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# Citizen Oversight Board City Council Presentation

Presenter: Julia Richman, Chair  
February 8, 2023

# Agenda

1. Potential Ordinance Changes
2. 2022 Recap
3. Introduction: Independent Monitor Lisabeth Castle
4. Strategic Plan

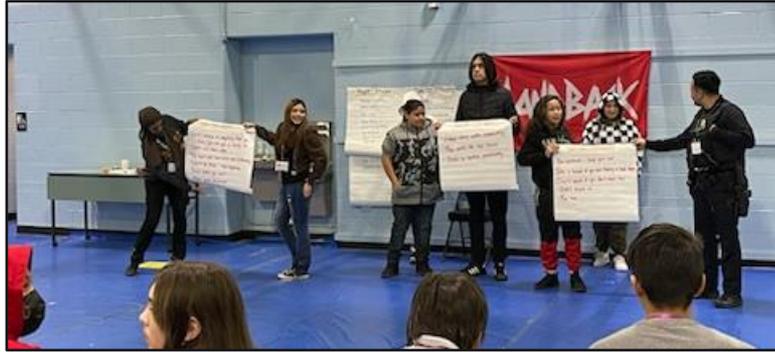
# Proposed Ordinance Changes

1. Streamlining the Appointment Process
  - a) Removal of Nominating Committee
  - b) Return to direct appointments
  - c) Revamp Recruiting Process
2. Modifying compensation structure to be based on meetings attended, in line with other high-workload Boards and Commissions.
3. Clarifying language around Board Member resignations
  - a) “Upon the expiration of their term, each member ~~shall~~ may continue to serve” until successor appointed
  - b) Unexcused absence from four “meetings in a calendar year shall constitute a resignation”

# 2022 Overview

1. Board Activities:
  - a. Public Integrity Division: Policy Implementation
  - b. Monitor Hiring Process
  - c. Strategic Planning: Resources, Community, Policy
  - d. New Web Page: “Oversight in Denver”
  
2. Board Concerns:
  - a. Leroy Taylor & Oversight of Denver Health
  - b. Public Integrity Division: Administrative Investigations Unit
  - c. DSD Staffing
  - d. Board Vacancies

# Lisabeth Pérez Castle



## Citizen Oversight Board Strategic Plan 2023-2024

Strategic Goals	Objectives	Activities	Measures
<b>Adequate Funding and Operational Resources</b>	<ul style="list-style-type: none"> <li>• Hire and supervise new monitor</li> <li>• Increase monitor and staff salaries, staffing, and bandwidth for effective oversight</li> <li>• Make board membership more accessible to community members</li> <li>• Amend board bylaws</li> <li>• Clarify roles and standardize training for board members</li> </ul>	<ul style="list-style-type: none"> <li>• Request salary study for monitor position</li> <li>• Write performance plan for monitor position</li> <li>• Assist Monitor in setting strategic direction of OIM</li> <li>• Develop board member role description, interest packet, onboarding checklist, orientation, ongoing training, offboarding, and exit interview</li> <li>• Amend board bylaws</li> <li>• Shorten nominating process for board members</li> </ul>	Salary studies  Vacancy rates
<b>Sustained Stakeholder Support: Community Outreach and Involvement</b>	<ul style="list-style-type: none"> <li>• Engage and catalyze community to raise visibility of Citizen Oversight Board and Office of the Independent Monitor, prioritizing strong, open relationships and working together to reform the oversight system</li> <li>• Publish more resources for the public</li> <li>• Prepare for new mayor and council members in 2023</li> </ul>	<ul style="list-style-type: none"> <li>• Prepare community engagement plan with calendar of events</li> <li>• Participate in community-hosted events</li> <li>• Publish and update web page with history of the Citizen Oversight Board and Office of the Independent Monitor</li> <li>• Educate political candidates about roles of Citizen Oversight Board and Office of the Independent Monitor</li> </ul>	Participation at events  Public awareness
<b>Unfettered Access to Records and Facilities; Public Reporting and Transparency</b>	<ul style="list-style-type: none"> <li>• Issue more data analysis, reports, and recommendations than in previous years</li> <li>• Develop an approach to enabling the OIM to conduct drop-in public safety inspections</li> <li>• Increase independence and transparency of use of force review boards at DPD</li> <li>• Enhance transparency of process governing misconduct and policy complaints</li> <li>• Enhance oversight and transparency of Denver Health's performance in providing medical care to incarcerated persons</li> </ul>	<ul style="list-style-type: none"> <li>• Pursue outstanding data requests to agencies</li> <li>• Develop strategy, templates, and checklists for reports and public statements</li> <li>• Develop research priorities and partnerships</li> <li>• Develop research strategy for inspections, use of force review, and misconduct and policy complaints</li> <li>• Monitor implementation of public portal for IAPro database</li> <li>• Analyze Denver Health contract with DSD</li> <li>• Data requests and CORA requests</li> </ul>	Reporting  Implementation

# Strategic Plan 2023-2024

## **Resources:** Adequate Funding and Operational Resources

1. Board: Vacancies
2. Board: Standardized Training
3. Board: Clear Member Roles and Expectations
  
4. OIM: Strong Long-Term Leadership
5. OIM: Appropriate and Competitive Salaries (Monitor and Staff)
6. OIM: Staff Bandwidth for New Projects
  
7. Board & OIM: Performance & Evaluation Plan for Monitor

# Strategic Plan 2023-2024

## **Community:** Sustained Stakeholder Support: Community Outreach and Involvement

1. Targeted Community Meetings
2. Community Event Participation & Outreach
3. Easily Accessible Educational Resources
4. Preparing for Political Change

# Strategic Plan 2023-2024

**Policy:** Unfettered Access to Records and Facilities; Public Reporting and Transparency

1. Issue More Public Letters/Reports and Recommendations
2. OIM Access to Jails and Inmates
3. Improve Transparency of DPD Force Review Boards
4. Enhance transparency of process governing misconduct and policy complaints
5. Enhance oversight and transparency of Denver Health's performance for the City

# Questions?

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