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# Denver Citizen Oversight Board 2021 Annual Report

April 20, 2022

Julia Richman, Chair

# Agenda

1. Assessment of the Office of the Independent Monitor (OIM)
2. Changes in 2021
3. Concerns from 2021
4. Public Integrity Division (PID) Policies
5. Recommendations
6. Questions

# Assessment of the OIM

- Staff performed well despite leadership uncertainty
- Staff survey results were very positive
- Staff have continued to be very responsive to Board requests
- OIM staffing was down in 2021
  - 25% vacant almost all year
- OIM's primary workload metrics decreased by 10 – 20%
- Mediation and Outreach efforts still low due to COVID
- Additional workload from PID policy and triage issues
- Public Safety leaders did not share any complaints

# Changes in 2021

## Board:

- Budget & Staffing Increase
- Referred Question 2G
- Access to PID's complaint and discipline database (IAPro)

## Department of Public Safety:

- Orcutt Police Nunchaku (OPN) Ban
- Disciplinary Investigations Continue after Resignation
- New DSD Notification Policy for Critical Incidents
- PID will include all complaints in IAPro database

# Concerns in 2021

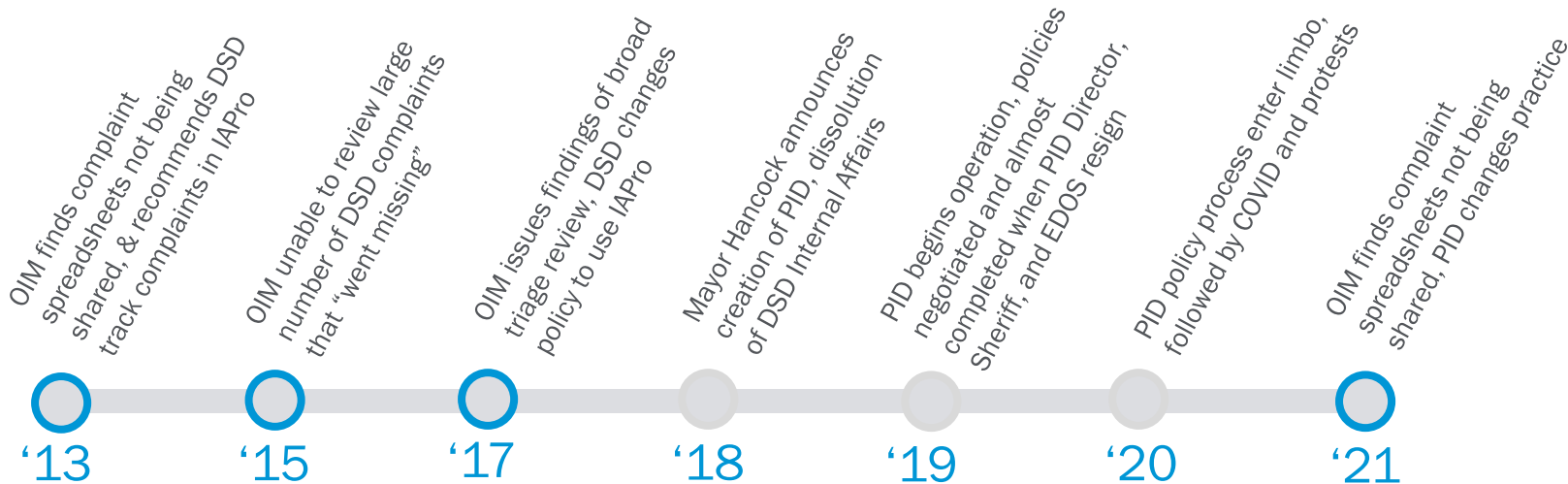
## Community:

- DSD's Food Service
- DSD's Medical Treatment & Living Conditions
- DPD's Protest Cases from 2020
- Street Enforcement Team Operations

## Board:

- OIM Access: PID Triage, DSD Notification, and Evidence.com
- Operating Policies for PID
- Denver Health's Transparency
- Public Safety Staffing

# PID History



# DSD Internal Affairs (2013 – 2019)

**2013:** OIM Semi-Annual Report details numerous problems, many stemming from the use of ad-hoc spreadsheets to track complaints. Recommends using IAPro to track and manage all complaints.

## FINDING 1

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**Inmate Grievances that Allege Serious Deputy Misconduct are Often not Referred to or Investigated by DSD Internal Affairs, as Required by DSD Policy.**

*Recommendation 5: We recommend that IAB's policies and procedures be clarified to make certain that all allegations of misconduct that are relayed to IAB are entered into IAPro and communicated to the OIM, without fail.*

## FINDING 2

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**The DSD is not Routinely Notifying the OIM of Misconduct Complaints Contained in Inmate Grievances, as Required by the OIM Ordinance.**

# DSD Internal Affairs (2013 – 2019)

**2015:** OIM repeatedly requested but never received a large number of complaints referred to in a tracking spreadsheet. In 2017, the DSD publicly admitted the complaints “went missing.”

**2017:** OIM completed a broad review of DSD intake and triage process, and DSD changed policy to include all misconduct complaints in IAPro.

**2018:** Mayor Hancock announces the replacement of DSD Internal Affairs with PID and the creation of an Executive Advisory Board to create new policies and procedures.



# Public Integrity Division (2019 – 2021)

**2019:** Executive Advisory Board regularly meets, negotiates, and gets very near finalization of new PID policies. The year ends with the resignation of the Sheriff Firman and the new PID Director.

**2020:** Year begins with resignation of EDOS Riggs. The Executive Advisory Board stops meeting, and PID policies enter limbo.  
+ Impacts from COVID and George

# Public Integrity Division (2019 – 2021)

## 2021:

- OIM discovered PID was using spreadsheets and not sharing all complaints with OIM.
- PID policies emerge from limbo in rough shape. Among other things, they mandate the use of tracking spreadsheets (albeit with OIM access). COB and OIM provide detailed feedback.
- DOS initially declined COB and OIM's recommendations to track all complaints in IAPro, but EDOS Robison agreed in a December COB meeting, 10 days before announcing his resignation.

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# Board Recommendations

## Department of Public Safety

- Implement PID Policies
- Provide OIM with direct access to evidence.com
- Create recruiting/retention working groups

## Denver Police Department

- Prioritize Protest-Related Investigations and Cases

## Denver Sheriff Department

- Leverage contract renewal process to require Denver Health to:
  - Increase transparency of treatment policies and discipline processes
  - Take into account the jail-specific dangers of inmate destabilization
  - Honor inmate requests to consult with pre-existing outside providers

# Questions?

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