



Office of the Independent Monitor 2025 Semiannual Report

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Independent Monitor

Key OIM Responsibilities

- Monitor and make recommendations **on complaint investigations and disciplinary findings**
- Monitor officer-involved **shooting and in-custody death investigations**
- Make recommendations for improving **policies, practices, and training**
- Conduct **outreach** to community and law enforcement
- Cultivate community member/officer dialogue through **mediation**

Policy Overview

Suspected Overdoses in DSD Jails

- The number of drug overdose-related incidents within the jails has increased in recent years.
- In response, the DSD has established the “Prevention, Detection, and Prosecution Task Force,” to:
 - 1) Reduce the introduction of contraband while supporting individuals suffering from substance misuse disorders.
 - 2) Enhance the capability of detecting drugs inside the jails
 - 3) Take legal action against those who successfully introduce contraband inside jail facilities.
- The OIM will review the status of current efforts and make recommendations if more steps are needed to be taken to interdict controlled substances contraband in jail facilities.

Investigations into Nonfatal Suspected Overdoses

- The OIM was concerned about the lack of administrative investigations related to suspected overdose incidents inside the DSD jails and made direct recommendations to the Department of Safety.
- On July 25, 2025, the previous Executive Director of Public Safety, Armando Saldate, directed the opening of administrative investigations into suspected overdose incidents in DSD jail facilities.
- Like with all administrative investigations, the OIM will review each investigation and, if necessary, make recommendations.

DPD Education-Based Development Program (EBD)

- The OIM does not support EBD.
- If enacted, EBD will upend the current DPD discipline system by eliminating the possible imposition of discipline for certain misconduct violations.
- By removing accountability and transparency from discipline, EBD will substantially undermine community trust in policing.
- Despite our strong opposition to EBD, the OIM has worked diligently to provide recommendations through its review of draft EBD policies in March, July, and August of 2025.

DPD Education-Based Development Program (EBD)

- The OIM recommends that the DPD immediately suspend the development of the proposed EBD program.
- The City and County of Denver should not expose itself to risk based upon an experimental system of discipline.
- Before continuing to develop the program, the DPD should convene a task force to determine whether an EBD program is consistent with community goals and expectations for officer accountability.

Audit of the OIM by the Denver Auditor's Office

- In 2024, the Denver Auditor's Office began an audit of the OIM. The audit concluded on September 18, 2025.
- The final audit report presents four findings and six recommendations.
- Although the OIM does not agree with all the findings and rationale behind the six recommendations, our office agreed to implement the recommendations, which include conducting a further review and an evaluation of the OIM ordinance (DRMC § 2-371, *et seq.*) and internal policies.

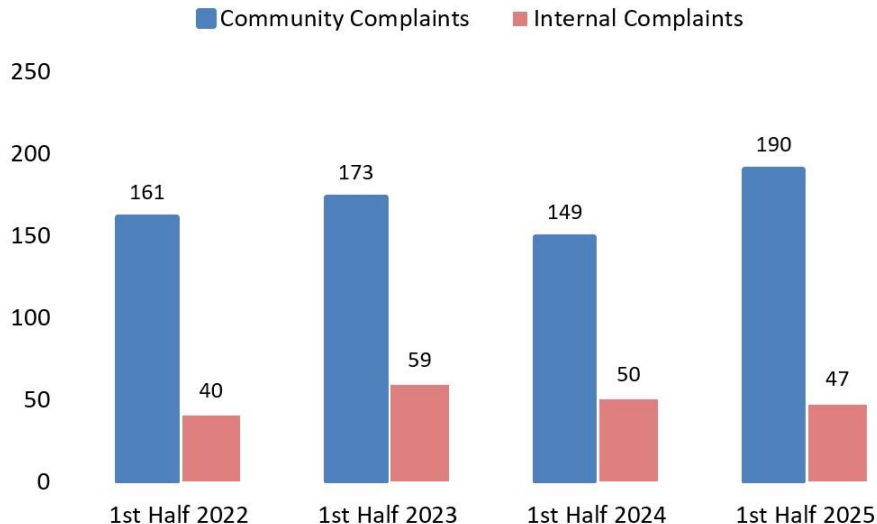
Aggregate Information about Investigation and Discipline Reviews

- In collaboration with the city's Technology Services ("TS") department, the OIM developed a database on the Salesforce platform to store detailed information about its DPD and DSD investigation and discipline reviews.
- The development of this database was crucial for the OIM's ability to present information, in statistical and summary form, about the OIM's assessment of the sufficiency of investigations and the appropriateness of disciplinary actions, as required by ordinance.
- Of the 216 cases closed by the DPD in the first half of 2025, the OIM returned 34.7% for additional work. Of the 178 cases closed by the DSD in the first half of 2025, the OIM returned 56.2% for additional work.

DPD Monitoring

Complaints Against DPD Officers

- 190 community complaints recorded in the first half of 2025
 - 28% increase from 2024
- 47 internal complaints recorded in the first half of 2025
 - 6% decrease from 2024



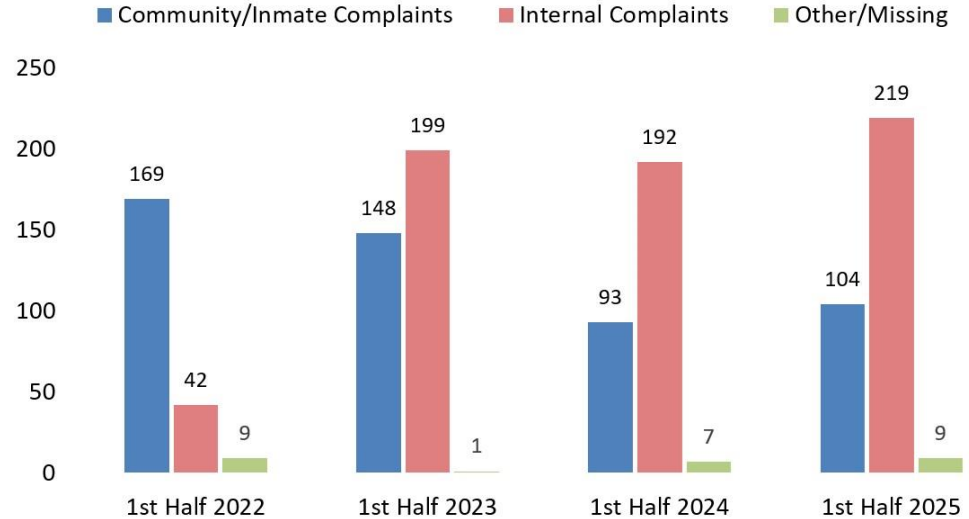
DPD Discipline and Commendations

- Discipline
 - 7 officers terminated
 - 6 officers retired/resigned prior to the completion of the disciplinary process
 - 4 officers suspended
- Commendations
 - 181 awarded to officers

DSD Monitoring

Complaints Against DSD Deputies

- 104 community/inmate complaints recorded in the first half of 2025
 - 12% increase from 2024
- 219 internal complaints recorded in the first half of 2025
 - 14% increase from 2023



DSD Discipline and Commendations

- Discipline
 - 8 deputies retired/resigned prior to the completion of the disciplinary process
 - 2 deputies suspended
- Commendations
 - 132 awarded to deputies

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