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# Office of the Independent Monitor 2025 Annual 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**

# OIM Monitoring

- Administrative Complaint Investigations Reviewed
  - **415** DPD complaint investigations
  - **623** DSD complaint investigations
- Critical Incident Investigations Monitored
  - **11** DPD officer-involved shootings
  - **3** deaths during interactions with DPD officers
  - **8** deaths while in DSD custody or during interactions with DSD deputies outside the jails

# OIM Policy

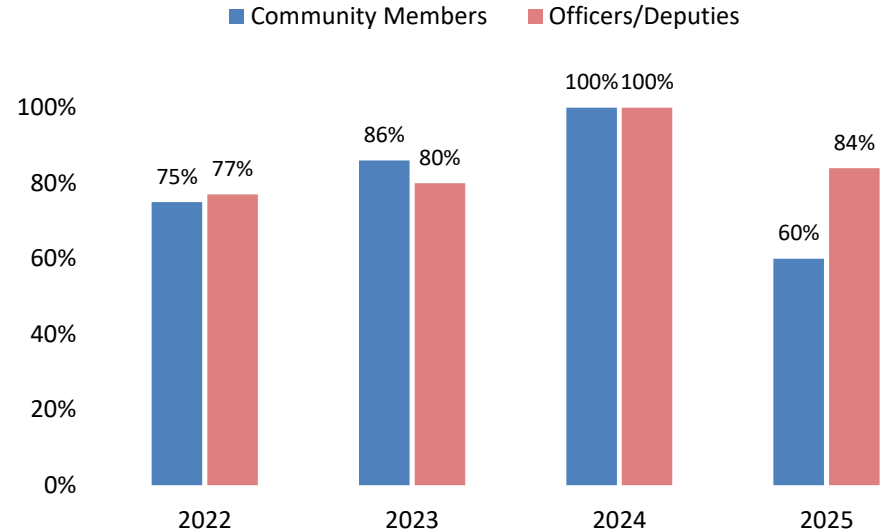
- Analysis of trends and patterns in:
  - DPD complaints
  - DPD uses of force
  - DSD complaints
  - DSD suspected overdoses in jails
- Research into DPD Education-Based Development proposal
- Recommendations about DPD and DSD policies
- Assist Denver Auditor with the OIM audit
- Production of the 2025 Semiannual and Annual Reports

# OIM Outreach

- General Outreach
  - **222** meetings with community members
  - **103** outreach events with members of law enforcement
- Youth Outreach Project
  - Held **11** youth-officer forums, reaching **229** youth
  - Trained **105** officers in adolescent development and de-escalation with youth
  - OIM Implicit Bias training incorporated in DSD Academy, and **44** recruits participated in the training

# Complaint Mediation Program

- 24 mediations completed in 2025
- Satisfaction with mediation process:
  - 60% of community members
  - 84% of officers/deputies



*\*The number of survey responses was small (less than 15 respondents), and results should be interpreted with caution.*

# Administrative Investigation Oversight

- Investigations returned by the OIM with recommendations for additional work:
  - **34%** of DPD investigations
  - **52%** of DSD investigations

# Administrative Discipline Oversight

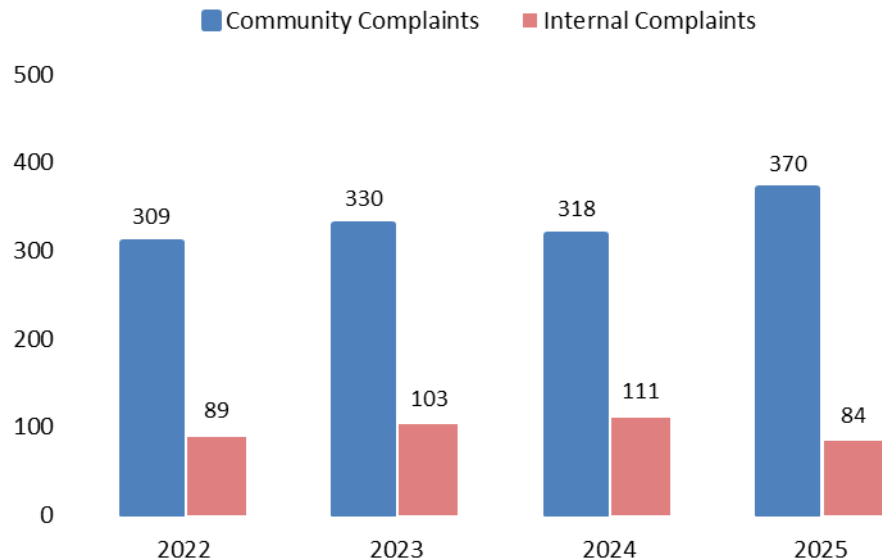
- Out of the complaint specifications where OIM recommended a sustained finding, a sustained finding was issued on:
  - **79%** of the DPD specifications
  - **54%** of the DSD specifications

# Administrative Discipline Oversight

- Of the complaint specifications where the DOS/DPD issued a sustained finding, the OIM's recommended disciplinary conduct category agreed with the:
  - DPD's final imposed disciplinary conduct category **89%** of the time
  - DSD's final imposed disciplinary conduct category **64%** of the time

# Complaints Against DPD Officers

- **370** community complaints recorded in 2025
  - **16%** increase from 2024
- **84** internal complaints recorded in 2025
  - **24%** decrease from 2024



# DPD Discipline and Commendations

- Discipline
  - **8** officers terminated
  - **7** officers retired/resigned prior to the completion of the disciplinary process
  - **9** officers suspended
- Commendations
  - **397** awarded to officers

# Complaints per Officer by Year Recorded

Number of Complaints	2022	2023	2024	2025
0	75%	74%	79%	75%
1	20%	19%	16%	19%
2	4%	5%	4%	4%
3	1%	1%	1%	1%
4	< 1%	1%	< 1%	< 1%
5	< 1%	0%	< 1%	0%
6+	< 1%	< 1%	0%	0%
Total Sworn Officers	1,452	1,504	1,562	1,604

# Sustained complaints per Officer

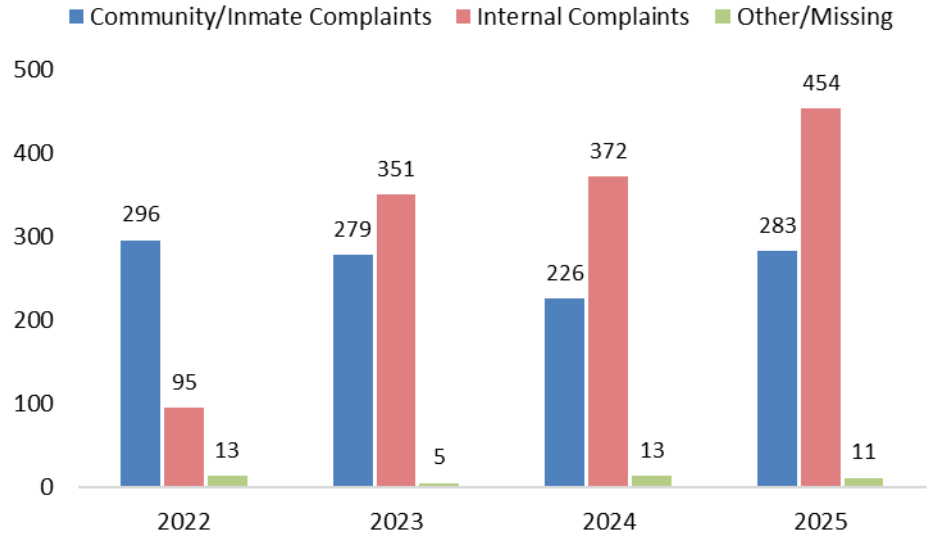
Number of Complaints	2022	2023	2024	2025
0	92%	92%	91%	95%
1	7%	7%	8%	5%
2	1%	1%	1%	< 1%
3	< 1%	< 1%	< 1%	0%
4	0%	0%	< 1%	< 1%
Total Sworn Officers	1,452	1,504	1,562	1,604

# DPD Mean / Median Case Processing Times

Review Stage	All Cases (410 cases) Mean / Median	Cases with Disciplinary Review (100 cases) Mean / Median	Cases without Disciplinary Review (310 cases) Mean / Median
Initial Investigation (DPD)	48 / 36 days	56 / 44 days	46 / 35 days
Initial Investigation Review (OIM)	10 / 8 days	6 / 5 days	11 / 9 days
Subsequent Investigation (DPD)	6 / 0 days	10 / 0 days	5 / 0 days
Subsequent Investigation Review (OIM)	2 / 0 days	2 / 0 days	2 / 0 days
Initial Discipline Analysis (DPD)	122 / 121 days	122 / 121 days	-
Initial Discipline Analysis Review (OIM)	28 / 20 days	28 / 20 days	-
Subsequent Discipline Analysis (DPD)	3 / 0 days	3 / 0 days	-
Subsequent Discipline Analysis Review (OIM)	1 / 0 days	1 / 0 days	-
Post-Review Closure (DPD/DOS)	13 / 1 days	44 / 25 days	2 / 0 days
<b>Overall Timeliness</b>	116 / 68 days	271 / 282 days	66 / 52 days

# Complaints Against DSD Deputies

- **283** community/inmate complaints recorded in 2025
  - **25%** increase from 2024
- **454** internal complaints recorded in 2025
  - **22%** increase from 2024



# DSD Discipline and Commendations

- Discipline
  - **1** deputy terminated
  - **20** deputies retired/resigned prior to the completion of the disciplinary process
  - **11** deputies suspended
- Commendations
  - **186** awarded to deputies

# Complaints per Deputy by Year Recorded

Number of Complaints	2022	2023	2024	2025
0	68%	47%	44%	38%
1	22%	23%	27%	27%
2	6%	14%	12%	13%
3	2%	6%	7%	10%
4 or More	1%	10%	9%	12%
Total Sworn Deputies	574	583	601	580

# Sustained complaints per Deputy

Number of Complaints	2022	2023	2024	2025
0	86%	86%	70%	71%
1	13%	12%	23%	21%
2	1%	1%	5%	6%
3 or More	< 1%	< 1%	2%	2%
Total Sworn Deputies	574	583	601	580

# DSD Mean / Median Case Processing Times

Review Stage	All Cases (622 cases)	Cases with Disciplinary Review (295 cases)	Cases without Disciplinary Review (327 cases)
	Mean / Median	Mean / Median	Mean / Median
Initial Investigation (DOS)	86 / 28 days	119 / 64 days	56 / 21 days
Initial Investigation Review (OIM)	8 / 6 days	5 / 4 days	10 / 8 days
Subsequent Investigation (DOS)	16 / 0 days	29 / 1 days	4 / 0 days
Subsequent Investigation Review (OIM)	2 / 0 days	2 / 0 days	2 / 0 days
Initial Discipline Analysis (DOS)	111 / 106 days	111 / 106 days	-
Initial Discipline Analysis Review (OIM)	56 / 52 days	56 / 52 days	-
Subsequent Discipline Analysis (DOS)	3 / 0 days	3 / 0 days	-
Subsequent Discipline Analysis Review (OIM)	2 / 0 days	2 / 0 days	-
Post-Review Closure (DOS)	9 / 0 days	17 / 1 days	1 / 0 days
<b>Overall Timeliness</b>	<b>204 / 118 days</b>	<b>343 / 302 days</b>	<b>78 / 41 days</b>

# Contact Information

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