
Denver Citizen Oversight Board 2025 Annual Report

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Roadmap:

1. Our Mission
2. Reviewing 2025:
 - a) Our Activities
 - b) Public Safety's Activities
 - c) OIM's Effectiveness
 - d) Our Concerns
3. Our Recommendations

Charter Responsibilities:

- 1. Oversee the Office of the Independent Monitor**
 - a) Assess the effectiveness of the monitor's office
 - b) Select and manage the Independent Monitor
- 2. Make recommendations to Public Safety**
 - a) Policy level
 - b) Case-specific
- 3. Address any other matters of community concern**

COB in 2025:

- Opposition to Education Based Development Policy
 - Private recommendations on non-public language
 - Op-ed in Denver Post asking for publication of policy language
 - Public comment on published policy language
 - Community events to raise awareness
- Ordinance passed requiring transparency of non-monetary terms in legal settlements related to public safety
- Policy fix: OIM involvement required in appeal-stage discipline settlements
- Committee creation: Management, Community Engagement
- Second year with a vacant mayoral seat (now two)

Public Safety's Activities in 2025:

- **Settlements:** Close to \$9 million paid in lawsuit settlements, almost \$7.5 million related to George Floyd protests in 2020.
- **Brandon Ramos** case- civil jury verdict against former police officer
- **Police:** Flock Safety license plate readers, Education Based Development policy, Drones as First Responders pilot program
- **Sheriff:** Clothing Project for in-person visitation, Housing Unit for Military Veterans, electronic delivery for personal mail, electronic health records project
- **Department of Public Safety:** Executive Director transition, Chief Compliance Officer termination and vacancy

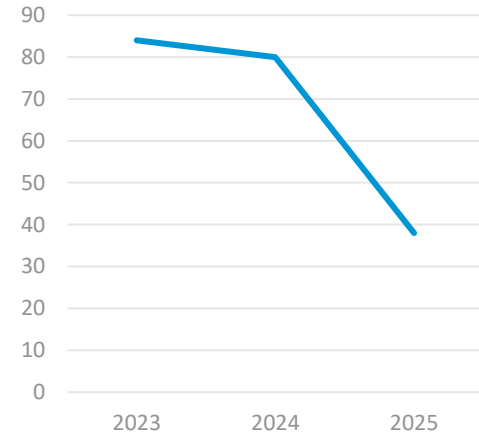
OIM's Effectiveness:

- Staff count (14) has not meaningfully increased since 2019, but workload has grown substantially. Additional burdens in 2025 from audit and repeatedly responding to the DPD's Education Based Development proposal.
- Some progress is being made in terms of sharing their work more transparently, we continue to push for change.
- Operational management and the need for a strategic plan

Board Concerns – DPD:

- Dramatic decline in discipline, primarily attributed to vacancy of DOS’s Chief Compliance Officer
- Proposed “Education Based Discipline” process
- Flock Cameras
- Long-running concerns:
 - Refusal to proactively share bodyworn camera footage with OIM
 - Use of Force Review Board membership
 - Closure letters

Annual Discipline Orders Issued, DPD



(continued)

Board Concerns – DSD:

- Dramatic and sustained decline in discipline – Cause Unknown
 - Initially attributed to a backlog in the Administrative Investigations Unit.
- Severe understaffing
 - Bad for staff
 - Bad for people in custody
 - Bad for the budget (overtime)
 - Bad for re-entry (program participation is limited)



(continued)

Select Recommendations:

Denver Police Department:

- Shift its approach to major changes in policy - more transparency and include a collaborative development process.
- Should not implement the proposed Education Based Development policy and should instead conduct a thorough and collaborative review with a community coalition of the existing discipline process, similar to what was accomplished in 2006 - 2008 and 2017 - 2018.
- Begin proactively sharing all use of force footage with the OIM, as a step towards unfettered access to BWC footage for OIM much like DSD does currently

Select Recommendations:

Denver Sheriff Department:

- The DSD should clearly identify and communicate the root causes of the significant decline in discipline.
- The DSD and the City should continue to prioritize recruitment and retention efforts for both uniformed and professional staff.
- The DSD should continue to build on its work to encourage and facilitate in person visits for people in custody.

Select Recommendations:

Department of Public Safety:

- The DOS should ensure that disciplinary processes can be effectively completed despite changes in staffing and that any disciplinary actions currently stuck in the backlog are not modified or mitigated as a result of delays.
- Fully support and collaborate with the surveillance task force as it works to build a lasting framework for introducing surveillance technologies.

Selected Recommendations:

Others:

- The City should significantly increase the size of the OIM's budget in order to ensure that it has the capacity to perform not just reactive monitoring but proactive reviews of policies and practices. The City should also consider amending ordinance to require that the OIM's budget increases correspondingly with budget increases for the safety departments.
- The City should make a major investment in its capacity to strategically lead and manage the STAR program, alongside the financial investments to improve the program's service delivery capacity.
- The Mayor should, without any further delay, appoint community members to the Board's vacancies so that the COB can operate at full capacity.

Strategic Plan 2025 – 2026

Public Reporting and Transparency

- a) Enhance oversight and transparency of programs, services, and providers within and for DOS
- b) Advocate for continued transparency in public reporting

Community Outreach and Engagement

- a) Invest in direct community engagement and partnership building
- b) Develop and monitor communications and community engagement plan

Capacity Building

- a) Deepen relationships and strategic alignment with OIM
- b) Engage in succession planning
- c) Understand and advocate for budget and financial resources

Questions?

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<https://linktr.ee/DenverCOB>