



DENVER

**OFFICE OF THE
INDEPENDENT MONITOR**

2023 Annual Report

Lisabeth Pérez Castle
Independent Monitor

The Office of the Independent Monitor

The Office of the Independent Monitor (“OIM”) is charged with working to ensure accountability, effectiveness, and transparency in the Denver Police and Sheriff disciplinary processes. The OIM is responsible for:

- ◆ Ensuring that the complaint and commendation processes are accessible to all community members;
- ◆ Monitoring investigations into community complaints, internal complaints, and critical incidents involving sworn personnel;
- ◆ Making recommendations on findings and discipline;
- ◆ Publicly reporting information regarding patterns of complaints, findings, and discipline;
- ◆ Making recommendations for improving Police and Sheriff policy, practices, and training;
- ◆ Conducting outreach to the Denver community and stakeholders in the disciplinary process; and
- ◆ Promoting alternative and innovative means for resolving complaints, such as mediation.

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FROM THE INDEPENDENT MONITOR

March 15, 2024

As Denver's Independent Monitor, it is my pleasure and honor to present the Office of the Independent Monitor ("OIM") 2023 Annual Report. This report provides an overview of the OIM's oversight work regarding complaints, investigations, discipline, and commendations of sworn Denver Police and Sheriff Department ("DPD" and "DSD," respectively) personnel.

Many people deserve recognition for their contributions to the work of the OIM in 2023, which was my first year as the Independent Monitor. I have been fortunate to work with an experienced group of individuals dedicated to the mission of the OIM, who have served as my teachers and counselors this past year. I am grateful for their patience and support. I also thank the members of the Citizen Oversight Board: Julia Richman, Nicholas Webber, Terrance D. Carroll, Karen Collier, David Martinez, Larry Martinez, Alfredo Reyes, Stefan Stein, and Tymesha Watkins. They have worked tirelessly on issues of concern to the community and have significantly guided me.

I appreciate the input and advice provided to me by City Council. Their dedication to oversight supports the work of the OIM and our service to the community. I also had the opportunity to work closely with safety leaders, including Department of Public Safety Executive Director Safety Armando Saldate, Chief of Police Ron Thomas, and Sheriff Elias Diggins and appreciate their cooperation and willingness to discuss matters regarding oversight and community safety.

I am dedicated to the OIM's mission to promote accountability, effectiveness, and transparency in the DPD and DSD. A key component of fulfilling this mission is collaborating with the public and our community stakeholders dedicated to the safety of individuals regardless of race, wealth, mental health, or gender. I appreciated the opportunity to listen to their comments and concerns. I will continue to make myself available to the Denver community to inform the public of our work and receive feedback from them. This high degree of public engagement on safety issues is a significant asset for this City. We welcome your thoughts and comments.

It is my hope that the information and analysis in this report helps the DPD and DSD to police themselves as effectively as community members, officers, and deputies deserve and demand. In future reports, we look forward to including even more information about our ongoing evaluations of policy, training, and the handling of misconduct complaints. It is my intent to serve as the voice of the community by engaging with its members and bringing to the attention of our safety leaders their comments and concerns to make sustainable change.

Sincerely,

A handwritten signature in blue ink that reads "Lisabeth Pérez Castle". The signature is written in a cursive, flowing style.

Lisabeth Pérez Castle
Independent Monitor

1 Overview

The Office of the Independent Monitor (“OIM”) is charged with monitoring the disciplinary systems in the Denver Police and Denver Sheriff Departments (“DPD” and “DSD,” respectively), making policy recommendations to those departments, and conducting outreach to communities throughout Denver. By ordinance, the OIM is to report to the public by March 15th of every year on the work of the OIM and information about complaints, investigations, and discipline of sworn police and sheriff personnel during the prior year.

The OIM’s 2023 Annual Report is presented in four chapters. Chapter 1 provides an overview of key information related to OIM operations in 2023. Chapters 2 and 3 discuss OIM monitoring of the DPD and the DSD, respectively, and summarize patterns in complaint and disciplinary trends in each department. Finally, Chapter 4 contains information about critical incidents, including officer-involved shootings and deaths during contact with DPD officers and DSD deputies that occurred in 2023.¹

Administrative Investigation and Discipline Oversight

A core OIM function is reviewing administrative investigations of misconduct complaints to ensure that they are thorough, complete, and fair to community members, officers, and deputies.² In 2023, the OIM reviewed 391 investigations of DPD complaints.³ The OIM also reviewed 504 investigations of DSD complaints. These reviews included examining large amounts of evidence, such as recorded interviews, video footage, police reports, and facility records. When we identified a need for further investigation, we returned those cases with recommendations for additional work. The OIM also reviewed 143 DPD and 176 DSD complaints after their investigation as they went through the discipline process, making recommendations on the appropriate disciplinary outcome, if any, under the departmental discipline matrices. In Chapters 2 and 3, we provide more information about complaints involving DPD officers and DSD deputies.

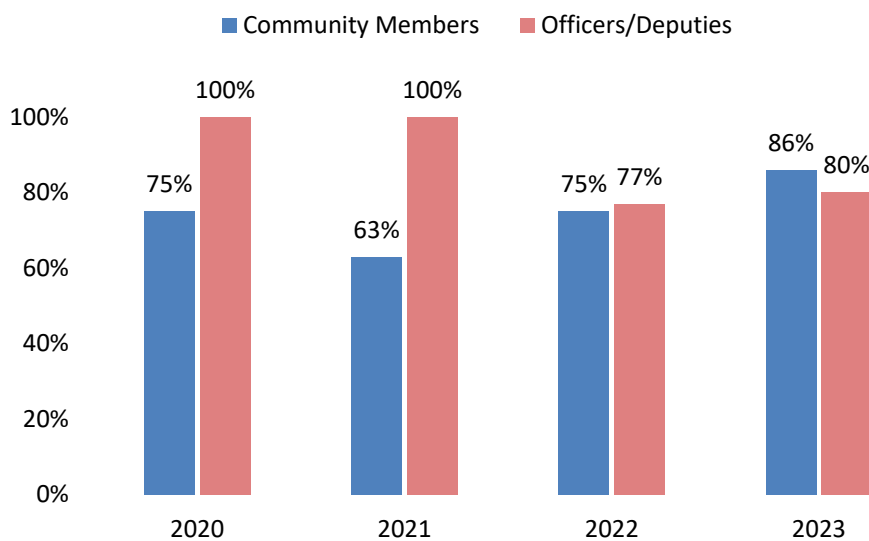
Critical Incident Investigations

Pursuant to Denver Revised Municipal Code, the OIM responds to and monitors the investigation and administrative review of every DPD and DSD officer-involved shooting that occurs within the City and County of Denver.⁴ In 2023, there were 10 officer-involved shootings and no duty-related shootings involving DSD deputies.⁵ There were an additional nine deaths of community members during DPD contact where no officer-involved shooting occurred. There were five deaths of community members in DSD custody and two deaths that occurred outside of a DSD facility but during contact with DSD deputies.⁶ In Chapter 4, we provide information about each of the shootings and deaths and their current status in the administrative review process.

Mediation

Since 2006, the OIM has facilitated 690 mediations between community members and DPD officers and among DSD sworn staff, including 20 completed mediations in 2023.⁷ Among those who participated in a 2023 mediation and completed a survey, 86% of the community members and 80% of the officers/deputies reported feeling satisfied with the mediation process.⁸

Figure 1.1: Satisfaction with Mediation Process, 2020–2023



Community and Officer Engagement

In 2023, OIM staff held or attended 290 presentations or events, including 256 meetings with community members, such as those from neighborhood associations, advocacy groups, and representatives of community organizations. We also held or attended 34 events that included outreach to members of law enforcement, including presentations at roll calls, ride alongs, training events, and attendance at graduations and other ceremonial functions.

The Youth Outreach Project

Since 2015, the OIM has delivered its Bridging the Gap: Kids and Cops™ (“BTG”) program (“Youth Outreach Project” or “YOP”) to communities throughout Denver. The YOP trains officers on key aspects of adolescent development and de-escalation techniques geared toward youth and educates youth about their rights and responsibilities when in contact with law enforcement. In 2023, the OIM was pleased to present new trainings and forums in response to community requests.⁹ These included a Spanish-only facilitator training and two parent/guardian academies. They also included an “All Black” forum in the far northeast where youth and law enforcement who participated were all African American.

Overall, in 2023, 328 youth and 50 DPD officers participated in 12 BTG forums. Sixty-one DPD officers were trained on adolescent brain development and de-escalation techniques with youth. In addition, 63 community members were trained to serve as facilitators of YOP forums.

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Denver Police Department Monitoring

Introduction

The OIM is responsible for monitoring DPD investigations into complaints involving sworn personnel and for ensuring that the complaint process is accessible to all community members.¹⁰ Having an accessible complaint process is critical for several reasons. First, complaints provide the DPD with information it may use to hold officers accountable when they do not live up to the DPD and community standards of conduct. Second, complaints may provide information that can be used to improve police services through the refinement of policies, procedures, and training. Third, complaints can identify points of friction between officers and the community, which can support the development of outreach and community education initiatives. Finally, an open complaint process tends to foster community confidence in the police, which enables officers to effectively perform their important public safety function.

In this chapter, we review information about the DPD's complaints, investigations, findings, discipline, and commendations.

Complaints Against DPD Officers

Complaints against DPD police officers fall into three categories: community complaints, internal complaints, and scheduled discipline complaints.

Community Complaints

Community complaints are allegations of misconduct against a sworn member of the DPD that are filed by community members. Community members can file complaints by filling out the OIM's online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, e-mailing or faxing a complaint to the OIM, or by visiting the OIM's offices. Complaints can also be filed with the Citizen Oversight Board ("COB"); directly with the DPD, through its Internal Affairs Bureau ("IAB"); or by using forms that are generally available at the Mayor's office, DPD district stations, City Council offices, and various other places around Denver. Appendices A and B describe how complaints can be filed and where OIM complaint/commendation forms are located.

Internal Complaints

Internal complaints are those that are filed by an officer, supervisor, command staff, or IAB. Internal complaints are more likely to be procedural than are community complaints and often allege a failure to follow DPD policy and procedure. Complaints of criminal behavior by officers are also often generated internally.

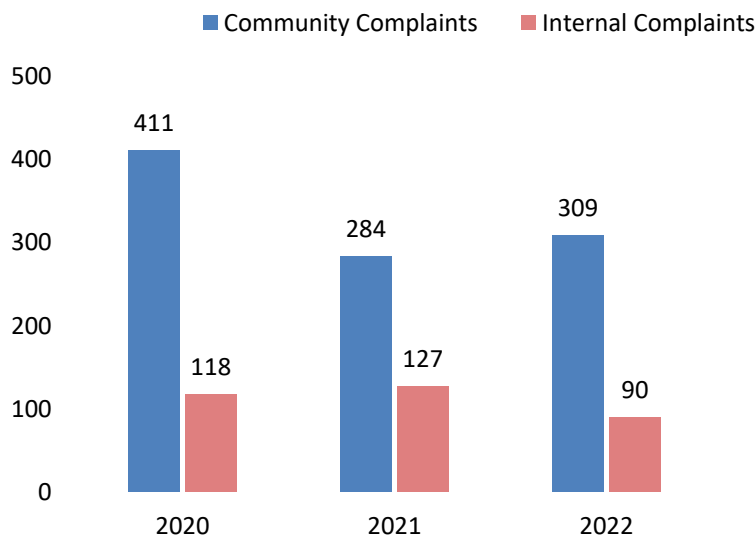
Scheduled Discipline Complaints

Scheduled discipline complaints are generally minor, such as when a DPD officer misses a court date, shooting qualification, or continuing education class.¹¹ Discipline for these types of minor offenses is imposed according to a specific, escalating schedule. With the exception of Body Worn Camera ("BWC") complaints, the OIM has opted not to monitor or report on these types of cases. As a result, this chapter does not report patterns in scheduled discipline.

Complaints Recorded in 2023

Figure 2.1 presents the number of complaints recorded by the DPD during 2023 and the previous three years.¹² These numbers do not include most scheduled discipline cases, such as when a DPD officer violates a traffic law or misses a court date, but they do include complaints involving violations of the DPD's BWC Policy. The DPD recorded 327 community complaints in 2023, a 6% increase in the number of complaints they recorded in 2022. Internal complaints recorded by the DPD increased by 14%, from 90 in 2022 to 103 in 2023.

Figure 2.1: Complaints Recorded, 2020–2023



As we have noted in previous reports, it is very difficult to explain fluctuations in the number of complaints filed over time. Patterns in complaints can change as the result of developments in organizational policy, practice, or training. Complaint numbers can also increase or decrease in response to a range of other factors, including, but not limited to, media coverage, changes in complaint-triage practices, and changes in the types of complaints that are recorded or not recorded.

Most Common Complaint Specifications

Individual complaints can include one or more specifications, which reflect the rules that a DPD officer might be disciplined for violating.¹³ Table 2.1 presents some of the most common complaint specifications from 2023 and the previous three years. The most common specifications recorded by the DPD in 2023 were Duty to Obey Departmental Rules and Mayoral Executive Orders and Discourtesy. Duty to Obey Departmental Rules and Mayoral Executive Orders is a specification that covers a wide range of possible violations, including, but not limited to, unconstitutional search and seizure, improper handling of evidence and personal property, and violations of the DPD’s BWC Policy.¹⁴ Discourtesy is a specification used when officers are alleged to have violated a rule requiring them to be “orderly, attentive, respectful, and exercise patience and discretion in the performance of their duties.”¹⁵

Table 2.1: Most Common Specifications, 2020–2023¹⁶

Specification	2020	2021	2022	2023
Duty to Obey Departmental Rules and Mayoral Executive Orders	37%	41%	32%	49%
Discourtesy	15%	13%	12%	16%
Responsibilities to Serve Public	4%	4%	16%	9%
Failure to Make, File, or Complete Official Required Reports	3%	7%	8%	6%
Service Complaint	8%	9%	5%	5%
Conduct Prohibited by Law	3%	4%	3%	3%
Rough or Careless Handling of City and Department Property	3%	2%	3%	3%
Failure to Give Name and Badge Number	1%	2%	1%	2%
Conduct Prejudicial	2%	2%	3%	1%
Inappropriate Force	17%	7%	9%	1%
All Other Specifications	7%	9%	8%	5%
Total Number of Specifications	762	667	679	675

Inappropriate Force specifications were less common in 2023 than prior years. This decrease appears to be driven, in part, by a procedural change rather than an actual decrease in complaints about officers’ use of force. In 2023, the DPD was more likely to address force-related allegations using the Duty to Obey Departmental

Rules and Mayoral Executive Orders specification and link it to specific sections of the DPD Use of Force Policy.¹⁷

Intake Investigations, Screening Decisions, and Outcomes

After a complaint is received, IAB conducts an intake investigation and makes a screening decision. An intake investigation is a type of “triage” process where IAB completes a preliminary review of the complaint to determine its seriousness and the appropriate level of resources to devote to its investigation. The intake investigation may include a recorded telephonic or in-person interview with the complainant and witnesses; a review of police records, dispatch information, and relevant video; and interviews of involved officers. Following the intake investigation, IAB supervisors determine what policies and procedures have allegedly been violated and make a screening decision that determines how the complaint will be handled. There are five common screening decisions: decline, informal, service complaint, mediation, and formal.

Decline

A complaint can be declined if it does not state an allegation of misconduct under DPD policy or the intake investigation revealed that the facts alleged in the complaint did not occur or that there is insufficient evidence to proceed with further investigation.¹⁸ The OIM reviews every case that is proposed as a decline and may make recommendations before it is closed.

Informal

A complaint that would result in a debriefing with the subject officer can be handled as an informal.¹⁹ This screening decision or outcome does not necessarily indicate that the officer engaged in misconduct. As such, the complaint may be investigated by the subject officer’s supervisor, rather than by IAB.

Service Complaint

If a complaint states a general concern with police policy or services, rather than an allegation of misconduct against a specific officer, then it can be handled as a service complaint. The OIM reviews all service complaints prior to case closure.

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Mediation

If the complaint states a relatively less serious allegation of misconduct, such as discourtesy, and the officer and community member agree to mediate, a complaint can be handled through mediation.²⁰ For mediated complaints, no further investigation is conducted, and the OIM helps to coordinate a facilitated discussion with a neutral, professional mediator.

Formal

A complaint is handled formally if it alleges misconduct under DPD policy and requires a full investigation and disciplinary review.²¹ Cases that are selected for full formal investigations are investigated by sergeants in IAB. On some serious cases, the OIM will actively monitor the investigations. When the OIM actively monitors a case, an OIM deputy monitor will observe interviews, consult with the IAB investigators and their supervisors on what direction the investigation should take, and review evidence as it is collected. Since active monitoring is resource-intensive, the OIM only actively monitors the most serious cases. Regardless of whether the OIM actively monitors a case, an OIM deputy monitor reviews and comments on all non-scheduled discipline IAB investigations alleging potential misconduct once they are complete. The case is then given to the DPD's Conduct Review Bureau ("CRB") for disciplinary findings.

To make disciplinary recommendations, the CRB examines the evidence, evaluates the appropriateness of the specifications assigned by IAB, and recommends findings on each specification. There are generally four findings on formal investigations:

- Sustained - The subject officer's actions were found to have been in violation of the DPD policy, procedure, rule, regulation, or directive in question.
- Not Sustained - There was insufficient evidence to either prove or disprove the allegation as described in the complaint.
- Unfounded - The investigation indicates that the subject officer's alleged actions relating to the DPD policy, procedure, rule, regulation, or directive in question did not occur.
- Exonerated - The investigation indicates that the alleged actions of the subject officer were within the policies, procedures, rules, regulations, and directives of the DPD.

In 2023, a total of 322 community complaints and 85 internal complaints were closed. Table 2.2 shows the outcomes of these complaints. There were clear

differences in outcomes between complaints filed by community members and internal complaints filed by DPD personnel. Among community complaints closed in 2023, 45% were declined after an initial intake investigation, while 11% of internal complaints were closed as declines. Internal complaints were much more likely to result in a sustained finding than community complaints. Specifically, 54% of internal complaints closed in 2023 resulted in at least 1 sustained finding, while 18% of community complaints resulted in a sustained finding.

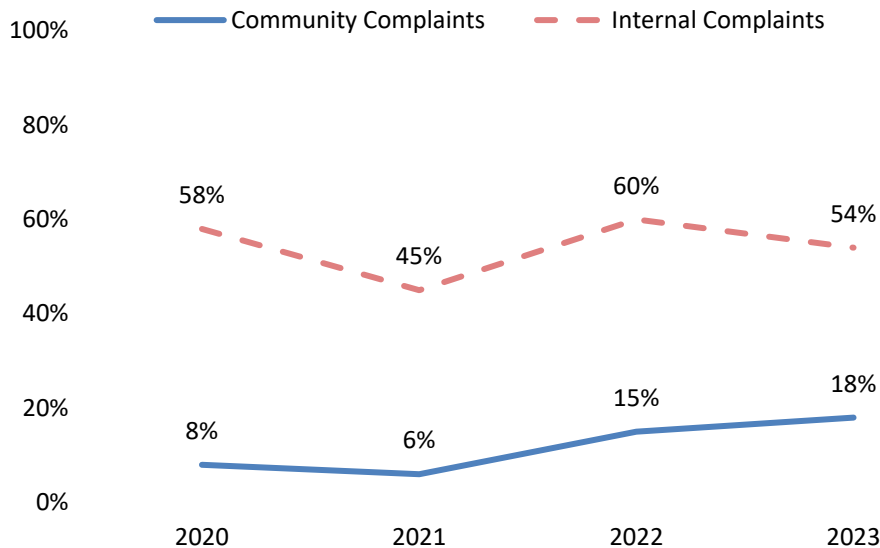
Table 2.2: Outcomes of Complaints Closed in 2023

Outcome	Community Complaints	Internal Complaints
Declined	45%	11%
Administrative Review/Not Reviewed	0%	1%
Service Complaint	11%	0%
Mediation	7%	0%
Informal	15%	19%
Not Sustained/Exonerated/Unfounded	4%	15%
Sustained	18%	54%

Figure 2.2 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. The percentage of community complaints with one sustained specification increased from 15% in 2022 to 18% in 2023. The percentage of internal complaints with one sustained specification decreased from 60% in 2022 to 54% in 2023.

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Figure 2.2: Complaints that Resulted in One or More Sustained Specifications, 2020–2023



Discipline on Sustained Cases

The CRB makes initial recommendations regarding policy or procedural violations, and the OIM reviews its analysis and recommendations.²² When the CRB or the OIM initially recommend that discipline greater than a written reprimand be imposed, a Chief’s meeting will be held.²³ At this meeting, the Chief, the IAB Commander, the CRB Commander, a representative from the Department of Safety (“DOS”), an Assistant City Attorney, a number of DPD command officers, and a representative from the OIM discuss the case and provide input to the Chief to assist him in making his disciplinary recommendations, if any, to the DOS.

If discipline greater than a written reprimand is contemplated following the Chief’s meeting, the officer is entitled to a pre-disciplinary meeting. At this meeting, the officer can present additional evidence or mitigating information to explain the alleged misconduct. After this meeting, the Chief and the Independent Monitor each make a final recommendation to the DOS, independently. The DOS provides input to the Chief as he formulates his recommendation. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.²⁴ The DOS then makes a final decision as to findings and discipline. If the officer disagrees with the

discipline imposed by the DOS, the officer may file an appeal with the Civil Service Commission.

Table 2.3 reports the number of officers who retired or resigned prior to a disciplinary finding or who were disciplined for sustained specifications from 2020 through 2023.²⁵ The most common forms of discipline were written and oral reprimands.

Table 2.3: Discipline Imposed by Year Complaint Closed, 2020–2023²⁶

Discipline	2020	2021	2022	2023
Termination	5	1	4	1
Resigned/Retired Prior to Discipline	9	7	6	11
Suspension	16	18	26	25
Fined Time	33	16	21	22
Written Reprimand	30	37	51	43
Oral Reprimand	28	14	39	47

Significant Disciplinary Cases Closed in 2023²⁷

Terminations

■ On October 15, 2022, an officer in his initial probationary period was arrested in another jurisdiction and later charged with Menacing, Harassment, and Prohibited Use of Weapons. He was terminated while on probationary status.

Resignations and Retirements²⁸

■ On May 28, 2020, a corporal was engaged in crowd control operations during the protests prompted by the murder of George Floyd. He was standing at an intersection in front of a group of protesters when he was hit in the helmet by a rock. Other officers identified a protester as the individual who may have thrown the rock. Even though that protester was not throwing anything at the time, the corporal fired two 40mm rounds at him, one of which hit him near his eye. The officer resigned prior to the completion of the investigation and disciplinary process.

■ On April 13, 2021, an officer was working an off-duty job in an unmarked car when he observed a vehicle driving in the wrong direction down a street. The officer drove through a red light, followed the vehicle in the wrong direction, and

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crashed into a truck. Both the officer and the driver of the truck suffered serious injuries. The IAB investigation into the incident revealed that the officer did not have his supervisor's approval for working the off-duty job. The officer resigned prior to the completion of the investigation and disciplinary process.

■ On August 22, 2021, a community member, who was generally known to video record confrontational encounters with the police, was in the passenger seat of a truck and recording three patrol vehicles stopped in a parking lot. One of the officers got out of his vehicle and approached the truck. After a discussion, the officer claimed that the truck was blocking the street and issued a citation to the man driving the truck, though the truck was not parked in the street. The officer later discussed the incident with a sergeant, who advised the officer to submit a request with the Colorado Department of Revenue that would suspend the man's driver's license until he retook a driving test. The sergeant indicated that he submitted such requests "all the time," in part, because they were a great tool for educating drivers. The DPD, however, requires officers to have evidence that a driver is incompetent to safely operate a vehicle before submitting such requests. The officer was suspended for 10 days for violating the DPD's Traffic Enforcement Policy. The sergeant resigned prior to the completion of the investigation and disciplinary process.

■ In October 2021, IAB opened an investigation into a lieutenant's treatment of an officer who she supervised. During that investigation, the lieutenant lied about her actions and the orders she received from her own supervisor. The lieutenant retired prior to the completion of the investigation and disciplinary process.

■ In February 2022, a sergeant filed a complaint about an officer who had made inappropriate comments about officer-involved shootings, including that he wanted to get into a shooting with a shotgun. The officer had already been involved in officer-involved shootings with a handgun and a rifle and wanted to "have a kill" with all three weapons. The officer resigned prior to the completion of the investigation and disciplinary process.

■ In 2021 and early 2022, an officer called in sick 27 times in conjunction with days off or vacation time and had a pattern of notifying off-duty sergeants rather than those on duty. The officer met with her supervisors about the issue and was given a written order requiring her to provide a note from a physician when returning from sick time in the future. After that meeting, the officer requested a sick day to be at the hospital during a medical procedure for her father. She failed to provide documentation of her father's hospitalization and was dishonest when

explaining the lack of documentation. The officer resigned prior to the completion of the investigation and disciplinary process.

■ Between February and May of 2022, a sergeant solicited a female, whom he believed to be fourteen years old, for sex through social media applications. He was investigated for the crime of Internet Luring of a Child and later pled guilty to Attempted Sexual Assault on a Child by One in a Position of Trust and Attempted Unlawful Sexual Contact. The sergeant resigned prior to the completion of the investigation and disciplinary process.

■ On July 4, 2022, a supervisor at Denver 911 emailed his supervisors complaining about a sergeant's ongoing demeaning behavior toward dispatchers on the radio. The IAB investigation into the complaint revealed that the sergeant had a history of making unprofessional comments to dispatchers and had been counseled on the issue several times. The sergeant resigned prior to the completion of the investigation and disciplinary process.²⁹

■ On August 28, 2022, an officer arrived at a business where a woman had threatened customers. The owner expressed frustration about his frequent problems with the woman, and the officer responded unprofessionally, including telling the owner that he was "acting like a fucking five-year-old." The officer resigned prior to the completion of the investigation and disciplinary process.

■ On October 14, 2022, an officer sent an email from his DPD account to a Right of Way Enforcement Agent requesting the cancellation of a parking citation issued to his daughter-in-law. The officer resigned prior to the completion of the investigation and disciplinary process.

■ In November 2022, a sergeant made disparaging comments about an officer's mental health in front of the officer's co-workers. During the IAB investigation, the sergeant lied about whether he made the comments. The sergeant resigned prior to the completion of the investigation and disciplinary process.

Other Significant Cases, Including Suspensions of Ten or More Days

■ On December 22, 2019, a cadet with Denver's Public Safety Cadet Program participated in her first ride along with an officer. After the ride along, the two exchanged text messages with each other, and the cadet texted that she was not interested in a relationship with the officer. The officer then texted that he "would love to see you in the nude and do adult things with you" and later asked to see

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nude images of the cadet. The officer was suspended for 10 days for violating the DOS Equal Employment Opportunity Policy.

■ On May 31, 2020, an officer was engaged in crowd control operations during the protests prompted by the murder of George Floyd. The officer attempted to arrest an individual who broke free from the officer and began running away. The officer fired pepperballs at the individual's back as he was fleeing. The officer was suspended for four days for violating the DPD Use of Force Policy.

■ On January 17, 2022, a cadet with Denver's Public Safety Cadet Program worked with a DPD technician during a parade. Throughout the day, the technician made several inappropriate comments to the cadet, including asking the cadet if she was waiting until marriage to lose her virginity, stating that the DPD was like an "orgy" because everyone sleeps with each other, and describing his own sexual relationship with his former partner. The technician was suspended for 30 days for violating the DOS Equal Employment Opportunity Policy. He appealed his suspension, and it was affirmed by a Hearing Officer in September 2023.

■ On May 27, 2022, an officer on a temporary assignment to the Vice and Narcotics Section was released early and drove her assigned department vehicle to a bar. While at the bar, she revealed her concealed badge, firearm, and chest to bar patrons; consumed alcohol while armed and carrying her badge; and drove from the bar after consuming nearly three drinks. Upon being informed of the existence of an IAB investigation into her actions that night, the officer told a lieutenant that she had not gone to a bar. The officer was suspended for a total of 10 days for conduct prejudicial and making misleading or inaccurate statements.

■ On July 21, 2022, an off-duty officer sped his personal vehicle through a red light, lost control of the vehicle, drove through the front lawn of several homes, struck multiple trees, and came to a stop in a home's front lawn. The officer, who was placed into an intensive care unit and unable to participate in a breathalyzer test, pled guilty to Reckless Driving and was sentenced to 75 hours of community service. The officer was suspended for 10 days for conduct prohibited by law.

■ On October 27, 2022, when two officers in a patrol car drove into a gas station parking lot, a vehicle pulled out of the lot and sped away. The officers chased after the vehicle at more than 60 miles per hour, despite a DPD policy that required them to stop any attempt to follow the vehicle. The driver of the vehicle lost control, crashed into a tree, and later died at the hospital. When a sergeant asked the officers about their involvement with the vehicle, the officers told him that they did not

pursue the vehicle before it crashed. The officers were suspended for a total of 40 days for violating the DPD Pursuit Policy and for making misleading or inaccurate statements. They appealed their suspensions.

■ On November 17, 2022, an officer made inappropriate sexual comments during the training of a recruit officer, including using the phrase, “dick sucking lips,” while on a call with his girlfriend in the recruit officer’s presence. Additionally, in an official training report, the officer noted that English was not the recruit officer’s first language when documenting a need for the recruit officer to improve her report writing. The officer was suspended for 10 days for violating the DOS Equal Employment Opportunity Policy.

■ On December 4, 2022, an officer working an off-duty job at a grocery store stopped a man who was attempting to shoplift. The man yelled at the officer and pointed his finger in the officer’s face. The officer grabbed the man’s wrist to place him in handcuffs, and the man pulled away. The officer grabbed the man’s neck, forced him to the ground and, again, tried to place the man in handcuffs. A store security guard helped the officer by grabbing the man’s legs, and the officer stood up and struck the man in the head with his knee, causing the man’s head to hit the ground. In his report about the incident, the officer wrote that the man threw himself to the ground and that the officer’s knee slipped and hit him. The officer also failed to inform a sergeant who arrived at the scene about the force that he had used during the incident. The officer was suspended for a total of 30 days for using inappropriate force and making a misleading or inaccurate statement. He appealed his suspension.

■ On March 1, 2023, a corporal working an off-duty job with the Regional Transportation District (“RTD”) was ordered to submit to an RTD random drug and alcohol screening. A portable breath test indicated that her blood-alcohol content was 0.066. The corporal reported the test results to a lieutenant responsible for scheduling RTD off-duty work. The lieutenant did not take the corporal to a facility for a follow-up test, notify IAB, or document the incident, as is required by the DPD policy addressing employee alcohol and drug testing. The corporal was suspended for 10 days. The lieutenant received a written reprimand.

■ On March 19, 2023, deputies in another jurisdiction stopped an off-duty officer driving his personal vehicle after observing him swerving and running a red light. The officer was driving under the influence of alcohol and had a handgun in the console of his vehicle. He was charged with Driving Under the Influence and Red Light – Failure to Stop but pled guilty to a reduced charge of Driving While Ability

Impaired. The officer was suspended for 14 days and fined 1 day's pay for driving a vehicle and possessing a firearm while intoxicated, respectively.

Appeals of Significant Discipline Imposed Prior to 2023, and Filed with or Decided by the Civil Service Commission in 2023³⁰

■ On May 6, 2020, a sergeant sent a text message to a team of six officers he supervised. The text included a message from the sergeant comparing two officers on the team to a picture from the movie *Django Unchained* of a bounty hunter and house slave. One of the referenced officers, who is Black, was offended by the text and the suggestion that he bore any resemblance to the character, who the officer described as an “Uncle Tom” or “race traitor.” The sergeant was suspended for 10 days for violating the DOS Equal Employment Opportunity Policy when he sent a text message with a discriminatory image. He appealed his suspension, and it was affirmed by a Hearing Officer in April 2023. The sergeant appealed that decision to the Civil Service Commission.

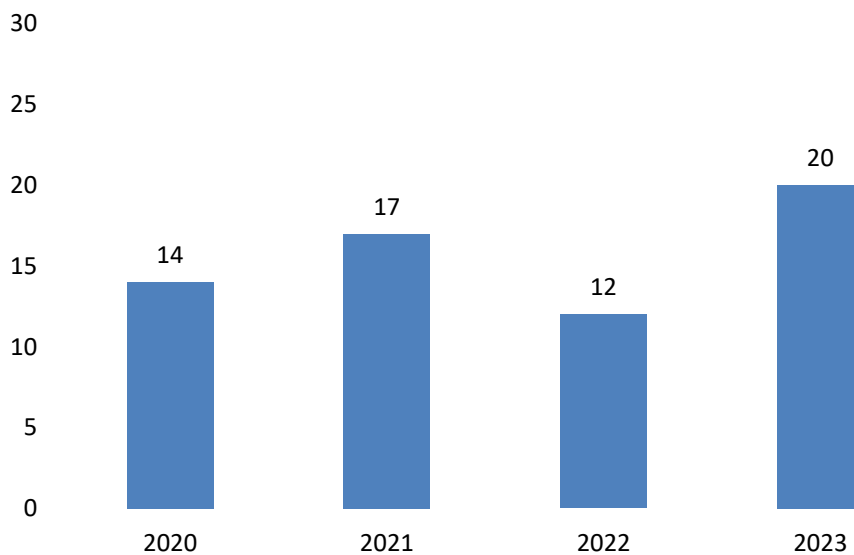
■ On February 21, 2021, a corporal and two officers responded to a domestic violence call where a woman reported that her boyfriend fired a gun inside the apartment. After speaking with the woman, they allowed her to leave the scene without obtaining a written statement, despite a policy requiring officers obtain one in such situations. The corporal and officers searched the apartment and spoke with the boyfriend, who was intoxicated. The boyfriend had a box of ammunition in his pocket and two guns. There was also ammunition scattered within the apartment. The corporal and officers determined that he had not fired a gun and transported him to a detox center. At different times, the corporal and officers all entered the bathroom, failing to see a small bullet hole that was visible on the wall. The following day, the woman returned to the apartment to retrieve her belongings, saw the bullet hole in the bathroom, and contacted the DPD again. Other DPD officers returned to the apartment and collected the relevant evidence, but the Denver District Attorney declined to file charges against the boyfriend, in part, because of how the corporal and officers initially handled the incident. The officers were each suspended for 10 days for conduct prejudicial. Because he was the supervisor on the scene of the incident, the corporal was suspended for 14 days for conduct prejudicial. The corporal and officers appealed, and a Hearing Officer affirmed their suspensions in March 2023. They appealed that decision to the Civil Service Commission.

■ On June 5, 2021, a woman contacted her daughter after a domestic violence incident involving an ex-boyfriend and asked that she call 911. The daughter called 911, and two officers (“Officer A” and “Officer B”) responded to the house where the incident occurred. The ex-boyfriend answered the door and let Officers A and B into the house, where the woman was laying down under a sheet in a dark bedroom. While the ex-boyfriend stood outside the bedroom with Officer A, Officer B told the woman that her daughter had called 911. He then asked if she was ok. The woman, knowing that the ex-boyfriend could overhear the conversation, stated that she was fine, and Officers A and B left the house without any additional investigation. After Officers A and B left the house, the woman’s son took her to the hospital, where she stayed for five weeks because of her injuries. A DPD detective who eventually investigated the incident found video evidence that the ex-boyfriend had violently assaulted the woman, and the Denver District Attorney’s Office filed charges against him for Second Degree Assault, Third Degree Assault, Obstruction of Telephone Service, and Unlawful Sexual Contact with Force. Officers A and B were each suspended for 10 days for conduct prejudicial when they failed to sufficiently investigate the incident. They each appealed, and a Hearing Officer affirmed their suspensions in April 2023. The officers appealed that decision to the Denver District Court.

Mediation

The complaints handled by IAB and the OIM range from allegations of criminal conduct to less serious misunderstandings between community members and police officers, including alleged rudeness. Although allegations of inappropriate force or serious constitutional violations require the investment of significant investigative resources, complaints alleging discourtesy and other less serious conduct can often be resolved more effectively through mediation. Figure 2.3 presents the number of completed community-police mediations in 2023 and the previous three years. The number of completed officer mediations has held relatively constant since 2020.³¹

Figure 2.3: Completed Community-Police Mediations, 2020–2023



Timeliness

Table 2.4 reports the mean processing time, in days, for complaints recorded by IAB in 2023 and the previous three years.³² These figures exclude the number of days required for the OIM to review triage decisions, investigations, and discipline. In 2023, the mean processing time for all IAB cases was 96 days, compared to 85 days in 2022. Complaints still open when the OIM extracted data for this report had an average age of 128 days.

Table 2.4: Mean Case Processing Times in Days for Recorded Complaints, 2020–2023

Case Type	2020	2021	2022	2023
All IAB Cases	71	82	85	96
Declined/Administrative Review/ Informal/Service Complaint/Mediation	50	63	60	69
Full Formal Investigations	101	116	119	135

Complainant Demographics and Complaint Filing Patterns

Table 2.5 presents the demographic characteristics of the 333 community members who filed complaints against DPD officers in 2023.³³ The majority of complainants filed only a single complaint, while 3% filed 2 or more complaints.³⁴

Table 2.5: Complainant Demographics and Filing Patterns, 2023

Gender	Count	Percentage
Male	133	40%
Female	104	31%
Unknown	96	29%
Total	333	100%
Race	Count	Percentage
White	99	30%
Black	57	17%
Hispanic	29	9%
Asian/Pacific Islander	1	< 1%
Unknown	147	44%
Total	333	100%
Age	Count	Percentage
18 and Under	1	< 1%
19 - 24	12	4%
25 - 30	36	11%
31 - 40	79	24%
41 - 50	69	21%
51+	57	17%
Unknown	79	24%
Total	333	100%
Number of Complaints Filed	Count	Percentage
One Complaint	323	97%
Two or More	10	3%
Total	333	100%

Officer Complaint Patterns

Complaints per Officer

Table 2.6 reports the number of complaints recorded against individual DPD officers from 2020 through 2023. This table includes community and internal complaints (regardless of the findings) but excludes most scheduled discipline complaints and complaints against non-sworn employees. In 2023, 75% of DPD sworn officers did not receive any complaints, 18% received 1 complaint, and approximately 7% received 2 or more complaints.

Table 2.6: Complaints per Officer by Year Recorded, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	77%	77%	75%	75%
1	18%	18%	20%	18%
2	3%	4%	4%	5%
3	1%	1%	1%	1%
4	< 1%	< 1%	< 1%	1%
5	0%	0%	< 1%	< 1%
6+	0%	0%	< 1%	< 1%
Total Sworn Officers	1,543	1,472	1,452	1,504

Inappropriate Force Complaints per Officer

Table 2.7 shows the number of inappropriate force complaints recorded against individual DPD officers from 2020 through 2023. In 2023, about 4% of DPD officers received 1 complaint with an Inappropriate Force specification or a Duty to Obey Departmental Rules and Mayoral Executive Orders specification linked to specific sections of the DPD Use of Force Policy.

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Table 2.7: Inappropriate Force Complaints per Officer by Year Recorded, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	95%	97%	96%	96%
1	5%	3%	3%	4%
2	< 1%	< 1%	< 1%	< 1%
3	< 1%	< 1%	< 1%	0%
Total Sworn Officers	1,543	1,472	1,452	1,504

Sustained Complaints per Officer

Table 2.8 reports the number of complaints with at least one sustained specification for individual officers between 2020 and 2023 grouped by the year the complaints were closed. In 2023, approximately 7% of officers had 1 sustained complaint.

Table 2.8: Sustained Complaints per Officer by Year Closed, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	94%	95%	92%	92%
1	6%	5%	7%	7%
2	< 1%	< 1%	1%	1%
3	0%	0%	< 1%	< 1%
Total Sworn Officers	1,543	1,472	1,452	1,504

Commendations and Awards

The DPD gives commendations and awards to officers whose actions rise above the expected standards of key departmental values, such as honor, courage, and commitment to community service. Community members can submit commendations by filling out the OIM's online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, or e-mailing or faxing a commendation to the OIM. Commendations can also be filed directly with the DPD IAB, or by using forms that are generally available at the Mayor's Office, DPD district stations, and City Council offices. Appendices A and B describe how commendations can be filed and where OIM forms are located.

Table 2.9 presents the number and type of commendations awarded to DPD officers in 2023. The most common commendations recorded in 2023 were Commendatory Action Reports and Official Commendations. Table 2.10 provides definitions for select commendations.

Table 2.9 Commendations Awarded to DPD Officers in 2023

Commendation Type	Count
Commendatory Action Report	192
Official Commendation	33
STAR Award	18
Chief's Unit Citation	9
Commendatory Letter	9
Excellence in Crime Prevention	9
Lifesaving Award	8
Unassigned	8
Other than DPD Commendation	4
Police Merit Award	3
Citizens Appreciate Police	2
Distinguished Service Cross	2
Letter of Appreciation	1
Purple Heart	1
Total	299

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Table 2.10: Commendation Types and Descriptions

Commendation Type	Description
Medal of Honor	Awarded by the Chief of Police to an individual for an act of outstanding bravery or heroism by which the individual has demonstrated in great degree the characteristics of selflessness, personal courage, and devotion to duty at the risk of their own life. The individual's actions substantially contributed to the saving of, or attempted saving of a human life.
Medal of Valor	Awarded by the Chief of Police to an individual for an act, in the face of great danger, wherein valor, courage, and bravery are demonstrated over and above that normally demanded and expected.
Preservation of Life	Awarded by the Chief of Police to an individual who performs an act of heroism, demonstrates good judgment, zeal, or ingenuity over and above what is normally demanded and expected, to preserve the life of another during a critical, volatile, or dangerous encounter while protecting the safety and security of the public and their fellow officers.
Distinguished Service Cross	Awarded by the Chief of Police to members who are cited for gallantry not warranting a Medal of Honor or a Medal of Valor. The heroic act(s) performed must render the individual conspicuous and well above the standard expected.
Purple Heart Award	Awarded by the Chief of Police to an individual who is seriously or critically injured while performing a heroic and/or police action. This award is limited to those cases resulting from attack by an assailant, personal combat, or the performance of an act of valor.
Excellence in Crime Prevention	Awarded to an individual who demonstrates personal initiative and ingenuity by developing a program or plan which contributes significantly to the department's crime prevention strategy, or through innovation combats issues affecting the community.
Lifesaving Award	Awarded by the Chief of Police to an individual who, through exceptional knowledge and behavior, performs a physical act which saves the life of another person and there is no danger to the individual's life.
Community Service Award	Awarded to an individual who, by virtue of sacrifice and expense of their time or personal finance, fosters or contributes to a valuable and successful program in the area of community service or affairs, or who acts to substantially improve police/community relations through contribution of time and effort when not involved in an official capacity.
Official Commendation	Awarded to an individual who by exemplary conduct and demeanor, performs at a superior level of duty, exhibiting perseverance with actions resulting in a significant contribution to the department and/or improvement to the quality of life in the community.
Outstanding Volunteer Award	Awarded by the Chief of Police to an individual who, by virtue of sacrifice and expense of their time, fosters or contributes to a valuable and successful program in the area of the department's mission, vision and values, or who acts to substantially improve police/community relations through contribution of time and effort when not involved in an official capacity.
STAR Award	Awarded to an individual who, through exceptional tactics, acts to successfully resolve a critical incident, thereby promoting a culture of safety and professionalism to which all officers should aspire. The tactics displayed or performed must be conspicuously effective and above the standard expected.
Officer of the Year Award	Presented annually to an officer who has represented the department in all facets of law enforcement with a commitment to excellence, in support of the mission and values of the organization. The officer has consistently persevered in the prevention of crime and demonstrated initiative, leadership, and dedication to the law enforcement profession.

Highlighted Commendations

Merit Award

In 2021, a detective investigated organizations receiving shipments of fentanyl and methamphetamine and distributing them in the Denver area. The investigation resulted in the recovery of 80,000 fentanyl pills, 2.5 pounds of fentanyl powder, over 80 pounds of methamphetamine, and various firearms. The detective helped secure 13 indictments and received a Merit Award.

Commendatory Action Report

On May 7, 2023, an officer assisted a person with the theft of their moped. The person noted that the DPD is lucky to have an officer who upholds pillars of service and dedication to the community. The person reported that the officer was the epitome of professionalism, kindness, and understanding in the matter. The officer received a Commendatory Action Report.

Commendatory Action Report

On June 27, 2023, a woman called the non-emergency line about her 60-year-old friend who was alone and unable to meet their basic needs. Within an hour, an officer called the friend and conducted a wellness check. The officer called the woman back an hour later and said that her friend was transported to a medical facility. The woman noted that she was impressed by the quick response and the fact that the officer took the time to ensure that her friend was safe. The officer received a Commendatory Action Report.

Commendatory Action Report

On July 11, 2023, a man who was traveling internationally called the non-emergency line to report that his Wi-Fi camera reported a smoke alarm and some strange sounds. Within 15 minutes, an officer called and told the person that everything was fine at his residence. The man reported that the experience was excellent and thanked the officer for putting his mind at ease while they were away. The officer received a Commendatory Action Report.

Commendatory Letter

On October 27, 2022, an officer realized that a person in the back of a police vehicle was unresponsive and foaming at the mouth, signs of a fentanyl overdose. The officer requested an ambulance and administered Narcan. The person regained consciousness and was taken to Denver Health Medical Center (“DHMC”) for

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treatment. The officer was awarded a Commendatory Letter for saving a potential overdose victim.

Lifesaving Award

On November 4, 2022, three officers responded to the scene of a person in mental health distress. Upon arriving, they found the person in the bathroom and saw that he had cut both of his wrists. The officers immediately applied tourniquets to the person's arms. Paramedics arrived and transported the person to the hospital. All three officers received Lifesaving Awards.

Lifesaving Award

On May 1, 2023, an off-duty lieutenant was driving on an interstate and observed a woman attempting to jump off an overpass. He reported the situation to dispatch and took the off ramp. The lieutenant jumped out of his vehicle, approached the woman, grabbed her, and pulled her to safety. A sergeant arrived and safely handcuffed the woman. Shortly after, an ambulance arrived to assist the woman. For his attentiveness to his surroundings that resulted in saving a life, the lieutenant received a Lifesaving Award. The sergeant received a commendatory letter for helping take the woman into custody.

Official Commendation

On April 5, 2023, a technology issue caused the DPD Records Management System to fail, and a lieutenant took point in managing the issue. He worked with Technology Services personnel through every step of the remediation and was able to mitigate the consequences. Without the lieutenant taking quick and decisive action, the situation could have had a severe negative impact on the operation of the DPD and other agencies. The lieutenant was awarded an Official Commendation.

Letter of Appreciation

On May 30, 2023, a captain participated in the 1st annual DPD art show. There were 65 pieces of art submitted from 27 DPD artists. The DPD Chief of Police noted that the depth of creativity and variety of mediums used in the artwork was amazing and the overall sentiment was that holding the event again next year is a must. For supporting this opportunity, the captain received a Letter of Appreciation.

3

Denver Sheriff Department Monitoring

Introduction

The OIM is responsible for monitoring and reporting about patterns in DSD complaints and commendations.³⁵ Since 2019, these complaints have been primarily handled by the DOS Public Integrity Division, with its Administrative Investigations Unit (“AIU”) conducting investigations and Conduct Review Unit (“CRU”) making initial recommendations regarding whether there were any potential policy or procedural violations. In this chapter, we review information about DSD complaints, investigations, findings, discipline, and commendations.

Complaints Against DSD Deputies

Complaints against sworn members of the DSD generally fall into four categories: community complaints, inmate complaints, internal complaints, and scheduled discipline complaints.

Community Complaints

Community complaints are allegations of misconduct against deputies that are filed by community members. Appendices A and B describe how complaints and commendations can be filed and where OIM complaint/commendation forms are located.

Inmate Complaints

Inmate complaints are allegations of misconduct against deputies that are filed by community members in the custody of the DSD. Complaint/commendation forms are available to inmates housed at DSD jails. These forms can be completed and mailed to the OIM at no charge to the inmate. Inmates may also file complaints by contacting the OIM by telephone, without charge, from inside any DSD jail.

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Internal Complaints

Internal complaints are those filed by DSD employees or opened at the direction of the DOS or AIU.³⁶

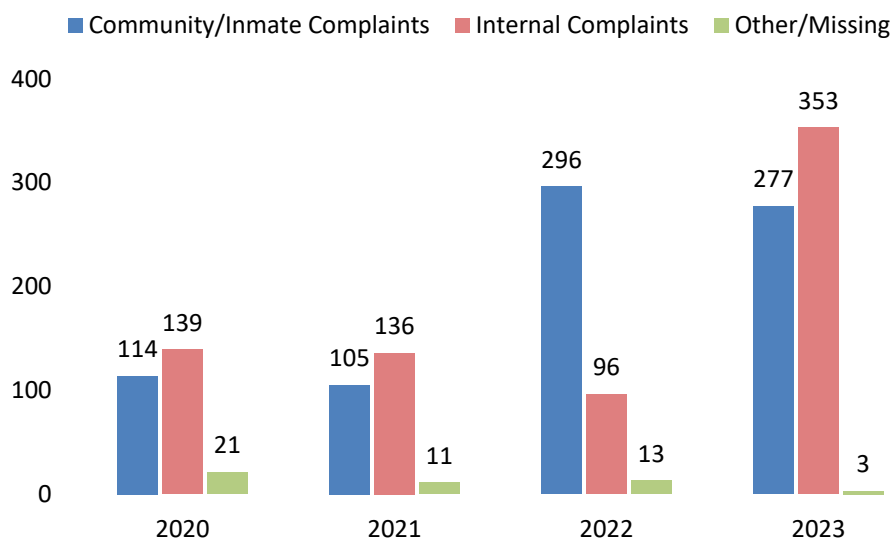
Scheduled Discipline Complaints

Scheduled discipline complaints are generally minor, such as when a DSD deputy misses a shooting qualification.³⁷ Discipline for these types of offenses is imposed according to a specific, escalating schedule. With the exception of BWC complaints, the OIM has opted not to monitor or report on these types of cases. As a result, this chapter does not report patterns in scheduled discipline.

Complaints Recorded in 2023

Figure 3.1 reports the number of complaints recorded in the AIU records management database (“IAPro”) in 2023 and in the previous three years.³⁸ These numbers do not include most scheduled discipline cases, such as when DSD deputies misuse leave time or fail to participate in firearms training or qualification, but they do include complaints involving violations of the DSD’s BWC Policy.³⁹ AIU recorded 277 community and inmate complaints in 2023, which is a 6% decrease compared to 2022. Internal complaints recorded by AIU increased by 268%, from 96 in 2022 to 353 in 2023.

Figure 3.1: Complaints Recorded by Complaint Type, 2020–2023



The increase in internal complaints is driven, in part, by alleged violations of the DSD’s BWC Policy.⁴⁰ In fact, 60% of the internal complaints opened in 2023 included at least one allegation that a deputy violated the BWC Policy. These complaints were generally opened when a review of deputies’ use of force in the jails revealed that they may have failed to activate their BWC when such activation was required or failed to properly upload and document their BWC recording after the incident.

Most Common Complaint Specifications

Individual complaints may include one or more specifications, which reflect the rules that a DSD deputy might be disciplined for violating.⁴¹ Table 3.1 reports the most common specifications recorded against DSD deputies in 2023 and the previous three years.

Table 3.1: Most Common Specifications, 2020–2023

Specification	2020	2021	2022	2023
Disobedience of Rule	20%	18%	16%	40%
Unassigned	10%	13%	21%	22%
Sexual Misconduct with a Prisoner	3%	7%	7%	5%
Discourtesy	1%	1%	6%	3%
Inappropriate Force on a Person	15%	12%	10%	3%
Failure to Perform Duties	2%	4%	1%	3%
Complete Reporting	2%	6%	3%	2%
Full Attention to Duties	4%	2%	3%	2%
Discrimination, Harassment, and Retaliation	2%	3%	3%	2%
Conduct Prejudicial	6%	1%	3%	2%
Failure to Supervise	2%	0%	1%	2%
All Other Specifications	32%	32%	25%	14%
Total Number of Specifications	532	479	668	1,060

The most common specification was Disobedience of Rule. The Disobedience of Rule specification prohibits deputies from violating “any lawful Departmental rule (including [Career Service Authority] rules), duty, procedure, policy, directive, instruction, or order (including Mayor’s Executive Order)” and covers a wide range of potential misconduct.⁴² This specification was far more common in 2023 than in previous years. As with the increase in internal complaints, this change was primarily driven by an increase in allegations related to the use of BWCs. Of the

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423 Disobedience of Rule specifications recorded in 2023, 370 were for potential violations of the BWC Policy.

Inappropriate Force on a Person specifications were less common in 2023 than in the prior three years. This decrease appears to be driven, in part, by complaints that AIU has recorded but not yet assigned a specification. The OIM expects the number of Inappropriate Force on a Person specifications to increase once AIU is finished investigating all complaints recorded in 2023.

Complaint Location

Table 3.2 reports the location of the incidents about which complaints were recorded in 2023 and the previous three years. The largest percentage of recorded complaints (77%) related to incidents occurring at the Van Cise-Simonet Detention Center (“DDC”). This is not unexpected since the DDC houses the greatest number of inmates in DSD custody.⁴³

Table 3.2: Location of Complaints, 2020–2023

Location	2020	2021	2022	2023
DDC	68%	65%	71%	77%
County Jail	15%	17%	16%	12%
Other Location	15%	17%	9%	9%
Missing Location	2%	1%	4%	2%

Intake Investigations, Screening Decisions, and Outcomes

When complaints involving DSD personnel are filed directly with the OIM, the role of the OIM in the intake process is limited to collecting the complainant’s contact information and the general nature of the complaint. The OIM then forwards the complaint to AIU, which conducts an intake investigation and makes a screening decision. An intake investigation is a type of “triage” process where AIU completes a preliminary review of the complaint to determine its seriousness and the appropriate level of resources to devote to its investigation. This preliminary review may include a telephonic or in-person interview with the complainant and witnesses, a review of records and relevant video, and interviews of involved deputies. Following the preliminary review, the AIU makes a screening decision

that determines how the complaint will be handled. This decision is reviewed by the OIM.

If a complaint is opened into a formal AIU case, it is assigned to an AIU investigator.⁴⁴ In some serious cases, the OIM may actively monitor and make recommendations about the investigation. In the majority of cases, the OIM will review and make recommendations about the investigation once the AIU has completed its work. There are several common outcomes from these AIU investigations.

Decline

A complaint can be declined during the investigation stage when there is no credible evidence of misconduct by an identifiable DSD deputy and further investigation is unlikely to reveal evidence of misconduct or identification of a DSD deputy.

Informal

This outcome does not necessarily indicate that the deputy engaged in misconduct, but that their conduct resulted in a debriefing to better understand the rules. These complaints can be handled as an informal.

Resolved

A complaint is considered resolved if the subject deputies resigned, retired, or were otherwise determined to be disqualified from sworn service while the investigation was pending.⁴⁵ No further action was deemed necessary for these complaints.

Mediation

If a complaint states a relatively less serious allegation of misconduct, such as discourtesy, and those involved might benefit from the opportunity to discuss their interaction, a complaint can be handled through mediation. Due to security concerns, the DSD does not mediate complaints filed by inmates.

Disciplinary Review

Complaints that are not declined, mediated, or addressed in another manner are generally given to CRU to make initial recommendations regarding whether there are any potential policy or procedural violations. To make disciplinary recommendations, the CRU examines the evidence, evaluates the appropriateness of the specifications assigned by the AIU, and makes recommendations on findings for each specification. There are generally four findings on formal investigations:

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- Sustained - The subject deputy's actions were found by a preponderance of the evidence to have been in violation of the policy, procedure, rule, regulation, or directive in question.
- Not Sustained - There is insufficient evidence to either prove or disprove the allegation.
- Unfounded - The evidence indicates that the subject deputy's alleged actions relating to the policy, procedure, rule, regulation, or directive in question did not occur.
- Exonerated - The evidence indicates that the alleged actions of the subject deputy were within the policies, procedures, rules, regulations, and directives.

In 2023, the DOS Public Integrity Division closed 500 complaints. Table 3.3 reports the final disposition of the complaints filed by community members and inmates and internal complaints filed by AIU and DSD employees.⁴⁶ The majority of community/inmate complaints closed in 2023 were declined after an initial intake investigation (83%), while a much smaller percentage of internal complaints were closed as declines (14%).⁴⁷ Internal complaints were much more likely to result in a sustained finding than community/inmate complaints. Specifically, 22% of internal complaints closed in 2023 resulted in at least 1 sustained finding, while 6% of community/inmate complaints resulted in a sustained finding.

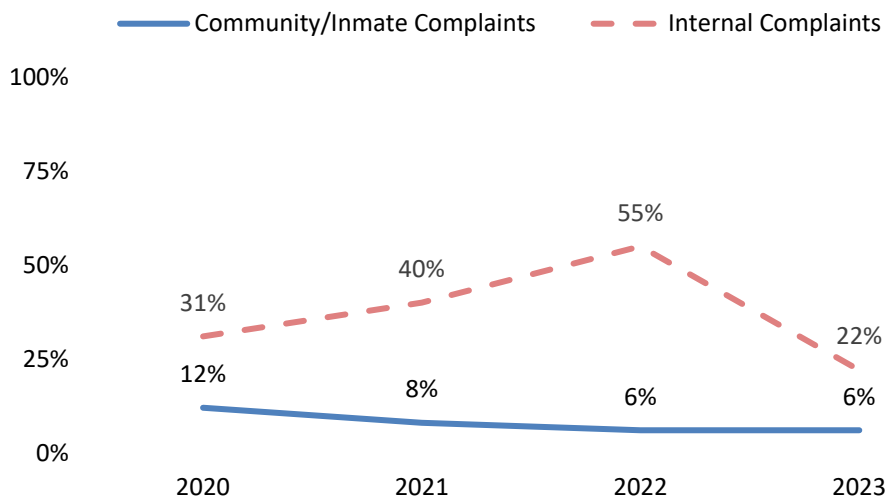
Table 3.3: Outcomes of Closed Complaints, 2023

Outcome	Community/Inmate Complaints	Internal Complaints
Declined	83%	14%
Resolved	< 1%	0%
Informal	7%	54%
Not Sustained/Exonerated/Unfounded	4%	10%
Sustained	6%	22%

Figure 3.2 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. The percentage of community/inmate complaints with one sustained specification has remained relatively consistent in recent years. The percentage of internal complaints with one sustained specification decreased from 55% in 2022 to 22% in 2023. This change was also driven, in part, by an increase in allegations related to the use of BWCs. In 2023, the DSD and DOS closed more than 100 cases that included at least one allegation that a deputy violated the BWC Policy. For most of these cases, the allegations were not closed with sustained findings. Instead, the involved

deputies were issued informal debriefings about their conduct.⁴⁸ In 2024, we expect the percentage of internal complaints with at least one sustained specification to increase as the DSD and DOS begin to sustain these types of cases and apply the scheduled discipline described in the DSD Discipline Handbook.⁴⁹

Figure 3.2: Complaints that Resulted in One or More Sustained Specifications, 2020–2023



Discipline on Sustained Cases

The CRU makes initial recommendations regarding policy or procedural violations, and the OIM reviews the CRU analysis and recommendations.⁵⁰ If the CRU recommends that discipline greater than a written reprimand be imposed, the deputy may have a Contemplation of Discipline Meeting. At this meeting, the deputy can present additional evidence or any mitigating information to explain the alleged misconduct or why discipline should not occur. The Sheriff, a DSD Deputy Chief, a representative from the CRU and DOS, an Assistant City Attorney, and a representative from the OIM discuss the case and provide input to the Sheriff to assist in making disciplinary recommendations, if any, to the DOS. The Sheriff and the Independent Monitor each make a final recommendation to the DOS. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.⁵¹ The DOS then makes a final decision as to findings and discipline. If the deputy disagrees with the discipline imposed by the DOS, the deputy may file an appeal with the Career Service Board.

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Table 3.4 reports the number of deputies who retired/resigned prior to a discipline finding or who were disciplined for sustained specifications from 2020 through 2023.⁵² The most common forms of discipline in 2023 were suspensions, written reprimands, and notices of improvement.

Table 3.4: Discipline Imposed by Year Complaint Closed, 2020–2023⁵³

Discipline	2020	2021	2022	2023
Termination	5	2	4	8
Resigned/Retired Prior to Discipline	6	6	1	6
Suspension	39	38	28	29
Written Reprimand	24	24	35	21
Notice of Improvement	0	8	18	21

Significant Disciplinary Cases Closed in 2023⁵⁴

Terminations

■ On July 9, 2022, a deputy got into a heated exchange with an inmate, used derogatory names and racial slurs, and attempted to entice the inmate into a fight by saying “if you’re feeling froggy, go ahead and leap.” Another deputy had to intervene to de-escalate the situation. The next month, the deputy got into a similar exchange with different inmates and another deputy had to de-escalate the situation. In his reports about these incidents and during his subsequent interview with AIU, the deputy mischaracterized his behavior. The deputy, whose penalty was increased due to his disciplinary history, was suspended for 60 days for making misleading or inaccurate statements and terminated for commission of a deceptive act and for humiliating, cruel, or harassing treatment of prisoners. He appealed, and a Hearing Officer affirmed the decision. The deputy appealed that decision to the Career Service Board.

■ On July 23, 2022, a deputy left a stack of papers on a housing unit desk that contained notes written by an inmate. The notes detailed, among other things, personal information about the deputy. AIU opened an investigation that revealed the deputy discussed personal details of her life with an inmate, used a work computer to listen to music and to browse the internet for personal use, allowed inmates to stand too close to the housing unit desk, failed to enforce rules regarding inmate uniforms, and missed at least one round. During the AIU investigation, the deputy contacted a fellow deputy who had initially found the notes and was a

witness in the case, violating a policy prohibiting deputies from discussing ongoing investigations with witnesses. The deputy was terminated but entered into a settlement agreement with the DOS whereby she was suspended for 30 days, and the termination was held in abeyance for two years on the condition that she, among other things, commit no further serious rule violations.

■ On August 31, 2022, a sergeant reported potentially inappropriate behavior between a deputy on probationary status and an inmate. The AIU investigation revealed that the deputy had developed a personal relationship with the inmate and, among other things, failed to act when she saw that the inmate had contraband in his possession. The deputy was terminated from probationary status.

■ On September 7, 2022, a deputy, wearing his DSD uniform, went to the home of a woman he had been dating after the woman asked that he not visit at that time. He knocked on the door, and the woman told him that she did not want to talk. Later that evening, the woman opened her garage door to see if the deputy had left. She saw the deputy running toward the garage and attempted to close the door, but the deputy was able to lift it up and enter the garage. The two began arguing, and the deputy placed his gun on the ground and pushed the woman. When she tried to leave the garage, the deputy grabbed her by the back of the head and threw her to the ground. The deputy left the home, and the woman was taken to the hospital, where she learned that her femur and patella were broken. The next day, the deputy was arrested and charged with, among other things, First Degree Criminal Trespass and Second Degree Assault. The deputy failed to report his arrest to the DSD, as is required by policy. The deputy received two written reprimands, was suspended for a total of 20 days and was terminated for, among other things, aggravated conduct prohibited by law.

■ On February 25, 2023, AIU opened an investigation into a deputy in his initial probationary period who had, among other things, allegedly committed physical abuse and sexual assault. The deputy was terminated from probationary status.

■ Between January and March 2023, a deputy accrued 212.24 hours of unauthorized leave. The deputy was terminated for violating a rule related to the misuse and abuse of leave time.

■ Between January and March 2023, a deputy accrued 275.61 hours of unauthorized leave. The deputy was terminated for violating a rule related to the misuse and abuse of leave time.

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■ Between January and March 2023, a deputy accrued 377.51 hours of unauthorized leave. The deputy was terminated for violating a rule related to the misuse and abuse of leave time.

Resignations⁵⁵

■ On April 10, 2022, on his last day of work with the DSD, a deputy provided his personal phone number to several female inmates. The AIU investigation revealed that the deputy had developed a personal relationship with at least one of the inmates while he was still employed with the DSD. The deputy resigned prior to the conclusion of the disciplinary process.

■ On July 24, 2022, a deputy asked an inmate if he would kill someone for her. The next day, the deputy told a sergeant that the father of her children was terminally ill and that she had asked an inmate about hiring someone to kill him. During the AIU investigation, the deputy initially denied asking the question of the inmate but later conceded that she had. The deputy resigned prior to the conclusion of the disciplinary process.

■ On September 11, 2022, an inmate filed a complaint about a deputy who made her feel unsafe. The AIU investigation revealed that the deputy had made sexual comments to several inmates and that he had developed a romantic relationship with a particular inmate while she was in DSD custody. The deputy resigned prior to the conclusion of the disciplinary process.

■ A deputy had two cases alleging misconduct. In the first case, on November 24, 2022, the deputy left work early without his supervisor's permission. When his supervisor tried to talk to him about the issue and an existing performance management plan, the deputy reacted unprofessionally. During the subsequent investigation, it was revealed that the deputy had arrived late or left early for multiple shifts during that month and had spoken to other DSD employees about an existing AIU investigation, which is prohibited by DSD policy. The deputy also refused to appear for a scheduled interview with AIU.

In the second case, on February 17, 2023, the deputy got into an argument with his girlfriend, grabbed her by the throat, and choked her. He was arrested for Second Degree Assault and issued a Mandatory Protection Order prohibiting him from having contact with the victim or possessing a firearm. The deputy resigned prior to the conclusion of the disciplinary process in either case.

■ A deputy had two cases alleging misconduct. In the first case, between January and March 2023, the deputy accrued 194 hours of unauthorized leave.

In the second case, on July 12, 2023, the deputy showed up approximately 42 minutes late for his assigned post and left approximately an hour and 48 minutes early. The deputy resigned prior to the conclusion of the disciplinary process in either case.

■ On June 5, 2023, an employee with a community corrections program filed a complaint alleging that a deputy was possibly involved in an inappropriate relationship with a former inmate. An investigation into the complaint revealed that, among other things, the deputy told the former inmate that he loved her while she was still in DSD custody. The deputy resigned prior to the conclusion of the disciplinary process.

Other Significant Cases, Including Suspensions of Ten or More Days

■ On June 21, 2022, an inmate was being disruptive in the intake area of the DDC. A sergeant ordered him to move into an isolation cell. The inmate followed the order and walked towards the cell. When he was directed to remove his shoes before entering the cell, the inmate became agitated, refused to take off his shoes, and turned towards a deputy standing nearby. Another deputy (“Deputy A”) walked up to the inmate, grabbed him from behind, and pushed him into the corner of the cell. Deputy A then punched the inmate in the face and grabbed him. Deputy A and several other deputies then forced the inmate to the ground and removed his shoes and socks. During the incident, Deputy A failed to turn on his BWC. Deputy A, whose penalty was increased due to his disciplinary history, was suspended for 30 days for using inappropriate force. He also received an informal debriefing for failing to activate his BWC.

■ On July 11, 2022, a deputy was conducting a round to check on the status of inmates in a housing unit when an inmate drew the deputy’s attention to two other female inmates lying on a bunk together, covered by a blanket. The deputy separated the inmates but did not file a report or notify a supervisor or Prison Rape Elimination Act (“PREA”) Compliance Manager, as is required by policy when a deputy has any knowledge, suspicion, or information regarding sexual contact between inmates. The deputy was suspended for 10 days for violating a rule regarding the reporting of in-custody sexual abuse and sexual harassment. He

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appealed the suspension and subsequently entered into a settlement agreement with the DOS that reduced his penalty to an 8-day suspension.

■ On September 17, 2022, a deputy drove her vehicle to the mountains with her brother, who was prohibited from possessing firearms. While there, the deputy heard gunshots but did not report them to local law enforcement and instead decided to leave the area. Officers from another jurisdiction stopped the deputy under suspicion that those in her vehicle may have been responsible for the gunshots she had heard. During a search of the vehicle, it was determined that the deputy's vehicle registration had expired, her service weapon was unsecured in the car, her DSD badge was in her brother's pocket, and that there was an open alcohol container in the vehicle. The deputy was suspended for 10 days for conduct prejudicial and for disobeying a rule related to securing firearms while off-duty.

■ On September 17, 2022, two inmates went to clean the shower area of a housing unit when they were attacked and assaulted by several other inmates. During the assault, two deputies ("Deputy A" and "Deputy B") were seated at the housing unit desk and engaged in extended conversation, without monitoring the live feeds from housing unit cameras. When Deputy B conducted a round to check on the status of inmates in the housing unit shortly after, she failed to notice the injuries the two inmates had sustained. Deputy A and Deputy B were each suspended for 10 days for failing to pay full attention to their duties.

■ On December 5, 2022, a deputy allowed an inmate who had been violent with staff and was supposed to be separated from other inmates ("Sep All") out of his cell while another inmate was in the area. The inmate with the Sep All alert threatened the other inmate while the deputy was attending to other matters in the housing unit. An investigation into the incident revealed that the deputy had also allowed the Sep All inmate to have additional out time, walk behind her, and get too close to the housing unit desk. The deputy, whose penalty was increased due to her discipline history, was suspended for a total of 30 days for extending favors to an inmate, failing to protect prisoners, and failing to devote full attention to her duties. She appealed the suspension and subsequently entered into a settlement agreement with the DOS that reduced her penalty to a 22-day suspension.

■ On December 20, 2022, a deputy assigned to the DSD Fugitive Warrant Detail was notified that a man wanted for a probation violation had been located in a neighboring jurisdiction. The deputy drove to that neighboring jurisdiction, observed the man running away from the area, and chased after him on foot with DPD officers. The man ran into a parking lot and tried to climb over a fence. DPD

officers grabbed him and began to take him into custody. While the man struggled with the DPD officers, the deputy ran up to the man and kicked him in the groin. Following the incident, the deputy did not collect necessary information about the man or file the appropriate report. The deputy was suspended for a total of 38 days for using inappropriate force, engaging in law enforcement operations outside of Denver, and failing to collect and report the information required for such a contact. He appealed and subsequently entered into a settlement agreement with the DOS that reduced his penalty to a 10-day suspension.

■ On January 8, 2023, a deputy (“Deputy A”) working in a housing unit used the desk computer to view another deputy’s (“Deputy B”) social media page and allowed inmates to see the screen. The subsequent investigation revealed that Deputy A had used the housing unit computer to access various sites unrelated to his work, walked away from the desk without locking the computer, and played music from the computer at the request of inmates. Later that day, when Deputy B arrived at the housing unit, an inmate told her that he and other inmates had viewed her social media page. She felt uncomfortable working in that housing unit and asked someone to switch assignments with her. Another deputy (“Deputy C”) heard about the request, called Deputy B, and told her to “quit being a bitch and learn to deal with it.” Deputy A was suspended for a total of 10 days for extending favors to inmates, failing to devote full attention to his duties, and inappropriate use of a DSD computer. Deputy C received a written reprimand for his inappropriate comment to Deputy B.

■ A deputy had two cases alleging misconduct. In the first case, on January 25, 2023, the deputy was working at the DDC and let several inmates, who were supposed to be separated from each other and from other inmates, out of their cells at the same time. He then allowed another inmate who had been placed on administrative segregation due to fighting to come out of his cell at the same time. The inmate on administrative segregation attacked and injured one of the Sep All inmates. The deputy, whose penalty was increased due to his disciplinary history, was suspended for 38 days.

In the second case, on February 4, 2023, the deputy was assigned to work an off-duty job at a migrant shelter and sitting in his personal vehicle in front of the building. The migrant shelter requested assistance, and a DPD officer, who was also working at the shelter, waited for the deputy to exit his vehicle in order for them to respond to the call. When the deputy failed to exit his vehicle, the officer shined his flashlight into the deputy’s vehicle, but received no response. The officer then approached the deputy’s vehicle and knocked on the window. At that point,

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the deputy opened his door and appeared to have just woken up. Later that night, the deputy was seen leaving the migrant shelter early without alerting a supervisor or obtaining approval to leave his shift early. The deputy, whose penalty was increased due to his disciplinary history, was suspended for a total of 30 days for sleeping on duty, abandoning his post, and failing to devote full attention to his duties.

■ On April 24, 2023, an inmate asked a deputy to conduct a welfare check on his dog at an address in another jurisdiction. When he finished his shift, the deputy drove to the address. While still wearing his uniform and firearm and without contacting law enforcement authorities in the other jurisdiction, the deputy rang the doorbell, looked in the backyard, and spoke to the next-door neighbor about the dog. During the investigation into the incident, the deputy walked to the AIU offices for his interview in uniform but without his firearm, which deputies are required to carry when in uniform. The deputy, whose penalty was increased due to his disciplinary history, was suspended for a total of 38 days for extending favors to an inmate, conduct prejudicial, and failing to carry a firearm while in uniform. The deputy also received a written reprimand for wearing his uniform while not on official duty.

Appeals of Significant Discipline Imposed Prior to 2023 and Filed With and/or Decided by the Career Service Board in 2023⁵⁶

■ On March 8, 2021, several deputies escorted a newly arrived and handcuffed inmate to a DSD isolation cell. They explained to the inmate that they needed to take his fingerprints and ordered him to kneel on the floor of the cell. While on the cell floor, the inmate balled his fist, refused to open his hand for the fingerprints to be taken, and began rolling on the ground. One of the deputies (“Deputy A”) wrapped an Orcutt Police Nunchaku (“OPN”) around the inmate’s leg, and another deputy (“Deputy B”) wrapped an OPN around the inmate’s wrist and continued to apply pressure until the inmate stopped moving. The force applied by Deputy B caused the inmate to develop suspected compartment syndrome and possible nerve damage. Deputy B was suspended for 10 days for using inappropriate force. Deputy B appealed his suspension and subsequently entered into a settlement agreement with the DOS that reduced his penalty to a four-day suspension.

Timeliness

Timeliness in the investigation and disciplinary review of misconduct complaints is critical for ensuring public confidence in the ability of a department to hold itself accountable. Allowing administrative investigations to languish may prevent a department from acting quickly to correct or deter deputy misconduct, may lower morale, and tends to undermine public and department trust in the complaint process.

Table 3.5 shows mean processing times, in days, for different case types recorded in 2023 and during the previous three years.⁵⁷ These figures exclude the number of days required for the OIM to review triage decisions, investigations, and discipline. Cases recorded in 2023 were closed within an average of 101 days. Complaints still open at the time the OIM extracted data for this report had an average age of 142 days.

Table 3.5: Mean Case Processing Times in Days for Recorded Complaints, 2020–2023

Case Type	2020	2021	2022	2023
All AIU Cases	76	80	80	101
Declined/Informal/Resolved/Mediation	53	50	68	68
Full Formal Investigations	103	102	110	115

Complainant Demographics and Complaint Filing Patterns

Table 3.6 presents the demographic characteristics for the 270 inmates and community members whose complaints were recorded and opened into AIU cases in 2023.⁵⁸ Table 3.6 also reports the number of complainants with multiple complaints against DSD deputies. Most complainants filed only a single complaint (87%).⁵⁹

Table 3.6: Complainant Demographic and Filing Patterns, 2023

Gender	Count	Percentage
Male	51	19%
Female	17	6%
Unknown	202	75%
Total	270	100%
Race	Count	Percentage
White	25	9%
Black	22	8%
Hispanic	2	1%
American Indian/Alaska Native	2	1%
Unknown	219	81%
Total	270	100%
Age	Count	Percentage
19 - 24	25	9%
25 - 30	29	11%
31 - 40	89	33%
41 - 50	50	19%
51+	31	11%
Unknown	46	17%
Total	270	100%
Number of Complaints Filed	Count	Percentage
One Complaint	234	87%
Two or More	36	13%
Total	270	100%

Deputy Complaint Patterns

Complaints per Deputy

Table 3.7 reports the number of complaints recorded against DSD deputies from 2020 through 2023. In 2023, 46% of DSD deputies had no complaints recorded against them. This is a substantial change from prior years, and, as with the other changes identified in this chapter, it was driven by potential violations of the DSD's BWC Policy that were generally opened when a review of deputies' use of force in the jails revealed that they may have failed to activate their BWC when such activation was required or failed to properly upload and document their BWC recording after the incident.

Table 3.7: Complaints per Deputy by Year Recorded, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	72%	68%	62%	46%
1	20%	24%	24%	23%
2	5%	5%	8%	15%
3	2%	1%	3%	5%
4 or More	1%	1%	2%	11%
Total Sworn Deputies	720	640	574	583

Inappropriate Force Complaints per Deputy

Table 3.8 shows the number of inappropriate force complaints recorded against individual DSD deputies from 2020 through 2023. In 2023, 4% of DSD deputies received 1 complaint that included an inappropriate force specification.

Table 3.8: Inappropriate Force Complaints per Deputy by Year Recorded, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	93%	93%	91%	96%
1	5%	6%	7%	4%
2	1%	1%	1%	1%
3 or More	< 1%	< 1%	< 1%	0%
Total Sworn Deputies	720	640	574	583

Sustained Complaints per Deputy

Table 3.9 reports the number of complaints with at least one sustained specification for individual deputies between 2020 and 2023 grouped by the year the complaints were closed. In 2023, 87% of DSD deputies had no sustained complaints, 12% had 1 sustained complaint, and fewer than 2% had more than 1 sustained complaint.

Table 3.9: Sustained Complaints per Deputy by Year Closed, 2020–2023

Number of Complaints	2020	2021	2022	2023
0	92%	90%	86%	87%
1	7%	9%	13%	12%
2	1%	1%	1%	1%
3 or More	< 1%	< 1%	< 1%	< 1%
Total Sworn Deputies	720	640	574	583

Commendations and Awards

The DSD gives commendations and awards to deputies who engage in actions that reflect the DSD mission to provide safe and secure custody for those placed in its care. Community members can submit commendations by filling out the OIM's online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, or e-mailing or faxing a commendation to the OIM. Appendices A and B describe how commendations can be filed and where OIM complaint/commendation forms are located.

Table 3.10 presents the number and type of commendations awarded to DSD personnel in 2023.⁶⁰ The most common commendations recorded in 2023 were Personal Responsibility in Delivering Excellence ("PRIDE") Awards.

Table 3.10 Commendations Awarded to DSD Deputies in 2023

Commendation Type	Count
PRIDE Award	25
Employee of the Month	17
Lifesaving Award	17
Community Service Award	8
Medal of Valor	7
Unit Citation	4
Sheriff's Commendation	3
Chief's Commendation	3
Distinguished Service Medal	2
Total	86

Highlighted Commendations

■ A deputy served as a board member for the Christmas Crusade and volunteered to make sure every family received gifts during the holiday season. The deputy received a Community Service Award.

■ While driving home from work, a sergeant noticed the aftermath of a car accident involving two vehicles. He pulled over to make sure no one was injured, and he found one unconscious victim in the first car and two unconscious victims in the second car. He also noticed that the second car had a small fire coming from the engine block area and that the driver's side door was locked. He rushed to his vehicle to retrieve his department-issued baton, broke the driver window, and called

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911 to request emergency assistance. With the help of a civilian and a deputy from another jurisdiction, the deputy managed to pull an unconscious driver from the vehicle and placed her flat on the ground. The deputy then rushed to assist with pulling the driver out of the other vehicle before returning to the second vehicle to perform chest compressions on the female driver until emergency personnel arrived at the scene. The deputy received a Distinguished Service Medal.

■ A deputy who has served the DSD with distinction since 2018 received an Employee of the Month Award for demonstrating a high level of competency and for going above and beyond when called to deal with critical incidents. Also, the deputy motivated his colleagues and boosted their morale with his positive attitude and demeanor.

4 Critical Incidents

Introduction and Overview

Officer-involved shootings (“OISs”) and deaths during DPD or DSD contact (collectively “critical incidents”) have a profound impact on the lives of community members, officers, deputies, and on the overall relationship between law enforcement and the community.⁶¹ All investigations into critical incidents should be completed thoroughly and efficiently with a goal of determining whether the incidents were handled lawfully and according to policy. To promote transparency in the investigation and review of critical incidents, the OIM publishes regular reports regarding the status of critical incident investigations.

Patterns in Officer-Involved Shootings

In this chapter, we summarize every shooting that either occurred in 2023 or which the DPD’s Use of Force Review Board evaluated in 2023 for adherence to DPD policy. Prior to describing each shooting, we examine patterns in the number of OISs of community members by the DPD annually and key characteristics of shootings that occurred in 2023.⁶²

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Figure 4.1 reports the number of DPD OISs from 2019 to 2023. In 2023, there were 10 shootings involving DPD officers. Table 4.1 presents characteristics of the officers involved in the intentional OISs that occurred in 2023, and Table 4.2 contains results, locations, and characteristics of community members involved in those shootings.

Figure 4.1: DPD Intentional Officer-Involved Shootings by Year, 2019–2023

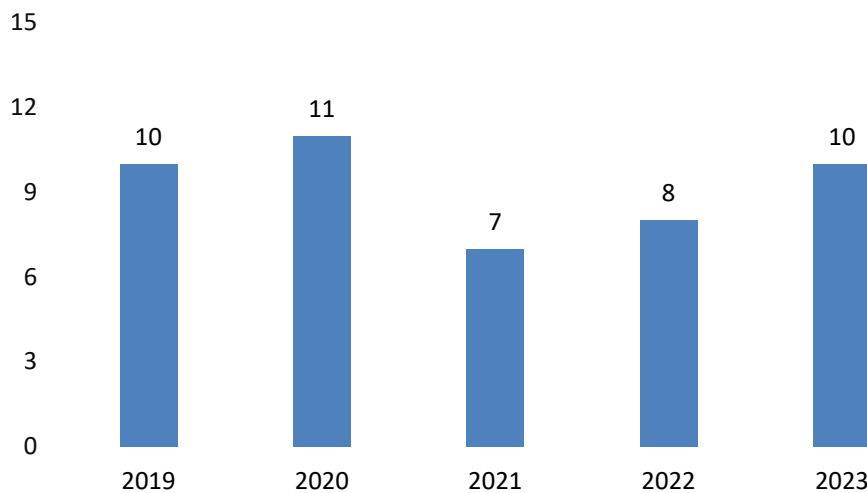


Table 4.1: 2023 Officer-Involved Shootings, DPD Officer Characteristics⁶³

Intentional Shootings (OISs)	
Total Officer-Involved Shooting Incidents	10
Officers Involved	18
Rank of Officers	
Officer	15
Detective	1
Sergeant	1
Corporal	1
Years of Service of Shooting Officers	
0-5 years	11
6-10 years	6
11-15 years	0
16-20 years	0
21+ years	1
Assignment of Shooting Officers	
District 1	2
District 2	6
District 3	2
District 4	5
District 5	0
District 6	1
Division Chief of Patrol	1
Training Division	1
Race/Gender of Shooting Officers	
White Male	8
Hispanic Male	6
Asian Male	2
Hispanic Female	1
White Female	1

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Table 4.2: 2023 Officer-Involved Shootings, Results, Locations, and Community Member Characteristics

Intentional Shootings (OISs)	
Total Officer-Involved Shooting Incidents	10
Community Members Involved	10
Results of Shots Fired	
Community Member Fatalities	4
Community Member Non-Fatal Injuries	5
No Community Member Injuries	1
Location of Shooting Incidents	
District 1	1
District 2	4
District 3	1
District 4	2
District 5	0
District 6	2
Race/Gender of Community Members	
White Male	5
Black Male	4
Hispanic Male	1

Critical Incidents: Denver Police Department

In all critical incidents occurring in Denver, the DPD Major Crimes Unit and the Denver District Attorney's Office immediately respond to the scene to begin an investigation to determine whether any person should be held criminally liable. For OISs, a representative from the Colorado Department of Public Safety may respond as well.⁶⁴ The OIM also may respond to the scene for a walk-through and debriefing from command staff. Major Crimes detectives interview civilian witnesses and involved officers and collect video and documentary evidence. The OIM watches the interviews by video and may suggest additional questions at the conclusion of each interview. The DPD may ask those questions. After the criminal investigation is complete, the administrative review process begins.

Administrative Review of Critical Incidents Involving DPD Officers

Once the District Attorney's Office has made a decision regarding the filing of criminal charges against anyone involved in a critical incident, the Major Crimes Unit reports are submitted to the DPD's IAB to commence the administrative review. The OIM may make recommendations, and IAB determines whether it will conduct further investigation to evaluate potential violations of DPD policy. Once all evidence to be reviewed is gathered, the case is submitted to the DPD's Use of Force Review Board. The OIM is not a voting member of the Use of Force Review Board but is present for all its proceedings and deliberations.

If the Use of Force Review Board finds that the officer's actions were in compliance with DPD policy ("in-policy"), the case is forwarded to the Chief of Police. If the Chief and the OIM agree that there were no policy violations, the case is closed and no further administrative action is taken.

If the Use of Force Review Board finds that the officer's actions appear to be in violation of any DPD policy ("out-of-policy"), the findings are forwarded to DPD IAB for further investigation, if necessary. Once the investigation is complete, the case is forwarded to the DPD CRB for a disciplinary recommendation. If the CRB recommends discipline greater than a written reprimand, the involved officer is given the option to present mitigating information at a Chief's Hearing. Both the Chief's disciplinary recommendation and that of the OIM are then forwarded to the DOS for consideration.

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If the OIM disagrees with a recommendation made by the Use of Force Review Board, the OIM recommendation will be forwarded to the Chief of Police or to the DOS, which makes the final decision regarding critical incidents.

DPD Officer-Involved Shootings in 2023

Incident #1

On April 10, 2023, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #2

On May 1, 2023, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #3

On June 7, 2023, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #4

On June 7, 2023, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #5

On August 5, 2023, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #6

On August 25, 2023, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #7

On October 19, 2023, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #8

On October 19, 2023, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #9

On November 20, 2023, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #10

On November 27, 2023, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

DPD Accidental Discharges in 2023

Incident #1

On March 31, 2023, an officer accidentally discharged their firearm. The administrative review into the incident was pending during this reporting period.

Deaths During DPD Contact in 2023

Incident #1

On April 29, 2023, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #2

On June 25, 2023, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #3

On July 16, 2023, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #4

On August 29, 2023, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

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Incident #5

On November 8, 2023, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #6

On November 15, 2023, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #7

On November 26, 2023, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #8

On December 1, 2023, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

Incident #9

On December 13, 2023, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

DPD Critical Incidents Closed in 2023⁶⁵

Closed Incident #1

On May 6, 2020, officers from several departments attempted to arrest a person suspected of attempted murder. Commerce City Police Department (“CCPD”) officers parked their patrol car near the suspect, exited, and announced their presence. The suspect ran around his vehicle, drew a gun, and fired it at one of the officers. A CCPD officer fired his weapon, and the suspect continued to run away. A Colorado Department of Corrections officer, who had been assisting with surveillance, saw the suspect fire at the CCPD officer and discharged his weapon. A DPD officer, who had assisted with surveillance and setting up a perimeter around the area, also saw the suspect shoot at the CCPD officer and fired his weapon. The suspect was struck and died from the wounds.

The District Attorney from the 17th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁶ The DPD's Use of Force Review Board met on March 17, 2022 and determined the shooting to be in-policy.⁶⁷

Closed Incident #2

On June 22, 2020, officers responded to a reported kidnapping where a person entered the victim's car armed with a handgun and demanded that he drive out of the area. The person ordered the victim to elude the police, and they drove to a neighboring jurisdiction. When the car stopped, and while the person was turned around looking over his shoulder, the victim ran away. The person chased after the victim with a handgun. An officer ("Officer A") observed the victim fleeing the area and began following the person. Two detectives ("Detective A" and "Detective B") and two additional officers ("Officer B" and "Officer C") joined Officer A and followed the person through the area on foot, giving him multiple commands to drop his gun. The person ignored all the officers' commands and threatened officers and citizens in the area with his handgun. An officer from another jurisdiction, who had been observing the interaction from his patrol car, drove his car at the person and struck him. The person fired one round from the handgun and then it fell out of his hand. Detectives A and B and Officers A, B, and C approached on foot. The person picked up the handgun and pointed it at Officer B. Detectives A and B, Officers A, B, and C, and the officer from another jurisdiction all fired their weapons at the person. The person was struck and died from the wounds.

The District Attorney from the 17th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁸ The DPD's Use of Force Review Board met on March 17, 2022 and determined the shooting to be in-policy.

Closed Incident #3

On September 9, 2020, two officers ("Officer A" and "Officer B") responded to calls of a person with a gun, later determined to be an airsoft pistol replica of a Glock 17 handgun. When Officers A and B arrived, the person pointed the replica handgun at the occupants of a vehicle. Officers A and B unholstered their handguns, exited their patrol car, and positioned themselves behind their opened doors. Officer B worked to ensure that the occupants of the vehicle and a bystander moved away, and Officer A commanded the person with the replica handgun to

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show his hands. The person turned toward the officers, pointed the replica handgun at them, and advanced towards them. Officers A and B both fired their weapons. The first rounds Officers A and B fired did not hit the person, and he continued across the street while pointing the replica handgun at the officers. Officer A continued to fire his weapon, and the person was struck and died from the wound.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁹ The DPD's Use of Force Review Board met on March 17, 2022 and determined the shooting to be in-policy.

Closed Incident #4

On September 12, 2020, a deputy from a neighboring jurisdiction ("Deputy A") observed a vehicle with no license plates parked at a gas station. Deputy A thought the vehicle may have been stolen and reported his suspicions to another deputy ("Deputy B"). A woman got into the front passenger seat of the vehicle, and it drove away. Deputies A and B followed the vehicle in their respective patrol cars, and Deputy B turned on his emergency lights and attempted to stop the vehicle. The vehicle initially stopped but then sped away. Deputy A continued to follow the vehicle and saw the driver fire a handgun out of the window at him. Several other deputies joined Deputies A and B in pursuit of the vehicle, which entered Denver. The vehicle eventually struck a parked car, and the driver and passenger exited the vehicle. The driver took hold of the passenger and moved behind bushes in the backyard of a nearby residence.

Deputies from the neighboring jurisdiction, including Deputies A and B, and another deputy ("Deputy C"), arrived at the residence. Deputy C took a rifle from his patrol car and moved into the backyard. DPD officers also arrived, including an officer who entered the backyard ("Officer A) and one officer who moved to the yard of a nearby residence ("Officer B"). Officers attempted to establish a dialogue with the driver and repeatedly ordered him to drop the gun. The driver and the passenger walked out from behind the bushes, with the driver holding a handgun to the passenger's head. Deputies B and C moved out of the backyard into a position where they could see the driver and both fired their weapons. The passenger moved out of the way as the driver dropped to the ground. The driver continued to move on the ground and had the handgun in his hand. Deputies A, B, and C and Officers A and B then fired their weapons at the person. The driver was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁰ The DPD's Use of Force Review Board met on September 15, 2022 and determined the shooting to be in-policy.

Closed Incident #5

On September 15, 2020, two corporals ("Corporal A" and "Corporal B") and an officer responded to a call about a distressed and potentially intoxicated man with a gun. When they arrived, Corporal B saw the man staggering, and Corporal A ordered him to put his hands up. The man raised his hands, lowered them, and started to walk toward Corporal A. Corporal A and the officer ordered the man to get on the ground, but he continued to walk towards Corporal A. Corporal A told the man that if he continued walking in that direction, Corporal A would shoot him. The man began walking away from Corporal A, and the officer announced that he could see a gun in the man's pocket. The man confirmed that he did have a gun in his pocket, turned to face the officers, and pulled it out of his pocket. Corporals A and B and the officer fired at the man. The man was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷¹ The DPD's Use of Force Review Board met on June 23, 2022 and determined the shooting to be in-policy.

Closed Incident #6

On September 26, 2020, an officer responded to a report of a person waving a large knife in the air. The officer arrived at the location, exited his vehicle, and told the person to drop the weapon. The person began sprinting at the officer with a knife raised in his right hand. The officer discharged his weapon. The person was struck but survived.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷² The DPD's Use of Force Review Board met on June 23, 2022 and determined the shooting to be in-policy.

Closed Incident #7

On December 28, 2020, a community member reported that several people, one of whom was armed with a gun, were attacking someone inside his neighbor's house.

Chapter 4 :: Critical Incidents

When two officers (“Officer A” and “Officer B”) pulled up to the neighbor’s house, they heard a gunshot and saw a man with a gun in his hand run out of the house. Officer B got out of the patrol vehicle and yelled at the man to stop. Officer A chased after the man, and Officer B followed. The man attempted to steal an SUV that was driving nearby, but the driver sped away. The man began running across a large median separating the northbound and southbound traffic of a busy parkway. Officer A, who was standing approximately 30 yards away, fired at the man, across the street’s northbound traffic. Officer A missed the man but struck a vehicle that was driving southbound behind the individual on the other side of the median. Officer B, who was standing approximately 11 yards behind Officer A, fired her handgun, missing the man and Officer A but striking a vehicle that was driving northbound, between her and the man. The man threw his gun to the ground and continued to run away.

A corporal who had arrived at the scene saw the man walking down a street, attempting to open the doors of vehicles that were slowing down. The corporal got out of his patrol vehicle and ordered the man to get on the ground. The man ignored the commands and continued to try entering passing vehicles. The man found a vehicle’s door unlocked and got into the front passenger seat with the driver of the vehicle still seated in the vehicle. The corporal moved around to the passenger side of the vehicle and fired his handgun through the vehicle’s window. The man was struck and died from his wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷³ On June 23, 2022, the DPD’s Use of Force Review Board met and determined the shooting to be in-policy. A disciplinary case was opened and evaluated by the CRB. Officer A was suspended for four days for violating the DPD Discharge of Firearms Policy when he fired his handgun when there was likelihood of serious injury to community members traveling in nearby traffic.⁷⁴ Officer B was suspended for four days for violating the DPD Discharge of Firearms Policy when she fired her handgun when there was likelihood of serious injury to both Officer A and community members traveling in nearby traffic. Officers A and B appealed their suspensions to the Civil Service Commission.

Closed Incident #8

On May 8, 2021, a community member reported that an individual armed with a gun was on his patio. A corporal and two officers (“Officers A and B”) responded to the call. The corporal and Officer A began to search the patio with their

flashlights. The individual fired a shotgun that struck both the corporal and Officer A. The corporal returned fire, but the individual was not struck and ran away. The DPD's Use of Force Review Board met on March 17, 2022 and determined the shooting to be in-policy.

Closed Incident #9

On May 14, 2021, officers responded to calls about a man who stole a car at gunpoint and shot at people in the area. Officers located the stolen car and followed it. During the pursuit, the man drove recklessly, shot at officers from the car, collided with two other vehicles, and ultimately crashed. Officers responded to the intersection where the car came to a stop. The man pointed a gun out of the car window in their direction and fired. Nine officers returned gunfire. The man was struck and died from his wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁵ The DPD's Use of Force Review Board met on September 15, 2022 and determined the shooting to be in-policy.

Closed Incident #10

On May 19, 2021, two officers ("Officer A" and "Officer B") responded to a call of a man with a knife who was cutting himself. Before Officers A and B could approach the man, he noticed the officers and began walking toward them with a knife in his hand. Officers A and B ordered the man to stop and drop the knife, but the man continued to rapidly walk toward them. Officer A shot the man several times with her pepperball launcher. The pepperballs had little effect, and the man continued to walk towards Officers A and B. Officer B deployed his Taser, but only one of the two Taser probes hit the man, and it had no effect. The man continued to walk toward Officers A and B. As he closed in on Officer B, Officer A unholstered her gun and fired at him. The man was struck and died from his wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁶ The DPD's Use of Force Review Board met on September 15, 2022 and determined the shooting to be in-policy.

Chapter 4 :: Critical Incidents

Closed Incident #11

On May 30, 2021, two officers (“Officer A” and “Officer B”) responded to a call about a man with a rifle stealing several items from a store and making a comment about shooting police. While responding to the area, Officers A and B found a man walking with a rifle slung over his shoulder. Officer A exited the patrol car with his rifle and ordered the man to drop the gun. Officer B got out of the patrol car and drew his gun. The man unslung the rifle from his shoulder and began raising it toward Officers A and B. Officers A and B fired at the man, who was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁷ The DPD’s Use of Force Review Board met on September 15, 2022 and determined the shooting to be in-policy.

Closed Incident #12

On June 4, 2021, several community members reported an individual firing a gun at a park. DPD officers, including two corporals (“Corporals A and B”) and an officer (“Officer A”), responded to the park and located the individual leaning into the passenger side of a vehicle. Officers ordered the individual to show them his hands, and the individual stood up from the vehicle with a gun. Officers ordered him to drop the gun. The individual pointed the gun at his own head, lowered it, and started to walk toward the officers and raise the gun. Corporals A and B and Officer A fired their weapons, and the individual was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁸ The DPD’s Use of Force Review Board met on December 1, 2022 and determined the shooting to be in-policy.

Closed Incident #13

On June 13, 2021, DPD officers responded to the area where a person had reportedly fired a handgun at a car. Two officers (“Officer A” and “Officer B”) drove past a man who matched the description of the person with a handgun tucked into the waistband of his pants near the small of his back. They turned their patrol car around and parked facing the man. Two other officers (“Officer C” and “Officer D”) parked next to them, and all four officers exited with their guns drawn. They

ordered the man to put his hands in the air and explained that he was being stopped because he was in possession of a gun. The man ignored the order to put his hands up, pulled out a bottle, and drank from it. He let the bottle fall to the ground and began reaching toward the small of his back where his gun was located. Officers A, C, and D fired their guns at the man, who was struck and died as a result of the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁹ The DPD's Use of Force Review Board met on December 1, 2022 and determined the shooting to be in-policy.

Closed Incident #14

On December 27, 2021, community members reported seeing a van at the location of several shootings. Two officers ("Officers A and B") were driving in the area and saw the van. Officer A activated the patrol car's lights and sirens and began pursuing the van. The van drove into a parking lot that ended in a dead end, and Officer A stopped near the parking lot's entrance. Officer A and B got out of their vehicle, and the van made a U-turn and began driving at the patrol car. An individual within the van fired at Officers A and B, and Officer B returned fire. The individual fled the area in the van. The DPD's Use of Force Review Board met on December 1, 2022 and determined the shooting to be in-policy.

Closed Incident #15

On March 2, 2022, a detective from a nearby jurisdiction notified the DPD that they had tracked a man with a warrant for attempted murder to a business in Denver where the man's wife was employed. DPD officers responded to the area, determined that the man's vehicle was parked at the rear entrance of the business, and took up posts nearby to wait for him to exit. When the man and his wife exited the business, two flashbang devices were deployed. The man briefly stopped but was able to open the front passenger door of his vehicle and get inside. An officer grabbed the handle of the door and tried to open it, but the man was able to lock the door. A sergeant and technician approached the vehicle and saw the man pull a handgun out of the glove box and point it at them. The sergeant and technician both fired their weapons at the man, who was struck multiple times but survived.

The Denver District Attorney reviewed the incident and declined to file charges against the sergeant and technician. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁸⁰ The DPD's Use of Force Review Board met on September 6, 2023 and determined the shooting to be in-policy.

Chapter 4 :: Critical Incidents

Closed Incident #16

On June 4, 2022, an officer working an off-duty job at a restaurant saw a car drive toward the restaurant with a passenger holding a gun. The passenger fired his gun several times at the front of the restaurant, and the officer returned fire. The car sped away. The DPD's Use of Force Review Board met on September 6, 2023, and determined the shooting to be in-policy.

Closed Incident #17

On July 13, 2022, an officer ("Officer A") drove a patrol vehicle into a parking lot with a car that the DPD had been tracking in response to a 911 call about two armed men. As the patrol vehicle approached the car, the car's front passenger fired at the patrol vehicle through an open window. An officer in the patrol vehicle's passenger seat ("Officer B") returned fire through the windshield. Officers A and B got out of the patrol vehicle and fired at the passenger as he got out of the car and ran toward a nearby dumpster. Officer A reloaded and continued to fire at the passenger. The passenger was struck several times and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁸¹ The DPD's Use of Force Review Board met on September 6, 2023 and determined the shooting to be in-policy.

DPD Accidental Discharges Closed in 2023⁸²

Closed Incident #1

On December 31, 2022, an officer accidentally fired a round into the hood of a patrol vehicle while attempting to unload a handgun recovered from an individual being detained. The officer was suspended for 10 days for carelessly handling the firearm.

Critical Incidents: Denver Sheriff Department

Similar to situations involving the DPD, in all DSD critical incidents, the DPD's Major Crimes Unit responds to the scene to begin an investigation to determine whether any person should be held criminally liable. If the incident warrants, the OIM may respond to the scene of the incident for a walk-through and debriefing from command staff. Major Crimes Unit detectives interview witnesses and involved deputies and collect video and documentary evidence. After the criminal investigation is complete, the administrative review process begins.

Administrative Review of Critical Incidents Involving DSD Deputies

Once the District Attorney's Office has made a decision regarding the filing of criminal charges against anyone involved in an incident, the Major Crimes Unit reports are submitted to AIU to commence the administrative review. The OIM may make recommendations, and AIU determines whether it will conduct further investigation to evaluate potential violations of DSD policy. Once all evidence to be reviewed is gathered, the case may be submitted to the DOS CRU to determine whether there were any violations of DSD policy. If, after reviewing the investigation, the CRU finds that the involved deputy's actions were in compliance with DSD policy ("in-policy"), the case is forwarded to the Sheriff. If the Sheriff agrees there were no policy violations, the case may be closed. The OIM reviews the CRU's findings and makes recommendations to the Sheriff and the DOS.

If the CRU finds that the involved deputy's actions violated any DSD policy ("out-of-policy") or if the OIM disagrees with the CRU's recommended findings, the case may be referred to the Sheriff for a Contemplation of Discipline Hearing. The OIM observes the hearing and participates in deliberations of the command staff. At that hearing, the involved deputy is given the opportunity to present additional evidence or any mitigating information to explain the alleged misconduct. After hearing from the involved deputy, the OIM makes disciplinary recommendations to the Sheriff. Recommendations from the Sheriff and the OIM are forwarded to the DOS for further consideration. The DOS determines whether the deputy's actions were in-policy or out-of-policy and the appropriate level of discipline, if any.

DSD Critical Incidents in 2023

Incident #1

On March 6, 2023, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #2

On July 3, 2023, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #3

On July 13, 2023, an individual died during an interaction with DSD deputies. The administrative review into the incident was pending during this reporting period.

Incident #4

On September 30, 2023, an inmate suffered a medical emergency while in the custody of the DSD and later died. The administrative review into the incident was pending during this reporting period.

Incident #5

On October 20, 2023, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #6

On October 31, 2023, an individual died during an interaction with DSD deputies. The administrative review into the incident was pending during this reporting period.

Incident #7

On November 21, 2023, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

DSD Accidental Discharges in 2023

Incident #1

On August 21, 2023, a deputy accidentally discharged their firearm. The administrative review into the incident was pending during this reporting period.

DSD Critical Incidents Closed in 2023⁸³

Closed Incident #1

On October 28, 2022, two deputies (“Deputy A” and “Deputy B”) attempted to evict a resident from an apartment. Deputies A and B used a key to unlock the apartment door and found that the door was blocked and chained shut. They heard a gunshot from within the apartment, left the building, and called for support. DPD officers and a DSD captain, sergeant, and four additional deputies (“Deputy C,” “Deputy D,” “Deputy E,” and “Deputy F”) responded to the apartment building. While driving to the apartment building, Deputies C and D activated the lights on their DSD vehicles and turned the sirens on and off during the drive, which is prohibited by DSD policy. Deputies C, D, E, and F helped maintain a perimeter at the scene. DPD officers eventually entered the apartment and found that the resident had died from a self-inflicted gunshot wound.

During the incident, Deputies A, C, D, E, and F did not set their BWCs to record for the entire time they were on the scene. They each received an informal, which is not discipline but a debriefing that addresses the subject’s conduct. Deputies D, E, and F also failed to write complete reports about the incident and received notices of improvement. The sergeant did not bring his BWC with him to the scene, and both he and the captain failed to ensure that others were using their BWCs and that all the relevant BWC video had been reviewed. They received informals.

Deputies C and D received written reprimands for violating a rule related to the use of emergency equipment. They filed grievances requesting that the finding be reversed, and the DSD granted their request and had the written reprimands removed from their personnel files.⁸⁴

Endnotes

¹ Sworn DPD and DSD staff, including supervisors, are collectively referred to as “officers” and “deputies,” respectively, unless otherwise noted.

² Denver Revised Municipal Code Art. XVIII § 2-388.

³ Not included in this count are an additional 83 DPD Internal Affairs Bureau investigations into complaints about DSD deputies that were reviewed by the OIM.

⁴ Denver Revised Municipal Code Art. XVIII § 2-373(a).

⁵ The OIM does not generally report on incidents where an officer or deputy discharges a firearm at an animal.

⁶ In this count, the OIM does not generally include incidents where a community member dies of natural causes.

⁷ Due to security concerns, the DSD has not historically mediated complaints filed by inmates. DSD mediations typically involve staff member complaints lodged against other staff.

⁸ Community member and officer satisfaction rates are calculated by OIM analysts based on surveys administered by Community Mediation Concepts and provided to the OIM (on file with author).

⁹ A link to video of an OIM presentation about the YOP to the Denver City Council Safety, Housing, Education, and Homelessness Committee can be found here: https://denver.granicus.com/player/clip/15673?view_id=180&redirect=true.

¹⁰ Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-374, 2-386.

¹¹ Scheduled discipline violations include Failure to Appear in Court, Failure to Shoot for Efficiency, Photo Radar, Safety Restraining Devices, Required Minimum Annual Continuing Education, CEP Cancellation/CEP Failure to Attend, Preventable Accidents, and Punctuality. *See* DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 8-9 (effective Jan. 12, 2022).

¹² The data reported in this chapter, which do not include complaints against DPD civilian employees, were extracted from the DPD’s Internal Affairs records management database (“IAPro”). The OIM is not an IAPro administrator and has limited control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the accuracy of the DPD’s Internal Affairs data. Finally, because the OIM is not the final arbiter of what allegations to record in IAPro and against which officers, the OIM cannot certify that the data presented (with respect to specific complaint allegations) are what they would be if the OIM were making these decisions. Since the data were drawn from a dynamic, live database, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. Changes in coding or analysis of complaints, specifications, findings, and discipline may also lead to discrepancies between historical data presented in this report and data presented in previous OIM reports. The data included in this chapter were last retrieved from IAPro on February 2, 2024.

¹³ Many reports related to police oversight and IAB processes refer to complainant allegations. In this chapter, “allegations” refer to assertions, in a complainant’s own words, of particular kinds of

purported misconduct by an officer. The DPD does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks “specifications” that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which an officer might be disciplined, rather than the precise allegations communicated in the complaint.

If a complaint states a general concern with police policy or services, rather than an allegation of misconduct against a specific officer, there is no specification to record. For these complaints, we report the specification as a “service complaint.”

¹⁴ DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, at 12 (effective Jan. 12, 2022).

¹⁵ DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, at 16 (effective Jan. 12, 2022).

¹⁶ Percentages presented in Table 2.1 and other tables and figures in this report may not sum to 100 due to rounding.

¹⁷ To be clear, the DPD is recording and investigating a similar number of force-related complaints, but the specification commonly used to document the allegations has changed. In 2022, the DPD recorded 73 total force-related specifications (11 Duty to Obey Departmental Rules and Mayoral Executive Orders specifications linked to specific sections of the DPD Use of Force Policy and 62 Inappropriate Force specifications). In 2023, the DPD recorded 67 total force-related specifications (59 Duty to Obey Departmental Rules and Mayoral Executive Orders specifications linked to specific sections of the DPD Use of Force Policy and 8 Inappropriate Force specifications).

¹⁸ The DPD Complaint and Discipline Policy allows IAB to dismiss or decline complaints for several additional reasons, including if the complaint is untimely or from a person with a history of unfounded complaints. DPD Operations Manual § 503.01(5) (revised Nov. 15, 2023).

¹⁹ The DPD Complaint and Discipline Policy states that “[i]nformal investigations are conducted when there is a complaint of minor misconduct” and defines minor misconduct as “[p]otential violations of policy or procedure that have minimal adverse impact on the operation or integrity of the department and that are not likely to result in a formal disciplinary action against a named employee.” DPD Operations Manual § 503.01(2) (revised Nov. 15, 2023).

²⁰ The DPD Complaint and Discipline Policy allows mediation for some more serious allegations as long as the Executive Director of Safety, Chief of Police, Independent Monitor, complainant, and subject officer agree. DPD Operations Manual § 503.01(5)(a)(5) (revised Nov. 15, 2023).

²¹ The DPD Complaint and Discipline Policy states that “[a]ll allegations of misconduct that are not classified as minor misconduct, service complaints, or dismissals will be formally investigated.” DPD Operations Manual § 503.01(2) (revised Nov. 15, 2023).

²² The DPD Discipline Handbook is available online at <https://denvergov.org/files/assets/public/v/2/police-department/documents/discipline-handbook/discipline-handbook.pdf>.

²³ A Chief’s meeting may also be held in certain other cases where no discipline is recommended.

²⁴ Memorandum from former Executive Director of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

Endnotes

²⁵ Note that several cases are under appeal with the Civil Service Commission, as well as the courts. As a result, these totals are subject to revision until all appeals have been exhausted.

²⁶ The actual number of officers who resigned or retired while an investigation or discipline was pending is higher than the total reported in Table 2.3. The OIM reports only those resignations and retirements associated with cases for which the DOS ultimately issued sustained findings.

²⁷ Complaints with significant discipline closed in 2023 may not be included in this section if they were summarized in the OIM's 2022 Annual Report.

²⁸ After each resignation or retirement summarized in this section, the DOS ultimately issued sustained findings for the misconduct described.

²⁹ After resigning from the DPD, the sergeant appealed the DOS decision to sustain the allegations made in this case. The Civil Service Commission dismissed the appeal for lack of jurisdiction.

³⁰ Summary data on appeals filed by DPD officers or by the DOS regarding DPD officers were provided to the OIM by the Civil Service Commission on February 2, 2024.

³¹ Data on completed mediations come from Community Mediation Concepts, the organization that conducts police/community member mediations.

³² DPD timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either triage, investigative, or disciplinary review and the number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date.

³³ Regarding the “unknown” data category in Table 2.5, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

³⁴ DPD IAB will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant's issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

³⁵ Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-375(a).

³⁶ AIU may decide to open some cases in response to an OIM recommendation.

³⁷ Scheduled discipline violations include Unauthorized Leave, Preventable Accidents, Failure to Participate in Required Firearms Qualification/Training, and Refusal to Work Mandatory Overtime. See DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix H (updated Sept. 1, 2023).

³⁸ Unless otherwise noted, the data for this chapter, which do not include complaints against DSD civilian employees or those referred to the DSD to be handled because they did not include allegations of misconduct, were obtained from the AIU records management database, IAPro. The OIM is not an IAPro administrator and has no control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the complete accuracy of the AIU's data. Finally, though the OIM can make recommendations, it is not the final arbiter of what allegations to record in IAPro and against which deputies. Consequently, the OIM cannot certify that the data presented (with respect to specific complaint allegations) is what it would be if the OIM were making these decisions. Since the data

were drawn from dynamic, live databases, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. Changes in coding or analysis of complaints, allegations, findings, and discipline may also lead to discrepancies between historical data presented in this report and data presented in previous OIM reports. The data included in this chapter were last retrieved from IAPro on February 7, 2024.

³⁹ Scheduled discipline violations include Unauthorized Leave, Preventable Accidents, Failure to Participate in Required Firearms Qualification/Training, and Refusal to Work Mandatory Overtime. See DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix H (updated Sept. 1, 2023).

In 2022, cases related to the Public Health Order requiring vaccination of City and County of Denver employees were also handled as scheduled discipline. They are not included in the counts and percentages presented in this chapter.

⁴⁰ DSD Department Order 1.00.3001 Body-Worn Cameras (effective July 2023).

⁴¹ Many reports related to law enforcement oversight and internal-affairs processes refer to complainant allegations. In this chapter, “allegations” refer to assertions, in a complainant’s own words, of particular kinds of purported misconduct by a deputy. AIU does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks “specifications” that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which a deputy might be disciplined, rather than the precise allegations communicated in the complaint.

⁴² DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F (updated Sept. 1, 2023).

⁴³ DSD, *Average Daily Jail Population – June 2021 to Present* (last accessed Feb. 9, 2024), <https://www.denvergov.org/Government/Agencies-Departments-Offices/Agencies-Departments-Offices-Directory/Sheriff-Department/Data-Statistics#section-2>.

⁴⁴ If a case involves allegations of criminal conduct, the investigation is conducted by the DPD’s IAB. The DPD IAB will investigate the case and present it to the District Attorney’s Office for a charging decision. If the District Attorney decides to file charges, the case will generally be retained by DPD IAB until the conclusion of any criminal proceedings. Once the criminal proceedings are concluded or if the District Attorney decides not to file charges, the case will be turned over to the Public Integrity Division for completion of the administrative investigation to determine if any internal procedures or policies were violated.

⁴⁵ On November 23, 2021, the DOS issued a directive requiring that when subjects of complaints resign before the complaints are closed, the investigations be completed and findings made.

⁴⁶ Of the complaints closed in 2023, 6 are not included in Table 3.3 because they had a complaint type of “Other/Missing.” These complaints had outcomes of Declined (2), Informal (1), Not Sustained/Exonerated/Unfounded (1), and Sustained (2).

⁴⁷ In IAPro, complaints that AIU referred to the DSD had a variety of dispositions, including “DSD Handled” and “Resolved.” The OIM recoded all of these complaints as “Declined” to reflect the fact that the DSD determined that there was no credible evidence of misconduct and that further investigation was unlikely to reveal any such evidence.

Endnotes

⁴⁸ On November 1, 2023, the DOS issued a directive that all complaints related to incidents that occurred prior to that date alleging the failure to activate BWCs, timely upload BWC footage, or properly tag BWC footage would be closed with an informal disposition. Departmental Directive from Executive Director of Safety Armando Saldate III to AIU Manager Carl Vigil and CRU Manager Frances Gomez (Nov. 1, 2023) (on file with author).

⁴⁹ DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix H (updated Sept. 1, 2023).

⁵⁰ The DSD Discipline Handbook is available online at <https://denvergov.org/files/content/public/v/21/government/agencies-departments-offices/agencies-departments-offices-directory/departments-of-public-safety/about-us/commissions-accountability/1.00.5044-discipline-handbook.pdf>.

⁵¹ Memorandum from former Executive Director of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

⁵² Note that several cases are under appeal with the Career Service Board and the courts. As a result, these totals are subject to revision until all appeals have been exhausted.

⁵³ The actual number of deputies who resigned or retired while an investigation or discipline was pending is higher than the total reported in Table 3.4. The OIM reports only those resignations and retirements associated with cases for which the Department of Safety ultimately recommended sustained findings.

⁵⁴ Complaints with significant discipline closed in 2023 may not be included in this section if they were summarized in the OIM's 2022 Annual Report.

⁵⁵ After each resignation or retirement summarized in this section, the DOS ultimately issued sustained findings for the misconduct described.

⁵⁶ Summary data on appeals filed by DSD deputies or by the DOS regarding DSD deputies were provided to the OIM by the Career Service Hearing Office on January 12, 2024.

⁵⁷ Timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either triage, investigative, or disciplinary review, and the total number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date.

⁵⁸ Regarding the “unknown” data categories in Table 3.6, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

⁵⁹ AIU will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant's issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

⁶⁰ Data on DSD commendations were provided directly by the DSD.

⁶¹ The OIM does not generally report on incidents where a community member dies of natural causes or an officer or deputy discharges a firearm at an animal.

⁶² The DSD did not have any OISs during the time period under consideration.

- ⁶³ Each officer that participated in an OIS was included in this table only once.
- ⁶⁴ DPD Operations Manual Section 105.4(5).
- ⁶⁵ Critical incidents closed in 2023 may not be included in this section if they were summarized in the OIM's 2022 Annual Report.
- ⁶⁶ Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen, et al. (July 24, 2020), <https://adamsbroomfieldda.org/userfiles/2358/files/OIS-7-27-20.pdf>.
- ⁶⁷ In 2022, the Use of Force Review Board determined that this shooting and other closed shootings summarized in this report were in policy. We are summarizing these shootings in this report because the DPD did not close the cases out in IAPro until January 2023.
- ⁶⁸ Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen and Aurora Police Chief Vanessa Wilson (Nov. 4, 2020), <https://adamsbroomfieldda.org/userfiles/2358/files/OIS-nov-4-2020-letter.pdf>.
- ⁶⁹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Nov. 23, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/11-23-20-Decision-Letter-for-Officer-Involved-Shooting-Antonio-Blackbear-Sept-9-2020.pdf>.
- ⁷⁰ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen and Adams County Sheriff Richard Reigenborn (Nov. 25, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/11-25-20-Decision-Letter-for-Officer-Involved-Shooting-Christopher-Escobedo-Sept-12-2020.pdf>.
- ⁷¹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Jan. 19, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/011921-Decision-Letter-for-Officer-Involved-Shooting-Mac-McPherson-Sept-15-2020.pdf>.
- ⁷² Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Oct. 26, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/102620-Decision-Letter-for-Officer-Involved-Shooting-Heber-Gonzalez-Sept-26-2020.pdf>.
- ⁷³ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (May 19, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/051921-Decision-Letter-for-Officer-Involved-Shooting-Larry-Hamm-Dec-28-2020.pdf>.
- ⁷⁴ The disciplinary case associated with this incident was closed September 12, 2023.
- ⁷⁵ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Sept. 16, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/091621-Decision-Letter-for-Cedrick-Vick-051421.pdf>.
- ⁷⁶ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (July 6, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/070621-Decision-Letter-for-Raul-Rosas-Zarsosa-by-Officer-Phillips-May-19-2021.pdf>.
- ⁷⁷ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 4, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/080421-OIS-Decision-Letter-Shannon-Wright-May-30-2021-FINAL.pdf>.

Endnotes

⁷⁸ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (July 7, 2022), <https://www.denverda.org/wp-content/uploads/news-release/2022/070722-Colton-Wagner-MLK-Park-Shooting-DECISION-LETTER-060421.pdf>.

⁷⁹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 4, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/080421-OIS-Decision-Ltr-Vincent-Martinez-March-2-2022-FINAL.pdf>.

⁸⁰ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Apr. 14, 2022), <https://www.denverda.org/wp-content/uploads/decision-letter/2022/041422-Decision-Ltr-Vincent-Martinez-March-2-2022.pdf>.

⁸¹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Ron Thomas (Jan. 10, 2023), <https://www.denverda.org/wp-content/uploads/decision-letter/2023/011023-Decision-Letter-for-Michael-Sillette-July-13-2022-FINAL.pdf>.

⁸² Accidental discharges closed in 2023 may not be included in this section if they were summarized in the OIM's 2022 Annual Report.

⁸³ Critical incidents closed in 2023 may not be included in this section if they were summarized in the OIM's 2022 Annual Report.

⁸⁴ The DSD did not notify the OIM about its decision to rescind the written reprimands. The OIM worked with the DSD, and, in February 2024, the DSD updated its Discipline Handbook to address the issue. It now requires that the Sheriff notify the OIM within two business days of receiving a grievance related to written reprimands and, if the Sheriff decides to overturn a written reprimand, articulate in writing the reasons for the decision and provide the OIM the opportunity to make recommendations. DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines § 30.3 (updated Feb. 1, 2024).

Appendix A

**How to File a
Complaint/Commendation**

How to File a DPD Complaint/Commendation

- Postage-paid Complaint/Commendation Forms: The Office of the Independent Monitor (“OIM”) distributes complaint/commendation forms at government offices, libraries, and police facilities throughout Denver, and they can be mailed to the OIM at no charge.
- OIM Online Complaint/Commendation Form: Complaints and commendations may also be filed through an online form available on the OIM, Citizen Oversight Board (“COB”), and Denver Police Department (“DPD”) websites. See <https://www.denvergov.org/Government/Departments/Office-of-the-Independent-Monitor>.
- E-mail and Fax: The OIM also accepts complaints and commendations through e-mail at OIM@denvergov.org and by fax at 720-913-3305.
- Walk-ins and Telephone: Every district police station in Denver is required to accept walk-in and telephone complaints. The DPD Internal Affairs Bureau also accepts complaints by telephone (720-913-6019) and walk-in (1331 Cherokee Street), during normal business hours. Complaints and commendations can also be left in an OIM drop box at 101 W. Colfax Avenue.
- Tort and Civil Rights Claims: Investigations may also be initiated when a community member alleges officer misconduct in a claim or lawsuit filed against the City and County of Denver.

How to File a DSD Complaint/Commendation

- Postage-paid Complaint/Commendation Forms: The OIM distributes complaint/commendation forms at government offices, libraries, and Denver Sheriff Department (“DSD”) facilities throughout Denver, and they can be mailed to the OIM at no charge.
- OIM Online Complaint/Commendation Form: Complaints and commendations may also be filed through an online form available on the OIM, COB, and DSD websites. See <https://www.denvergov.org/Government/Departments/Office-of-the-Independent-Monitor>.
- E-mail and Fax: The OIM also accepts complaints and commendations through e-mail at OIM@denvergov.org and by fax at 720-913-3305.
- Walk-ins and Telephone: The DSD accepts complaints and commendations by telephone at 720-865-3888. Complaints and commendations can also be left in an OIM drop box at 101 W. Colfax Avenue.
- Tort and Civil Rights Claims: Investigations may also be initiated as a result of allegations of deputy misconduct in a claim or lawsuit filed against the City and County of Denver.

Appendix B
Complaint /Commendation
Form Locations

The following is a list of locations where, in recent years, community members could find OIM complaint/commendation forms. If you have any difficulty finding a complaint/commendation form, please contact the OIM at 720-913-3306 or oit@denvergov.org.

City Council Offices

City and County Building, 1437 Bannock St., Room 451:

- City Councilwoman Jamie Torres, District 3
- City Councilwoman Amanda Sawyer, District 5
- City Councilman Paul Kashmann, District 6
- City Councilwoman Flor Alvidrez , District 7
- City Councilman Chris Hinds, District 10
- City Councilwoman At-Large Sarah Parady
- City Councilwoman At-Large Serena Gonzales-Gutierrez

Other Locations:

- City Councilwoman Amanda P. Sandoval, District 1 – 1810 Platte St.
- City Councilman Kevin Flynn, District 2 – 3100 S. Sheridan Boulevard, Unit D
- City Councilwoman Diana Romero Campbell, District 4 – 7555 E. Hampden Avenue, STE. 325
- City Councilwoman Shontel M. Lewis, District 8 – Arie P. Taylor Municipal Building, 4685 Peoria Street, Suite 245
- City Councilman Darrell Watson, District 9 – 2855 Tremont Place, STE 201
- City Councilwoman Stacie Gilmore, District 11 – Arie P. Taylor Municipal Building, 4685 Peoria Street, Suite 215

Government Agencies

- Blair-Caldwell African American Research Library, Denver Public Library – 2401 Welton Street
- Athmar Park Branch Library, Denver Public Library – 1055 South Tejon Street
- Denver Central Library, Denver Public Library – 10 W. 14th Avenue Parkway
- Human Rights & Community Partnerships, City and County of Denver – Wellington E. Webb Building, 201 W. Colfax Avenue, 2nd Floor, Department 1102
- Office of the Independent Monitor, City and County of Denver – Denver Post Building, 101 W. Colfax Avenue, Suite 100
- Parks and Recreation, City and County of Denver – Wellington E. Webb Building, 201 W. Colfax Avenue, 6th Floor, Department 601

- Rodolfo “Corky” Gonzales Branch Library, Denver Public Library – 1498 N. Irving Street

Community-Based Locations

- Barnum Recreation Center – 360 Hooker Street
- Centro Humanitario Para Los Trabajadores – 2260 California Street
- Denver Indian Center – 4407 Morrison Road
- Denver Inner City Parish – 1212 Mariposa Street
- Gang Rescue and Support Project (GRASP) – 1625 E. 35th Avenue
- Greater Park Hill Community, Inc. – 2823 Fairfax Street
- Harm Reduction Action Center – 231 E. Colfax Avenue
- Hiawatha Davis Jr. Recreation Center – 3334 Holly Street
- Mi Casa Resource Center – 345 S. Grove Street
- Mile High Youth Corps – 1801 Federal Boulevard
- Montbello Recreation Center – 15555 E. 53rd Avenue
- New Hope Baptist Church – 3701 Colorado Boulevard
- NEWSED Community Development Corporation – 2120 W. 7th Avenue
- Padres y Jovenes Unidos – 4130 Tejon Street, Suite C
- Project VOYCE – 3455 Ringsby Court, #131
- Servicios de la Raza – 3131 W. 14th Avenue
- Shorter Community African Methodist Episcopal Church – 3100 Richard Allen Court
- Sims-Fayola Foundation – 12500 E Iliff Avenue STE 100 Aurora, CO 80014
- SouthWest Improvement Council – 1000 S. Lowell Boulevard
- Steps for Success – 4725 Paris Street, Suite 300
- Su Teatro Cultural and Performing Arts Center – 721 Santa Fe Drive
- The Bridge Project – 1265 Mariposa Street
- The Conflict Center – 4140 Tejon Street
- The Meyer Law Office, P.C. – 901 W. 10th Ave, Suite 2A
- True Light Baptist Church – 14333 Bolling Drive
- Vuela for Health – 3532 Franklin St. STE T2
- Whittier Café – 1710 E. 25th Avenue
- YESS Institute – 1385 S. Colorado Boulevard, Suite 610A
- Youth Advocate Program, Inc. – 3532 Franklin Street
- Families Forward Resource Center – 12000 E. 47th Avenue, Denver, CO 80239
- Youth on Record – 1301 W. 10th Avenue

Jails

- Denver County Jail – 10500 E. Smith Road
- Van Cise-Simonet Detention Center – 490 W. Colfax Avenue

Police Stations

- District 1 Station – 1311 W. 46th Avenue
- District 2 Station – 3921 N. Holly Street
- District 3 Station – 1625 S. University Boulevard
- District 4 Station – 2100 S. Clay Street
- District 5 Station – 4685 Peoria Street
- District 6 Station – 1566 Washington Street
- West Denver Cop Shop – 4200 Morrison Road
- Denver Police Administration Building – 1331 Cherokee Street

Schools

- Bruce Randolph School – 3955 Steele Street
- Colorado High School Charter – 1175 Osage Street, #100
- Denver Center for 21st Century Learning – 1690 Williams Street
- Denver Justice High School – 300 E. 9th Avenue
- Denver Waldorf School – 2100 S. Pennsylvania Street
- DSST Elevate Northfield High School - 10825 E. 47th Avenue
- East High School – 1600 City Park Esplanade
- Manual High School – 1700 E. 28th Avenue
- Martin Luther King Jr. Early College – 19535 E. 46th Avenue
- South High School – 1700 E. Louisiana Avenue
- Swansea Elementary School – 4650 Columbine Street
- CEC Early College – 2650 Eliot Street, Denver, CO 80211
- John F. Kennedy High School – 2855 S. Lamar St, Denver, CO 80227
- Northfield High School – 5500 Central Park Blvd, Denver, CO 80238
- North High School – 2960 Speer Blvd, Denver, CO 80211
- Abraham Lincoln High School – 2285 S. Federal Blvd, Denver, CO 80219
- West Leadership Academy – 951 Elati Street

Courts/Criminal Justice Locations

- Courtroom 2100, Van Cise-Simonet Detention Center – 490 W. Colfax Avenue
- Courtroom 2300, Van Cise-Simonet Detention Center – 490 W. Colfax Avenue
- Denver District Court – Civil & Domestic – 1437 Bannock Street, Room 256
- Denver Juvenile Services Center – 303 W. Colfax Avenue, 1st Floor
- Denver Municipal Court - General Sessions – 520 W. Colfax Avenue, Room 160
- Denver Municipal Court - Traffic Division – 1437 Bannock Street, Room 135
- Denver Office, Colorado State Public Defender – 1560 Broadway, Suite 300
- Lindsay-Flanigan Courthouse – 520 W. Colfax Avenue
- Safe City Office – 303 W. Colfax Avenue, 10th Floor



DENVER

OFFICE OF THE
INDEPENDENT MONITOR

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