credit hours related to the training may be removed from the officer or officers' training transcript.**
- **If an officer has not received the required continuing training, the agency and officer will be given 6 months to obtain and document the required training.**
- **If an officer has obtained the requisite continuing training, the employing authority will submit a letter to POST staff, stating that the officer has been brought into compliance.**

Executive Director Attends Basic Graduations:

- **Law Enforcement Officer (3 times a year)**
- **Probation and Parole (1 time a year)**
- **Public Safety Communicator (4 times a year)**
- **Misdemeanor Probation and Pre-trial Officers (1 time a year)**
- **Corrections/Detention officer (6 times a year)**

Website

POST Information and Resource Guide: POST Staff will keep the “POST Information and Resource Guide” updated on the POST website to provide information, laws, and legal opinions that direct the Council or affect stakeholders. The following information is available for transparency for all public safety agencies and the community:

- General Information
- Statistics and Graphs
- Current Integrity Report
- Statutes
- ARMs
- AG-Opinions
- Attorney Memos
- Policies
- Legislative Reports

Statistics/Graphs/Reports: POST staff collect statistics and develop graphs to track progress and growth, measure performance, analyze problems, and prioritize requests. The following statistics and graphs will be on POST’s website along with an annual report:

- Equivalency Requests
- Courses Available to Officers
- Courses that Officers Completed
- Training Hours Officers Completed
- Training profile/Information Requests
- Complaints
- Cases Closed
- Investigations
- Investigations Closed
- Sanctions
- Revocations/Denial of Certificates

Public Record Requests: POST staff will establish a public information request process, provide statistics about public information requests, and retain and publish public information requests on POST's website. This information will include:

- Requester
- Date of Request
- 5-day Acknowledgement
- 90-day Deadline
- Completion Date
- Hours/Cost

Preliminary Investigations: POST staff track allegations that are received and the time to complete the preliminary investigation.

- Employing Agency of the Subject Officer
- Investigator Assigned
- Date Allegation Received
- Date Letter 1 Response Received
- Date Preliminary Investigation Started
- Anticipated Completion Date
- Actual Completion Date

Integrity Reports: The Montana POST Integrity Reports provide a summary of cases which resulted in a certificate sanction, and on which the POST Council has ruled. The integrity reports are on POST's website.

- Current Integrity Report
- Historical Integrity Reports

Goals

FTE: POST Currently has three FTE, one Modified FTE, and a DCI Compliance Specialist who has been assisting POST with investigations on a part-time basis. POST has an immediate need for two FTE.

- **Administrative Assistant Modified Position:** This modified position is currently staffed. This staff reviews applications for individuals seeking POST credit, prepares certificate applications, completes minutes for Case

Status Committee Meetings, is the file clerk for contested cases, and handles public records requests for officers' transcripts.

- **Compliance/Administrative Investigator:** The duties of the one POST Paralegal/Investigator have grown substantially over the years. POST has an obligation to conduct its own unbiased investigation of allegations of misconduct. The increased allegations and investigations justify the need for an additional FTE POST Compliance/Administrative Investigator.

Software: POST upgraded its officer training and certification database in 2017. As the needs of the stakeholders have increased, and as POST has continued to fulfill its obligations to the people of Montana, POST has identified the need for more robust software to meet the growing demand on POST.

- **Case Management System:** The case management system would be a central location for all POST case information including reports, recordings, letters, and statements. It would track information of the individuals/agencies involved. It would track deadlines for the POST letter processes, contested case proceedings, petitions for judicial review, and appeals to the Montana Supreme Court. It would also run reports from the information concerning what cases are open, closed, active, or holding.
- **Portal:** Officers could submit training to POST through a portal. POST would receive notification of the training submitted. Notices and Certificate Applications would also be submitted to POST through the portal.
- **Training:** Officers' training hours for certificates would be compiled automatically, and POST would then be notified when an officer completes the required training and years of service.
- **Forms:** All POST forms could be included and built in the software system.
- **Storage:** Officers would be able to store all their training documents in the storage that the software provides.

Paperless: For the last several years POST staff have archived an electronic and hard copy of training, investigations, notices, and other documents regarding public safety officers. POST staff have begun the process of ensuring that files are digitized and removing the hard copies of documents. In addition, in 2022, POST staff began issuing all certificates electronically. This has saved time and money.

- There are over 17 filing cabinets of current officers' documents. POST staff verify that the information has been archived electronically and then shred the documents.

- New documents sent in are digitized and shredded.
- POST's inactive or closed investigation files are being saved electronically, and hard copies are being destroyed. Additionally, POST staff will no longer create any hard files on investigations until an investigator is assigned to the case. For those cases that are dismissed without an investigation, or in which the officer does not respond, all files are maintained electronically.
- Council meeting records, including meeting recordings, minutes and materials, have all been digitized and are available to all staff in POST's electronic shared drive. This includes the meeting minutes for every POST Council meeting held since its first meeting in September of 1972.

Audio/Video Conferencing: POST recently updated its conference room with audio/video capability. This will save time, money, increase productivity, and allow POST to be more efficient. The goal is for the Council and staff to have audio/video conferencing options and make scheduling meetings more convenient. Video conferences is available for:

- Council Meetings
- Committee Meetings
- Investigations
- Interviews
- Training
- General Meetings

Policy and Process for Submission, Response, and Reporting of Public Information Requests

Policy

POST will provide timely responses to all public information requests submitted pursuant to POST's processes. POST will report data on public information requests to the Legislative Finance Committee and to the public pursuant to Montana law.

This Policy and Process and the Public Information Request Form will be posted on POST's website, and POST's Administrative Assistant will be listed on the website as the designated contact for public information requests by October 1, 2023.

Effective October 1, 2023, the following processes will be followed regarding submission, response, and reporting of requests for public information.

Section 1: Process for Submitting Public Information Requests

1. All public information requests must be submitted by completing and sending POST's Public Information Request Form to POST's Administrative Assistant via mail or email. The following information requests do not need to be submitted pursuant to this process:
 - a. A public safety officer requesting his or her own POST transcript;
 - b. A public safety agency requesting information pursuant to a background release;
 - c. A public safety agency requesting an employee officer's information;
 - d. Any governmental agency requesting information for the purpose of determining an individual's eligibility for professional licensure or certification;
 - e. Discovery requests or other requests made pursuant to pending court action;
 - f. Subpoenas duces tecum; or
 - g. Requests for information from a criminal justice agency when the information is requested for the purpose of conducting a legally authorized investigation.
2. If POST's Administrative Assistant is unavailable, the requester may submit POST's Public Information Request Form to POST's Executive Assistant via mail or email.

Section 2: Process for Responding to Public Information Requests

1. Upon receipt of a POST Public Information Request Form, the Administrative Assistant will record the following information:
 - a. The identity of the requester;
 - b. What information is requested;
 - c. The date of the request; and
 - d. Indicate the request is "in progress."
2. Within five business days, the Administrative Assistant will consult with the Director or POST staff to determine which staff member should respond to the request. The

Administrative Assistant will then contact the requester to acknowledge receipt of the request, and to inform the requester who will be responding to the request. If this acknowledgement is made by the Administrative Assistant via email, the staff member responsible for responding to the request will be copied.

3. Within five business days of the Administrative Assistant's acknowledgement, the responding staff member will provide one of the following to the requester:
 - a. If the request is for a single, specific, clearly identifiable, and readily available public record, the responding staff member will provide the record; or
 - b. If the request is not for a single, specific, clearly identifiable, and readily available public record, the responding staff member will provide an estimate of the time it will take to provide the information, and any fees that may be charged for fulfilling the request.
 - i. Fees may be charged for any request that exceeds 50 pages of copying, more than one hour of staff time, or more than 30 minutes (.5 hours) of attorney time. See Attachment A.
 - ii. Upon notifying the requester of fees, POST's time to respond to the request will be suspended until payment is received.
4. Upon the requester's payment of fees, or upon notification of the estimate of time to fulfill the request when no fees are charged, the responding staff member will provide the requested information within 90 days.
5. If the Executive Director determines that additional time is necessary to respond to any public information request, the Executive Director or the Director's designee will inform the requester in writing, explaining the reasons for the additional time required. The responding staff member will be notified of the written explanation and will produce the information within 6 months of acknowledgment or payment.
6. If the responding staff member requests additional information or clarification of an information request, the response time will be suspended until the requester has provided the requested information or clarification. If the request for additional information or clarification is denied by the individual requesting the public information, that denial must be made in writing. If, after 30 days of the responding staff members request, the individual requesting public information fails to respond to a request for clarification or additional information, POST may close the request upon written notice to the person requesting the public information.
7. The POST Administrative Assistant will record a public information request as closed when the public information is produced, when the request is denied, or when the requester is notified of closure pursuant to paragraph 6, above.
8. POST will maintain electronic copies of every public information request and all related correspondence and responses under the applicable record retention policy.

Section 3 Reporting

- 1. POST will publish, on its website, information regarding the number of public information requests made pursuant to this process and the length of time it took for POST to respond to requests for public information. The information will be updated quarterly and will include:**
 - a. Each request for public information received by POST;**
 - b. A description of the responses from POST to each request for public information;**
 - c. The total number of requests for public information received by POST;**
 - d. The identity of each requester;**
 - e. The information requested;**
 - f. The date of each request;**
 - g. The date on which each request was closed;**
 - h. The number of hours it took for POST to respond to the request;**
 - i. The costs imposed on the requester, if any; and**
 - j. Statistics, which could include graphs or charts, regarding the number of public information requests POST has received and the length of time it took for POST to close the request.**
- 2. Beginning July 1, 2024, POST will provide quarterly reports to the Legislative Finance Committee, which will include the above information.**

Attachment A

POST Public Records Request Fee Schedule	
Photocopying	
Photocopying Charges, including staff time spent copying or scanning	\$0.35 per page in excess of 50 pages
Staff time to prepare material for production	Actual Cost
If the request is for extraordinarily voluminous material, POST may have copies made by Print and Mail Services	Actual Cost
Electronic Media Copies	
Electronic Media Copies – Staff time for copying electronic files	Actual Cost
Electronic media	Actual Cost
Mainframe and mid-tier processing charges, including processing time, transmission time, and report writing charges	Actual Cost
Email export	\$127.78 per hour
Other State ITSD Services	Actual Cost per rate schedule at http://sitsdservicecatalog.mt.gov/services
Legal Review	
Legal Review and/or Redactions	Actual Cost per hour after .5 hours of Attorney time and/or after 1 hour of staff time
Research and/or analysis whether involving paper or electronic records	Actual Cost per hour after .5 hours of Attorney time and/or after 1 hour of staff time



Montana Public Safety Officer Standards & Training Council

Website: dojmt.gov/post
2260 Sierra Road East
Helena, MT 59602

Email: mtpost@mt.gov
Phone: (406) 444-9975
Fax: (406) 444-9978

PUBLIC INFORMATION REQUEST FORM

Instructions: This form should be completed by any entity making a request for public information. This form may be submitted to POST's Administrative Assistant via email at the email address above. Alternatively, this form may be mailed to POST Administrative Assistant at the mailing address above.

Do any of the following describe you or your request for information?

- I am a public safety officer requesting my own POST records. ☐ Yes ☐ No
- I am a representative of a public safety agency requesting information regarding employee/s I supervise, or pursuant to a release of information. ☐ Yes ☐ No
- I am a representative of a governmental agency requesting information for the purpose of determining an individual's eligibility for professional licensure or certification. ☐ Yes ☐ No
- I am requesting information for the purpose of conducting discovery in a pending court case.
☐ Yes ☐ No
- I am attaching a subpoena duces tecum. ☐ Yes ☐ No
- I am a representative of a criminal justice agency, and I am requesting information for the purpose of conducting a legally authorized investigation. ☐ Yes ☐ No

If you responded "Yes" to any of the foregoing questions, DO NOT submit this form to request information.

Please contact POST staff to make your request.

Requester's Information:

Your Name: _____

Your Agency/Affiliation (if applicable): _____

Your Mailing Address: _____

Your Email: _____ Your Phone Number: _____

How would you like to receive the information you are requesting (check one)?

- ☐ via email in digital format ☐ I would like to come to POST and inspect the information
- ☐ Other _____

Requested Information:

Please describe the information which you are requesting. Be as specific as possible:

Public Reporting of Information Requests:

POST will report all information requests which were made by utilizing this form. POST will also publish the same information on its website at dojmt.gov/post.

Please check the box beside the statement of understanding below, indicating your understanding of the statement:

☐

I understand that POST will report my information request to the Legislative Finance committee and that POST will publish the information on this form, or a copy of the form itself, on POST's public website.

Signature of Requester

Date

POST Use Only

Date of Request: _____

Date of 5-day Acknowledgment: _____

Staff Assigned: _____

Fee Estimate Date: _____

Payment Date: _____

Extension Request/s: _____

Date Fulfilled: _____

10000 Assets		(40,403.22)	(40,403.22)
	1104 Cash In Bank	(40,403.22)	(40,403.22)
60000 Expenditures		77,230.38	77,230.38
	61101 Regular	24,000.97	24,000.97
	61103 Sick Leave	1,155.35	1,155.35
	61104 Vacation	2,819.87	2,819.87
	61105 Holiday	978.46	978.46
	61158 Compensatory Time Taken	51.95	51.95
	61401 FICA	2,191.38	2,191.38
	61402 Retirement - Other	2,659.91	2,659.91
	61403 Group Insurance	8,432.00	8,432.00
	61404 Workers Compensation Insur	177.82	177.82
	61410 State Unemployment Tax	43.51	43.51
	62102 Consult & Prof Services	490.00	490.00
	62108 Legal Fees & Court Costs	4,882.00	4,882.00
	62134 Honorariums	1,400.00	1,400.00
	62187 Records Storage	54.50	54.50
	62216 Gasoline	70.13	70.13
	62236 Ofc Supplies/E-Market	404.88	404.88
	62241 Office Sup/Minor Equip- NonStat	30.00	30.00
	62249 NonCapitalized Soft & SBITAs	26,190.00	26,190.00
	62319 Cellular Phones	44.19	44.19
	62322 Teleconferences	0.47	0.47
	62489 Non-Employee In State Mileage	102.90	102.90
	62490 Non-Employee In State Meals	25.50	25.50
	62519 Photo Copy Equipment	819.09	819.09
	62809 Education/Training Costs	154.00	154.00
	62823 Licenses & Permits	51.50	51.50

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Position Title:

**Peace Officers Standards and
Training - Compliance Investigator
(Part-time) - (23142238)**



Division Overview:

The **Public Safety Officer Standards and Training Council's (POST)** mission is to ensure competency and promote quality performance by public safety officers by establishing, maintaining, and promoting excellence in standards and training.

Job Overview:

The POST Compliance Investigator will conduct unbiased investigations of allegations of misconduct filed against public safety officers. The incumbent will be responsible for gathering preliminary information from the complainant, sending correspondence to the respondent, submitting requests for supporting documentation, interviewing witnesses, reviewing documents, recordings, and other supporting documentation submitted as part of the investigation, and will prepare a synopsis based upon findings of the investigation.

Travel up to 25% may be required.

Minimum Qualifications:

- Bachelor's degree in criminal justice, human resources, business, sociology, or related field.
- Two years of job-related experience.
- Other combinations of education or experience may be substituted.

This is a modified position, legislatively funded through the legislature every two years.

This is a part-time position and the incumbent will work less than 20 hours per week.

This position will include optional membership in the Public Employee Retirement System (PERS). If the incumbent works 961 hours or more in a fiscal year, membership in PERS becomes a requirement.

This position will be open until filled with a first review of applications on August 10, 2023.

Special Instructions:

The selection procedures to be used in evaluating the applicant's qualification may include, but are not limited to, an evaluation of the résumé, a structured interview, performance test, academic transcripts, reference/background checks and fingerprint checks.

Additional materials, references or information submitted by the applicant, but not requested, will not be considered.

Successful applicant(s) will be subject to:

- Criminal History Fingerprint Check
- Driving History

**REAL ID Compliant Credential
Required and/or Passport:**

State employees are required to present legally binding photo identification at the time of hire.

Generally, this is a valid driver license, U.S. Passport or Employment Authorization ID (Form I-766).

All DOJ positions require a valid REAL ID or U.S. Passport within 60 days of hire, effective May 3, 2025.

For further information go to <https://mtrealid.gov> or <https://www.dhs.gov/real-id-frequently-asked-questions>.

HOW TO APPLY:

To be considered for this position, you must attach a résumé at the time of application.

Tip: When attaching your resume, you must mark the attachment as a "Relevant File".

Your Résumé: Please include all work experience as well as job duties that demonstrate your qualifications for this position. Include dates of employment

(month & year- start & end) and the reason you left each job.

A complete online state application is not required. To initiate an application, attach the résumé to be considered for this position. Failure to attach résumé will result in an incomplete application that will not be considered further.

Only electronic applications will be accepted. Materials submitted but not requested will not be considered in the selection process.

All documents for Veteran or Disability preference must be received or date stamped by the closing date. Please submit preference documentation to Terri Christianson at Terese.Christianson@mt.gov via File Transfer Service.

To request an accommodation with the application process, please contact the HR office.

Your service is rewarded with competitive compensation and some generous State of Montana Benefits.

- Optional Retirement plan participation
- Generous paid vacation, sick and holidays

State of Montana employment may qualify for student loan forgiveness under the Public Service Loan Forgiveness (PSLF) program.

This Organization Participates in E-Verify.



Minorities are under-represented in this position and are encouraged to apply.

Applicant Pool Statement: Not Applicable

Training Assignment: Not Applicable

Salary: \$ 27.00 - 27.00 Hourly

Telework Eligibility: Not Telework Eligible

Benefits Package Eligibility: Retirement Plan
Optional

Number of Openings: 1

Employee Status: Regular

Schedule: Part-Time

Shift: Day Job

Travel: Yes, 25 % of the Time

Primary Location: Helena

Agency: Department of Justice

Union: 000 - None

Posting Date: Jul 27, 2023, 3:59:03 PM

**Closing Date (based on your computer's
timezone):** Ongoing

Required Application Materials: Resume

Contact Name: DOJ Human Resources | **Contact
Email:** DOJCSDHR@mt.gov | **Contact Phone:** 406-
444-5528

The State of Montana has a decentralized human resources (HR) system. Each agency is responsible for its own recruitment and selection. Anyone who needs a reasonable accommodation in the application or hiring process should contact the agency's HR staff identified on the job listing or by dialing the Montana Relay at 711. Montana Job Service Offices also offer services including assistance with submitting an online application.

State government does not discriminate based on race, color, national origin, religion, sex, sexual orientation, gender identity or expression, pregnancy, childbirth or medical conditions related to pregnancy or childbirth, age, physical or mental disability, genetic information, marital status, creed, political beliefs or affiliation, veteran status, military service, retaliation, or any other factor not related to merit and qualifications of an employee or applicant.

[APPLY ONLINE](#)

[ADD TO MY JOB CART](#)

1. The first part of the report is a summary of the work done during the year.

2. The second part is a detailed account of the work done during the year.

3. The third part is a summary of the work done during the year.

4. The fourth part is a summary of the work done during the year.

5. The fifth part is a summary of the work done during the year.

6. The sixth part is a summary of the work done during the year.

7. The seventh part is a summary of the work done during the year.

8. The eighth part is a summary of the work done during the year.

9. The ninth part is a summary of the work done during the year.

10. The tenth part is a summary of the work done during the year.

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12. The twelfth part is a summary of the work done during the year.

13. The thirteenth part is a summary of the work done during the year.

14. The fourteenth part is a summary of the work done during the year.

15. The fifteenth part is a summary of the work done during the year.

16. The sixteenth part is a summary of the work done during the year.

17. The seventeenth part is a summary of the work done during the year.

18. The eighteenth part is a summary of the work done during the year.

19. The nineteenth part is a summary of the work done during the year.

20. The twentieth part is a summary of the work done during the year.

21. The twenty-first part is a summary of the work done during the year.

22. The twenty-second part is a summary of the work done during the year.

23. The twenty-third part is a summary of the work done during the year.

24. The twenty-fourth part is a summary of the work done during the year.

25. The twenty-fifth part is a summary of the work done during the year.

26. The twenty-sixth part is a summary of the work done during the year.

27. The twenty-seventh part is a summary of the work done during the year.

28. The twenty-eighth part is a summary of the work done during the year.

29. The twenty-ninth part is a summary of the work done during the year.

30. The thirtieth part is a summary of the work done during the year.

31. The thirty-first part is a summary of the work done during the year.

32. The thirty-second part is a summary of the work done during the year.

33. The thirty-third part is a summary of the work done during the year.

34. The thirty-fourth part is a summary of the work done during the year.

35. The thirty-fifth part is a summary of the work done during the year.

36. The thirty-sixth part is a summary of the work done during the year.

37. The thirty-seventh part is a summary of the work done during the year.

38. The thirty-eighth part is a summary of the work done during the year.

39. The thirty-ninth part is a summary of the work done during the year.

40. The fortieth part is a summary of the work done during the year.