



DENVER
OFFICE OF THE
INDEPENDENT MONITOR

2020 Annual Report

The Office of the Independent Monitor

The Office of the Independent Monitor (“OIM”) is charged with working to ensure accountability, effectiveness, and transparency in the Denver Police and Sheriff disciplinary processes. The OIM is responsible for:

- ◆ Ensuring that the complaint and commendation processes are accessible to all community members;
- ◆ Monitoring investigations into community complaints, internal complaints, and critical incidents involving sworn personnel;
- ◆ Making recommendations on findings and discipline;
- ◆ Publicly reporting information regarding patterns of complaints, findings, and discipline;
- ◆ Making recommendations for improving Police and Sheriff policy, practices, and training;
- ◆ Conducting outreach to the Denver community and stakeholders in the disciplinary process; and
- ◆ Promoting alternative and innovative means for resolving complaints, such as mediation.



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1 Overview

The Office of the Independent Monitor (“OIM”) is charged with monitoring the disciplinary systems in the Denver Police and Denver Sheriff Departments (“DPD” and “DSD,” respectively), making policy recommendations to those departments, and conducting outreach to communities throughout Denver. By ordinance, the OIM is to report to the public by March 15th of every year on the work of the OIM and information about complaints, investigations, and discipline of sworn police and sheriff personnel during the prior year.

The OIM’s [2020 Annual Report](#) is presented in four chapters. Chapter 1 provides an overview of key information related to OIM operations in 2020. Chapters 2 and 3 discuss OIM monitoring of the DPD and the DSD, respectively, and summarize patterns in complaint and disciplinary trends in each department. Finally, Chapter 4 contains information about critical incidents, including officer-involved shootings and deaths during contact with DPD officers and DSD deputies that occurred in 2020.¹

The OIM has several key focus areas:

1. Conducting analyses of potential policy issues in the DPD and DSD;
2. Working to ensure that complaint investigations are thorough and conducted without bias;
3. Working to ensure fair and consistent disciplinary outcomes;
4. Monitoring officer-involved shootings and in-custody deaths;
5. Engaging the community and law enforcement in the work of the OIM through outreach; and
6. Cultivating dialogue between DPD officers and community members through the use of mediation.

In 2020, the OIM had notable achievements in each of these areas.

Policy Review and Recommendations

The OIM is charged with making policy recommendations to the DPD and DSD and does so through internal communications to the DPD, DSD, and Department of Safety (“DOS”); participation in work groups created to develop or revise DPD or DSD policies; and its public letters and reports.²

Investigation into the DPD Response to the George Floyd Protests

On May 25, 2020, Minneapolis Police Department officers killed George Floyd after responding to a complaint that he had used a counterfeit twenty-dollar bill. In the days after Mr. Floyd’s death, protests erupted throughout the United States, starting in Minnesota on May 26 and spreading to dozens of other cities in the succeeding days, including Denver. Beginning on May 28, Denver experienced several weeks of sustained protests.

The Denver City Council requested that the OIM conduct an investigation into the DPD response to these demonstrations. Between June and November 2020, the OIM conducted interviews and reviewed records, including DPD operational plans, after-action reports, less-lethal munition inventories, and hundreds of hours of body worn camera (“BWC”) video. On December 8, 2020, the OIM issued a report, [The Police Response to the 2020 George Floyd Protests in Denver, an Independent Review](#), that included 16 recommendations addressing, among other items, the DPD’s use of internal controls to manage officer use of force during protests.³

The DPD has begun making changes to its policies and procedures in response to the OIM’s recommendations. In the future, the OIM will address that progress and the DPD’s investigations into complaints alleging misconduct by officers during the protests.

Administrative Investigation and Discipline Oversight

A core OIM function is reviewing administrative investigations of misconduct complaints to ensure that they are thorough, complete, and fair to community members, officers, and deputies.⁴ In 2020, the OIM reviewed 422 investigations of DPD complaints.⁵ The OIM also reviewed 294 investigations of DSD complaints. These reviews included examining a large amount of evidence, including recorded interviews, video footage, police reports, and facility records. When we identified a need for further investigation, we returned those cases with

recommendations for additional work. We also reviewed 245 DPD and DSD complaints as they went through the discipline process, making recommendations on the appropriate disciplinary outcome, if any, under the departmental discipline matrices. In 2020, 16 DPD officers were suspended, 5 resigned or retired prior to the imposition of discipline, and 5 were terminated.⁶ In the DSD, 39 deputies were suspended, 6 resigned or retired prior to the imposition of discipline, and 5 were terminated.

In 2020, DPD officers received 317 commendations and DSD deputies received 18 commendations, all of which reflected notable examples of bravery or commendable performance.⁷ We discuss a number of individual commendations of DPD officers and DSD deputies in Chapters 2 and 3, respectively.

Independent Monitor Resignation

In December 2020, Nicholas E. Mitchell resigned as Denver's Independent Monitor after holding the position since August 2012. Mr. Mitchell accepted a federal court appointment to oversee a Department of Justice settlement agreement with the County of Los Angeles and the Los Angeles County Sheriff's Department. In January 2021, Mayor Michael B. Hancock appointed Gregg Crittenden to serve as the Interim Independent Monitor. Mr. Crittenden is the OIM's Senior Deputy Monitor and has held this position since 2006. He previously served as Interim Independent Monitor following the departure of the prior Independent Monitor in January 2012. In order to appoint a new Independent Monitor, Denver Revised Municipal Code requires the creation of a screening committee.⁸ On March 4, 2021, Mayor Hancock announced the members of this committee: <https://www.denvergov.org/Government/Departments/Mayors-Office/News/2021/Mayor-Hancock-Announces-Committee-for-Independent-Monitor-Appointment>.

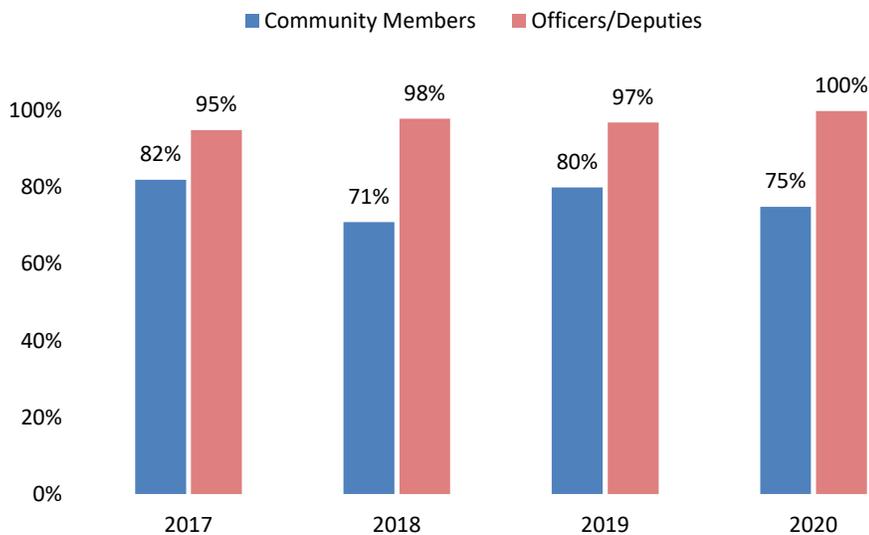
Critical Incident Investigations

Pursuant to Denver Revised Municipal Code, the OIM responds to and monitors the investigation and administrative review of every DPD and DSD officer-involved shooting that occurs within the City and County of Denver.⁹ In 2020, there were 11 officer-involved shootings involving 22 DPD officers and no duty-related shootings involving DSD deputies.¹⁰ There were two deaths of community members during DPD contact where no officer-involved shooting occurred and no nonmedical deaths of community members in DSD custody.¹¹ In Chapter 4, we provide information about each of the shootings and deaths and their current status in the administrative review process.

Mediation

Mediation continued to be an important focus area for the OIM in 2020. Since 2006, the OIM has facilitated 641 mediations between community members and DPD officers, and among DSD sworn staff, including 18 completed mediations in 2020.¹² Due, in part, to the COVID-19 pandemic and associated public health orders, the OIM facilitated fewer mediations in 2020 than it did in previous years. Approximately 75% of the community members and 100% of the officers/deputies who participated in a 2020 mediation and completed a survey reported feeling satisfied with the mediation process.¹³

Figure 1.1: Satisfaction with Mediation Process, 2017-2020



Community and Officer Engagement

The COVID-19 pandemic and associated public health orders reduced the OIM's ability to conduct outreach. However, in 2020, OIM staff held or attended a total of 81 presentations or events. These included 62 in-person and virtual meetings with neighborhood associations, advocacy groups, and representatives of community organizations and 19 in-person and virtual events that included outreach to members of law enforcement.

The Youth Outreach Project: Bridging the Gap: Kids and Cops

Since 2015, the OIM has delivered its *Bridging the Gap: Kids and Cops*TM program ("Youth Outreach Project" or "YOP") to communities throughout Denver.^{14, 15} The YOP trains officers on key aspects of adolescent development and de-escalation techniques geared toward youth, and educates youth about their rights and responsibilities when in contact with law enforcement. In 2020, the COVID-19 pandemic impacted the YOP's ability to conduct its important work. The YOP staff was temporarily redeployed to the Emergency Operations Center and Denver Sheriff Department as part of Denver's COVID-19 pandemic response, and Denver Public Schools, which the OIM partners with for many of its forums, limited in-person instruction and meetings.

Chapter 1 :: Overview

2 Denver Police Department Monitoring

Introduction

The OIM is responsible for monitoring DPD investigations into complaints involving sworn personnel and for ensuring that the complaint process is accessible to all community members.¹⁶ Having an accessible complaint process is critical for several reasons. First, complaints provide the DPD with information it may use to hold officers accountable when they do not live up to the DPD and community standards of conduct. Second, complaints may provide “customer feedback” that can be used to improve police services through the refinement of policies, procedures, and training. Third, complaints can identify points of friction between officers and the community, which can support the development of outreach and community education initiatives. Finally, an open complaint process tends to foster community confidence in the police, which enables officers to effectively perform their important public safety function.

In this chapter, we review patterns relating to the DPD’s complaints, investigations, findings, discipline, and commendations.

Highlights

- The number of community complaints recorded by the DPD in 2020 increased by 5%. In 2020, 353 community complaints were recorded against DPD officers, compared to 336 in 2019.
- The number of internal complaints filed by DPD personnel against other DPD sworn staff increased by 33%. In 2020, 117 internal complaints were recorded against DPD officers, compared to 88 in 2019.
- In 2020, 9% of community complaints and 58% of internal complaints were closed with 1 or more sustained findings.

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- In 2020, 5 DPD officers were terminated and 5 officers resigned or retired while an investigation or disciplinary decision was pending.¹⁷
- DPD officers received 317 commendations in 2020.

Complaints Against DPD Officers

Complaints against DPD police officers fall into three categories: community complaints, internal complaints, and scheduled discipline complaints.

Community Complaints

Community complaints are allegations of misconduct against a sworn member of the DPD that are filed by community members. Community members can file complaints by filling out the OIM's online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, e-mailing or faxing a complaint to the OIM, or by visiting the OIM's offices. Complaints can also be filed directly with the DPD, through its Internal Affairs Bureau ("IAB"), or by using forms that are generally available at the Mayor's office, DPD district stations, City Council offices, and various other places around Denver. Appendices A and B describe how complaints can be filed and where OIM complaint/commendation forms are located.

Internal Complaints

Internal complaints are those that are filed by an officer, supervisor, command staff, or IAB. Internal complaints are more likely to be procedural than are community complaints and often allege a failure to follow DPD policy and procedure. However, not all internal complaints are minor. Complaints of criminal behavior by officers are also often generated internally.

Scheduled Discipline Complaints

Scheduled discipline complaints are generally minor, such as when a DPD officer gets into a preventable traffic accident that does not cause injury or misses a court date, shooting qualification, or continuing education class.¹⁸ Discipline for these types of minor offenses is imposed according to a specific, escalating schedule. With the exception of Body Worn Camera ("BWC") complaints, the OIM has opted not to monitor or report on these types of cases. As a result, this chapter does not report patterns in scheduled discipline.

Complaints Recorded in 2020

Figure 2.1 presents the number of complaints recorded by the DPD during 2020 and the previous three years.¹⁹ These numbers do not include most scheduled discipline cases, such as when a DPD officer violates a traffic law or misses a court date, but they do include complaints involving violations of the DPD’s BWC Policy. The DPD recorded 353 community complaints in 2020, a 5% increase from 2019. Internal complaints recorded by the DPD increased by 33%, from 88 in 2019 to 117 in 2020.

Figure 2.1: Complaints Recorded, 2017-2020



As we have noted in previous reports, it is very difficult to explain fluctuations in the number of complaints filed over time. Patterns in complaints can change as the result of developments in organizational policy, practice, or training. Complaint numbers can also increase or decrease in response to a range of other factors, including, but not limited to, media coverage, changes in complaint-triage practices, and changes in the types of complaints that are recorded or not recorded. This year, the increase in community and internal complaints was driven, in part, by complaints related to the protests prompted by the murder of George Floyd.

Most Common Complaint Specifications

Individual complaints can include one or more specifications, which reflect the rules that a DPD officer might be disciplined for violating.²⁰ Table 2.1 presents some of the most common complaint specifications from 2020 and the previous three years. The most common specifications recorded by the DPD in 2020 were Duty to Obey Departmental Rules and Mayoral Executive Orders and Inappropriate Force.

Table 2.1: Most Common Specifications, 2017–2020

Specification	2017	2018	2019	2020
Duty to Obey Departmental Rules and Mayoral Executive Orders	32%	28%	38%	38%
Inappropriate Force	11%	17%	14%	20%
Discourtesy	17%	15%	20%	17%
Responsibilities to Serve Public	21%	21%	8%	5%
Rough or Careless Handling of City and Department Property	3%	5%	2%	3%
Conduct Prohibited by Law	2%	3%	3%	3%
Failure to Make, File, or Complete Official Required Reports	2%	2%	4%	3%
Unassigned	3%	2%	0%	2%
Conduct Prejudicial	1%	2%	2%	1%
All Other Specifications	7%	4%	8%	8%
Total Number of Specifications	881	642	652	675

Note: Percentages may not sum to 100 due to rounding.

Duty to Obey Departmental Rules and Mayoral Executive Orders is a specification that covers a wide range of possible violations, including, but not limited to, unconstitutional search and seizure, improper handling of evidence and personal property, and violations of the DPD BWC Policy.²¹ Inappropriate Force is a specification used when officers are alleged to have used “inappropriate force in making an arrest or in dealing with a prisoner or any other person.”²² In 2020, the percentage of Inappropriate Force specifications increased, in part, because of complaints about the DPD response to the protests prompted by the murder of George Floyd. Approximately 51% of the Inappropriate Force specifications recorded in 2020 were related to complaints associated with the protests.

Intake Investigations, Screening Decisions, and Outcomes

After a complaint is received, IAB conducts an intake investigation and makes a screening decision. An intake investigation is a type of “triage” process where IAB completes a preliminary review of the complaint to determine its seriousness and the appropriate level of resources to devote to its investigation. The intake investigation may include a recorded telephonic or in-person interview with the complainant and witnesses; a review of police records, dispatch information, and relevant video; and interviews of involved officers. Following the intake investigation, IAB supervisors determine what policies and procedures have allegedly been violated and make a screening decision that determines how the complaint will be handled. There are five common screening decisions: decline, informal, service complaint, mediation, and formal.

Decline

A complaint can be declined if it does not state an allegation of misconduct under DPD policy, or the intake investigation revealed that the facts alleged in the complaint did not occur or that there is insufficient evidence to proceed with further investigation. The OIM reviews every case that is proposed as a decline and may make recommendations before it is closed. The OIM also communicates the case outcome by mailing a letter to the complainant, along with a findings letter from IAB.

Informal

A complaint that would result in a debriefing with the subject officer can be handled as an informal. This screening decision or outcome does not necessarily indicate that the officer engaged in misconduct. As such, the complaint may be investigated by the subject officer’s supervisor, rather than by IAB.

Service Complaint

If a complaint states a general concern with police policy or services, rather than an allegation of misconduct against a specific officer, then it can be handled as a service complaint. The OIM reviews all service complaints prior to case closure.

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Mediation

If the complaint states a relatively non-serious allegation of misconduct, such as discourtesy, and the officer and community member agree to mediate, a complaint can be handled through mediation. For mediated complaints, no further investigation is conducted, and the OIM helps to coordinate a facilitated discussion with a neutral, professional mediator.

Formal

A complaint is handled formally if it alleges misconduct under DPD policy and requires a full investigation and disciplinary review. Cases that are selected for full formal investigations are investigated by sergeants in IAB. On some serious cases, the OIM will actively monitor the investigations. When the OIM actively monitors a case, an OIM deputy monitor will observe interviews, consult with the investigators and their supervisors on what direction the investigation should take, and review evidence as it is collected. Since active monitoring is resource-intensive, the OIM only actively monitors the most serious cases. Regardless of whether the OIM actively monitors a case, an OIM deputy monitor reviews and comments on the IAB investigation once it is complete. The case is then given to the DPD's Conduct Review Office ("CRO") for disciplinary findings.

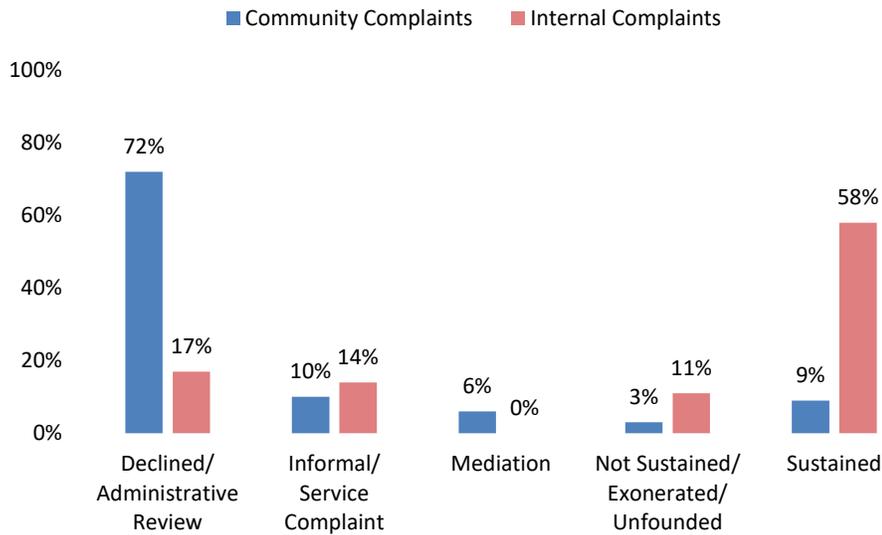
To make disciplinary findings, the CRO examines the evidence, evaluates the appropriateness of the specifications assigned by IAB, and makes findings on each specification. There are generally four findings on formal investigations:²³

- Sustained - A preponderance of the evidence indicates that the officer's actions violated a DPD policy, procedure, rule, regulation, or directive.
- Not Sustained - There was insufficient evidence to either prove or disprove that the alleged misconduct occurred as described in the complaint.
- Unfounded - The evidence indicates that the alleged misconduct did not occur.
- Exonerated - The evidence indicates that the officer's actions were permissible under DPD policies, procedures, rules, regulations, and directives.

In 2020, a total of 295 community complaints and 88 internal complaints were closed. Figure 2.2 shows the outcomes of these complaints. There were clear differences in outcomes between complaints filed by community members and internal complaints filed by DPD personnel. The majority of community complaints closed in 2020 were declined after an initial intake investigation (72%), while a much smaller percentage of internal complaints were closed as declines (17%). Internal complaints were much more likely to result in a sustained finding than community complaints. Specifically, 58% of internal complaints closed in

2020 resulted in at least 1 sustained finding, while 9% of community complaints resulted in a sustained finding.

Figure 2.2: Outcomes of Complaints Closed in 2020

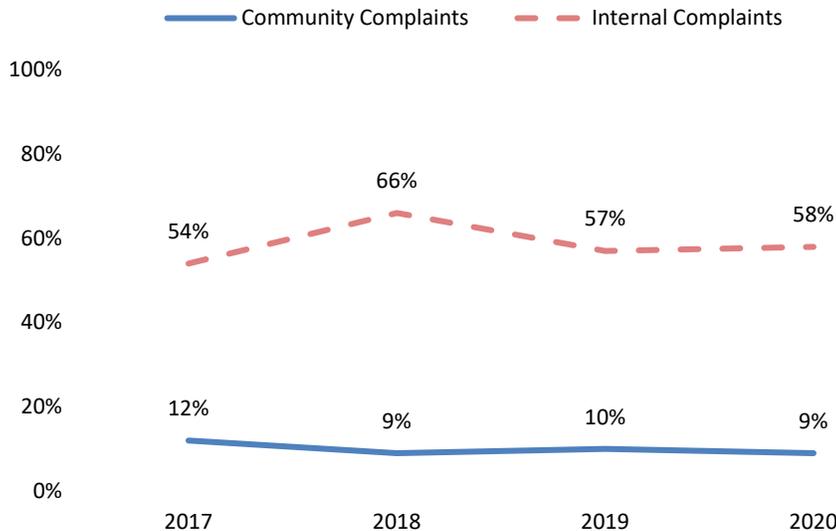


Note: Percentages may not sum to 100 due to rounding.

Figure 2.3 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. The percentages of community complaints and internal complaints with sustained findings were largely unchanged between 2019 and 2020.

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Figure 2.3: Complaints that Resulted in One or More Sustained Specifications, 2017–2020



Discipline on Sustained Cases

After the CRO makes an initial finding regarding policy or procedural violations, the OIM reviews the CRO findings. When the CRO or the OIM initially recommend that discipline be imposed, a Chief's meeting will be held.²⁴ At this meeting, the Chief, Independent Monitor (or his representative), representatives from IAB and the CRO, a representative from the DOS, an Assistant City Attorney, and a number of DPD command officers discuss the case and provide input to the Chief to assist him in making his disciplinary recommendations, if any, to the DOS.

If discipline greater than a written reprimand is contemplated following the Chief's meeting, the officer is entitled to a pre-disciplinary meeting. At this meeting, the officer can present his or her side of the story and any mitigating evidence to explain the alleged misconduct. After this meeting, the Chief and the Independent Monitor each make a final recommendation to the DOS, independently. The DOS provides input to the Chief as he formulates his recommendation. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.²⁵ The DOS then makes a final decision as to findings and discipline. If the officer disagrees with the discipline imposed by the DOS, the officer may file an appeal with the Civil Service Commission.

Table 2.2 reports the number of officers who retired or resigned prior to a disciplinary finding or who were disciplined for sustained specifications from 2017 through 2020.²⁶ The most common forms of discipline were fined time and written reprimands.

Table 2.2: Discipline Imposed by Year Complaint Closed, 2017–2020²⁷

Discipline	2017	2018	2019	2020
Termination	0	0	2	5
Resigned/Retired Prior to Discipline	8	5	2	5
Demotion	1	0	0	0
Suspension	12	25	18	16
Fined Time	26	32	22	33
Written Reprimand	92	63	44	30
Oral Reprimand	18	26	24	28

Significant Disciplinary Cases Closed in 2020²⁸

Terminations

■ On October 10, 2019 and November 11, 2019, an officer failed to report for duty and disregarded a commander’s order to notify a supervisor prior to assigned shifts of any absence. After the first absence, a lieutenant and sergeant conducted a welfare check at the officer’s residence and determined that he was intoxicated. A portable breath test determined his blood alcohol level was 0.155. The officer entered into a settlement agreement with the DOS whereby the penalty of termination would be held in abeyance for two years on the condition that he, among other things, commit no further serious rule violations, abstain from the use of alcohol or controlled substances, and submit to random testing. The officer failed to comply with these conditions and was terminated.

■ On November 19, 2019, an officer (“Officer A”) observed a vehicle with a taillight out and began to follow it. Without pursuit authorization from a supervisor or activating his patrol car’s lights and siren, Officer A followed the vehicle at over 80 miles per hour. Officer A contacted a second officer (“Officer B”), and Officer B also began following the vehicle without authorization, lights, or siren. During the pursuit, Officer A observed the vehicle turn into a driveway and crash into a garage door. Officers A and B arrived at the scene, and Officer A parked at the bottom of the driveway. Officers A and B approached the vehicle

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and realized no one was inside. Officer A reached into the vehicle to turn the engine off, at which time the vehicle reversed down the driveway, eventually striking Officer A's patrol car.

Officers A and B did not activate their BWCs during the incident and failed to complete vehicular pursuit and traffic accident reports, as required by policy. Instead, Officer A advised the resident of the home where the vehicle had crashed to file an accident report online. Officer A then generated a report indicating that he found a wrecked car on the side of the road and had the vehicle towed. Upon returning to the station, Officer A attempted to cover his vehicle's damage with white out and parked his vehicle with the damage facing a fence in an apparent attempt to avoid discovery of the damage. Officer B did not notify a supervisor about Officer A's failure to follow policy. Officer A received an oral reprimand for failing to activate his BWC, was suspended for a total of seven days for violating the DPD's Pursuit Policy and failing to complete required reports, and was terminated for making misleading and inaccurate statements and conduct prejudicial. Officer B received an oral reprimand for failing to activate his BWC, was fined a total of 3-days' pay for violating the DPD's Pursuit Policy and failing to complete required reports, and was suspended for 22 days for violating the DPD Complaint and Discipline Procedures.

■ On January 17, 2020, an officer in his initial probationary period was arrested and charged with Sexual Assault.²⁹ He was terminated from probationary status.

■ In May 2020, during the protests prompted by the murder of George Floyd, an officer in his initial probationary period posted a picture to a social media site with the caption, "Let's start a riot." He was terminated from probationary status.

■ On June 29, 2020, an officer in his initial probationary period fired a shotgun in the bathroom of his apartment. He had a blood alcohol level of 0.133 and was charged with Prohibited Use of Weapons. No one was injured. The officer was terminated from probationary status for conduct prohibited by law.

Resignations and Retirements

■ On August 22, 2018, officers and a sergeant responded to calls regarding the activity of a juvenile. An officer (“Officer A”) confronted the juvenile, who ran and stopped in front of a sergeant’s vehicle. The sergeant exited his vehicle and displayed his Orcutt Police Nunchaku (“OPN”) to persuade the juvenile to surrender. The juvenile ran away into a garage, and the sergeant, Officer A, and two more officers (“Officer B” and “Officer C”) followed. The juvenile ran out of the garage, and Officer A stuck out his foot, tripping him. The juvenile fell and rolled in front of the sergeant, who struck the juvenile with his baton once in the face, once in the back, and twice on the right leg. Officer C attempted to handcuff the juvenile, who struggled and rose to his feet. The sergeant struck him two more times in the left leg with his baton. Officer C maintained his hold on the juvenile. The juvenile’s leg broke and he fell to the pavement. After having received permission from the Sergeant, Officer A deployed his taser but missed the juvenile. Officer C again attempted to handcuff the juvenile. The sergeant told Officer B to deploy his Taser, and he did, striking the juvenile in the left shoulder.

Officers A and B were each suspended for 10 days for using inappropriate force by deploying a taser on a juvenile exhibiting only defensive resistance. The sergeant was arrested and charged with Assault in the Second Degree as a result of the incident. He was acquitted by a jury and resigned prior to a disciplinary finding in the case.

■ A corporal had two cases alleging misconduct. In the first case, in October 2019, the corporal allegedly sent multiple harassing text messages to an officer (“Officer A”) after she asked him to stop, left a voicemail message threatening the careers of Officer A and another officer, and allegedly sent Officer A’s parents a letter containing disparaging comments. The corporal also allegedly disobeyed an order directing him not to have contact with Officer A, violated the DPD’s policy on Use of the National Crime Information Center/Colorado Crime Information Center (“NCIC/CCIC”) when he used the NCIC/CCIC database in an attempt to locate Officer A’s family members, and committed a deceptive act when he denied querying any members of Officer A’s family.

In the second case, on October 14, 2019, the corporal was arrested in another jurisdiction for Driving Under the Influence, Careless Driving, and Failing to Remain at an Accident Scene after being involved in two motor vehicle accidents. He pled guilty to Driving Under the Influence. The corporal resigned prior to disciplinary findings in either case.

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■ On November 18, 2019, a corporal allegedly queried the license plates of two women, through the NCIC/CCIC database, for non-law-enforcement purposes and subsequently searched for the women on social media. Later, the corporal liked one of the women's photos on Instagram and Facebook, which made the woman feel unsafe. The corporal retired prior to a disciplinary finding.

■ In February 2020, a commander allegedly made a crude remark to a staff assistant about her 11-year-old granddaughter. The commander retired prior to a disciplinary finding.

■ On October 8, 2020, an officer was cited for cybercrime when he allegedly misused the NCIC/CCIC database on several occasions over the prior year. The officer resigned prior to a disciplinary finding.

Other Significant Cases, Including Suspensions of Ten or More Days

■ In November 2018, a detective was assigned an investigation into allegations of sexual assault. During the course of the investigation, the detective conducted a video interview with the juvenile victim and failed to retain the video or document the interview. The victim and the victim's family claimed that, during the interview, the detective pressured the victim to characterize the sexual contacts as consensual. The detective's failure to retain video evidence resulted in valuable evidence being deleted and the detective's conduct during the investigation to be questioned. The detective also failed to notify the District Attorney that the interview occurred and to communicate sufficiently with a Department of Human Services caseworker throughout the case. The detective was suspended for 15 days for conduct prejudicial and received a written reprimand for failing to complete required reports.

■ An officer had two cases alleging misconduct. In the first case, on January 4, 2019, the officer told a sergeant that she had filed a criminal complaint against a DPD employee, when she had not. In April 2019, the officer told an instructor of an external law enforcement training event that the DPD had restricted the same sergeant's interactions with her because he had previously asked her for explicit photos. She also behaved inappropriately during an exit interview for the training event, resulting in her being banned from future training. During her IAB interview, the officer denied stating that she had filed a police report against another DPD employee and misrepresented the content of the comments she made concerning the sergeant. The officer was suspended for a total of 90 days for commission of a deceptive act and conduct prejudicial.

In the second case, on September 17, 2019, the officer struck a pedestrian with her police car and was charged with Careless Driving, Careless Driving Resulting in Injury, and Infliction of Serious Bodily Injury to a Vulnerable Road User. She pled guilty to Careless Driving. The officer was suspended for 38 days for conduct prohibited by law.

■ On June 14, 2019, an officer was arrested in another jurisdiction for Driving Under the Influence. The officer pled guilty to Driving While Ability Impaired and a Lane Usage Violation and was sentenced to 14 months of probation. The officer was suspended for 14 days for conduct prohibited by law.

■ On August 31, 2019, officers from another jurisdiction responded to a single vehicle crash in which a sergeant was a passenger. After the officers determined that the driver would be arrested, the sergeant told the officers several times that he was employed by DPD, suggested that the driver not be charged, and questioned the officers' handling of the case. The sergeant was suspended for 10 days for soliciting preferential treatment not extended to the general public.

■ An officer had two cases alleging misconduct. In the first case, on November 14, 2019, an officer was arrested in another jurisdiction for Driving Under the Influence and Driving a Vehicle the Wrong Way on a One-Way Roadway. His blood alcohol level registered at 0.144. The officer pled guilty to Driving While Ability Impaired. The officer was suspended for 10 days for conduct prohibited by law.

In the second case, on December 25, 2019, the officer queried a person using the NCIC/CCIC database for non-law-enforcement purposes and shared information learned from the search with a friend. The officer was fined two-days' pay for violating the DPD's NCIC/CCIC rules.

■ On February 15, 2020, two officers ("Officer A" and "Officer B") responded to a reported domestic dispute in an apartment. Upon arriving to the apartment, Officers A and B ordered a person to come out and show his hands. The person exited the apartment and ignored commands. Officers A and B forced the person against the wall. Officer A struck the person in the face multiple times with a closed fist. The person was handcuffed, and then Officer A deployed his taser on the person's upper back and spinal column, a restricted area. Officer A was suspended for 30 days for using inappropriate force.

■ On March 26, 2020, an officer ("Officer A") engaged in an exchange with another officer ("Officer B") on his personal Facebook page after consuming six to

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twelve beers. During the exchange, Officer A made inappropriate comments that rose to the level of harassment, including asking her to send him a “bikini picture.” The officer was suspended for a total of 10 days for commission of an offensive act while intoxicated and violating the DOS Equal Employment Opportunity Policy and DPD policy regarding social media use.

■ On May 8, 2020, a technician was posting signs written in English and Spanish near an elevator when an officer walked past her. As the officer walked toward the elevator, the officer said that “[t]his is America, and we speak English here.” He also stated that anyone who does not speak English should go “back to Mexico.” The comments were also heard by three civilian members of the custodial staff who were conversing in Spanish at the time. The officer was suspended for 10 days for violating the DOS Equal Employment Opportunity Policy.

Appeals of Significant Discipline Imposed Prior to 2020, and Filed with or Decided by the Civil Service Commission in 2020³⁰

■ On March 19, 2018, officers from the DPD and another jurisdiction were surveilling the Aurora home of a woman believed to be the girlfriend of an inmate who had recently escaped from DSD custody. The officers observed a vehicle circle the area several times before parking near the home. The officers believed that the passenger of the vehicle, who was wearing a sweatshirt with the hood up, was the escaped inmate. The vehicle drove away from the home, and officers attempted to stop it. The vehicle fled at a high rate of speed, and officers pursued it until it failed to navigate a sharp curve and struck a low concrete wall and safety fence.

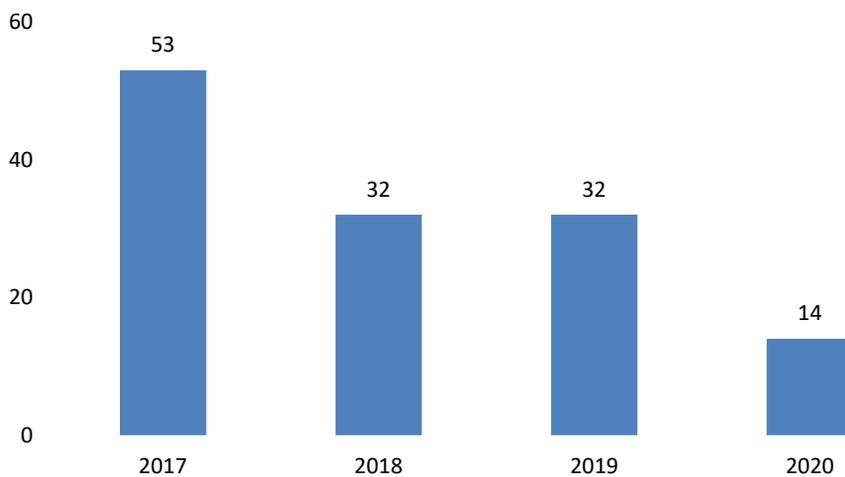
Two officers (“Officer A” and “Officer B”) who had joined the pursuit exited their patrol car. Officer A approached the rear passenger side of the vehicle and after ordering the occupants to show their hands, he believed that he saw the passenger door open a small crack. Fearing that the passenger was going to exit and shoot at the officers, Officer A began firing his handgun. Officer B approached the driver’s side door, heard gunshots, believed that he was being fired upon, and also began firing. The suspect vehicle began to move down an embankment. Another officer (“Officer C”), who had just arrived at the scene, exited her car, ran toward the vehicle, and fired her handgun twice. Officers A and B fired a total of 34 and 12 rounds, respectively. The driver was struck three times and died from the gunshot wounds. The passenger, who was not, in fact, the escaped inmate, was treated for an abrasion to his lower abdomen.

Officer A was suspended for 90 days for violating the DPD Discharge of Firearms Policy for firing his handgun when it was not reasonable for him to have believed that he was confronted with the imminent use of deadly physical force.³¹ He appealed the discipline and entered into a settlement agreement with the DOS that held 45 of the suspended days in abeyance for 1 year on the condition that he commit no further serious rule violations. Officer C was suspended for 90 days for violating the DPD Discharge of Firearms Policy when she fired her handgun before conducting a meaningful threat assessment and without facing an imminent use of deadly physical force. She appealed the discipline and entered into a settlement agreement with the DOS that held 40 of the suspended days in abeyance for 1 year on the condition that she commit no further serious rule violations.

Mediation

The complaints handled by IAB and the OIM range from allegations of criminal conduct to less serious misunderstandings between community members and police officers, including alleged rudeness. Although allegations of inappropriate force or serious constitutional violations require the investment of significant investigative resources, complaints alleging discourtesy and other less serious conduct can often be resolved more effectively through mediation. Figure 2.4 presents the number of completed community-police mediations in 2020 and the previous three years. In 2020, the number of completed officer mediations decreased from previous years, in part, because the COVID-19 pandemic and associated public health orders eliminated the possibility of in-person mediations.³²

Figure 2.4: Completed Community-Police Mediations, 2017-2020



Timeliness

Table 2.3 reports the mean processing time, in days, for complaints recorded by IAB in 2020 and the previous three years.³³ These figures exclude the number of days required for the OIM to review investigations and discipline. In 2020, the mean processing time for all IAB cases was 71 days, compared to 39 days in 2019. Complaints still open when the OIM extracted data for this report had an average age of 113 days.

Table 2.3: Mean Case Processing Times in Days for Recorded Complaints, 2017–2020

Case Type	2017	2017	2019	2020
All IAB Cases	46	41	39	71
Declined/Administrative Review/ Informal/Service Complaint/Mediation	30	28	25	50
Full Formal Investigations	74	63	81	101

Complainant Demographics and Complaint Filing Patterns

Table 2.4 presents the demographic characteristics of the 388 community members who filed complaints against DPD officers in 2020 (note that a single complaint can be associated with multiple complainants).³⁴ The majority of complainants filed only a single complaint, while 3% filed 2 or more complaints.³⁵

Table 2.4: Complainant Demographics and Filing Patterns, 2020

Gender	Count	Percentage
Male	185	48%
Female	133	34%
Unknown	70	18%
Total	388	100%
Race	Count	Percentage
White	85	22%
Black	41	11%
Hispanic	38	10%
American Indian	4	1%
Asian/Pacific Islander	2	1%
Unknown	218	56%
Total	388	100%
Age	Count	Percentage
0 - 18	3	1%
19 - 24	14	4%
25 - 30	19	5%
31 - 40	39	10%
41 - 50	21	5%
51+	11	3%
Unknown	281	72%
Total	388	100%
Number of Complaints Filed	Count	Percentage
One Complaint	377	97%
Two or More	11	3%
Total	388	100%

Note: Percentages may not sum to 100 due to rounding.

Officer Complaint Patterns

Complaints per Officer

Table 2.5 reports the number of complaints recorded against individual DPD officers from 2017 through 2020. This table includes community and internal complaints (regardless of the findings) but excludes most scheduled discipline complaints and complaints against non-sworn employees. In 2020, 78% of DPD sworn officers did not receive any complaints, 17% received 1 complaint, and approximately 5% received 2 or more complaints.

Table 2.5: Complaints per Officer by Year Recorded, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	66%	75%	78%	78%
1	25%	20%	17%	17%
2	6%	4%	4%	3%
3	2%	1%	1%	1%
4	1%	< 1%	< 1%	< 1%
5	< 1%	< 1%	0%	0%
6	< 1%	0%	0%	0%
Total Sworn Officers	1,471	1,509	1,542	1,543

Note: Percentages may not sum to 100 due to rounding.

Inappropriate Force Complaints per Officer

Table 2.6 shows the number of inappropriate force complaints recorded against individual DPD officers from 2017 through 2020. In 2020, about 4% of DPD officers received 1 inappropriate force complaint and less than 1% of officers received 2 or more inappropriate force complaints.

Table 2.6: Inappropriate Force Complaints per Officer by Year Recorded, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	95%	94%	96%	96%
1	5%	5%	4%	4%
2	1%	1%	< 1%	< 1%
3	0%	< 1%	0%	< 1%
Total Sworn Officers	1,471	1,509	1,542	1,543

Note: Percentages may not sum to 100 due to rounding.

Sustained Complaints per Officer

Table 2.7 reports the number of complaints with at least one sustained specification for individual officers between 2017 and 2020 grouped by the year the complaints were closed. In 2020, approximately 6% of officers had 1 sustained complaint and less than 1% had 2 or more sustained complaints.

Table 2.7: Sustained Complaints per Officer by Year Closed, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	91%	92%	94%	94%
1	9%	8%	5%	6%
2	1%	< 1%	< 1%	< 1%
3	< 1%	0%	< 1%	0%
4	0%	0%	< 1%	0%
Total Sworn Officers	1,471	1,509	1,542	1,543

Note: Percentages may not sum to 100 due to rounding.

Commendations and Awards

The DPD gives commendations and awards to officers whose actions rise above the expected standards of key departmental values, such as honor, courage, and commitment to community service. Community members can submit commendations by filling out the OIM’s online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, or e-mailing or faxing a commendation to the OIM. Commendations can also be filed directly with the DPD IAB, or by using forms that are generally available at the Mayor’s office, DPD district stations, and City Council offices. Appendices A and B describe how commendations can be filed and where OIM complaint/commendation forms are located.

Table 2.8 presents the number and type of commendations awarded to DPD officers in 2020. The most common commendations recorded in 2020 were Commendatory Action Reports and Official Commendations. Table 2.9 provides definitions for select commendations.

Table 2.8 Commendations Awarded to DPD Officers in 2020

Commendation Type	Count	Percentage
Commendatory Action Report	141	44%
Official Commendation	52	16%
Commendatory Letter	41	13%
STAR award	23	7%
Life Saving Award	20	6%
Citizen Letter	16	5%
Unassigned	10	3%
Merit Award	8	3%
Community Service Award	3	1%
Other than DPD Commendation	2	1%
Excellence in Crime Prevention	1	< 1%
Total	317	100%

Note: Percentages may not sum to 100 due to rounding.

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Table 2.9: Commendation Types and Descriptions

Commendation Type	Description
Medal of Honor	Awarded by the Chief of Police to an individual for an act of outstanding bravery or heroism by which the individual has demonstrated in great degree the characteristics of selflessness, personal courage, and devotion to duty at the risk of his or her own life. The individual's actions substantially contributed to the saving of, or attempted saving of a human life.
Medal of Valor	Awarded by the Chief of Police to an individual for an act, in the face of great danger, wherein valor, courage, and bravery are demonstrated over and above that normally demanded and expected.
Preservation of Life	Awarded by the Chief of Police to an individual who performs an act of heroism, demonstrates good judgment, zeal, or ingenuity over and above what is normally demanded and expected, to preserve the life of another during a critical, volatile, or dangerous encounter while protecting the safety and security of the public and his or her fellow officers.
Distinguished Service Cross	Awarded by the Chief of Police to members who are cited for gallantry not warranting a Medal of Honor or a Medal of Valor. The heroic act(s) performed must render the individual conspicuous and well above the standard expected.
Purple Heart Award	Awarded by the Chief of Police to an individual who is seriously or critically injured while performing a heroic and/or police action. This award is limited to those cases resulting from attack by an assailant, personal combat, or the performance of an act of valor.
Excellence in Crime Prevention	Awarded to an individual who demonstrates personal initiative and ingenuity by developing a program or plan which contributes significantly to the department's crime prevention strategy, or through innovation combats issues affecting the community.
Lifesaving Award	Awarded by the Chief of Police to an individual who, through exceptional knowledge and behavior, performs a physical act which saves the life of another person and there is no danger to the individual's life.
Community Service Award	Awarded to an individual who, by virtue of sacrifice and expense of his or her time or personal finance, fosters or contributes to a valuable and successful program in the area of community service or affairs, or who acts to substantially improve police/community relations through contribution of time and effort when not involved in an official capacity.
Official Commendation	Awarded to an individual who by exemplary conduct and demeanor, performs at a superior level of duty, exhibiting perseverance with actions resulting in a significant contribution to the department and/or improvement to the quality of life in the community.
Outstanding Volunteer Award	Awarded by the Chief of Police to an individual who, by virtue of sacrifice and expense of his or her time, fosters or contributes to a valuable and successful program in the area of the department's mission, vision and values, or who acts to substantially improve police/community relations through contribution of time and effort when not involved in an official capacity.
STAR Award	Awarded to an individual who, through exceptional tactics, acts to successfully resolve a critical incident, thereby promoting a culture of safety and professionalism to which all officers should aspire. The tactics displayed or performed must be conspicuously effective and above the standard expected.
Officer of the Year Award	Presented annually to an officer who has represented the department in all facets of law enforcement with a commitment to excellence, in support of the mission and values of the organization. The officer has consistently persevered in the prevention of crime and demonstrated initiative, leadership, and dedication to the law enforcement profession.

Highlighted Commendations

■ A person sent a letter to commend an officer for the great impression he made on his grandson. The officer stopped to say hello and gave his grandson a “badge.” The person said the officer deserved recognition for making this memory for his grandson.

■ Officers were dispatched to a call where an individual had punched through a large glass window. When officers arrived on scene and approached the individual, they could see that she was bleeding heavily from her upper right arm. Utilizing their training and experience, the officers applied a tourniquet to the individual’s arm, stopped the bleeding, and had her transported to a hospital. The emergency room attending physician stated that the individual would have died if the tourniquet had not been applied. The officers received a station-level commendatory action report.

■ Multiple officers were dispatched to a call of an individual who was threatening to kill himself. When the officers arrived, they found the individual on the rooftop with his legs hanging over the edge of the roof. Despite repeated efforts to establish dialogue from the ground, the individual refused to speak to anyone, so officers decided to climb a ladder to the roof. During approximately 40 minutes of negotiations, the officers calmed the individual and reassured him that he was not in any trouble. While the individual was distracted, the officers quickly approached the edge of the rooftop, pulled him to safety, and secured him without further incident. The officers received Lifesaving Awards.

■ Officers responded to a call of an individual firing a gun at a busy intersection. The officers established a staging area, developed an action plan, and directed responding units to stop traffic in all directions. As the officers were waiting for traffic to clear, an RTD bus that had not yet received the safety message stopped in the area, and the individual got on the bus. The officers entered the bus and immobilized the individual, preventing him from accessing the firearm. The officers received STAR Awards for demonstrating superior tactics by effectively using discretionary time and the decision-making model to create distance, evaluate options, and take decisive action when appropriate.

■ Officers responded to an armed robbery at a business where an individual pointed a gun at an employee, demanded money, and fled the area on foot. The officers searched the area for the individual, and an officer saw a person matching the description provided by the victim. The suspect disobeyed orders to stop and fled into a nearby apartment complex. In the complex, another officer located the

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suspect attempting to hide. The suspect, who was positively identified as the individual who robbed the victim, was safely taken into custody without any harm to himself or the officers. The officers received commendations for the exceptional tactics that reduced the level of danger and prevented the incident from becoming a deadly force encounter.

■ Three officers responded to a welfare check at an apartment. The officers met with a family who they felt needed more food. The officers pooled their own money and went to a nearby grocery store to purchase enough food to last the entire family over two weeks. When the officers returned with groceries, the family was overjoyed to see what they had done. The officers received Community Service Awards for going above and beyond their regular scope of duty, making a family feel respected and appreciated.

■ A sergeant was driving on a major thoroughfare when he saw an individual lying in the middle of the street. The sergeant swung his vehicle around to block the lane and helped the individual. He calmed her and convinced her to walk to a bus stop on the south side of the street. An ambulance arrived, and the sergeant helped the paramedics get the individual inside. The sergeant received a station-level commendatory action report for recognizing the seriousness of the situation and taking immediate action.

■ A corporal contacted out-of-state authorities about a notice regarding a wanted couple in Denver. He learned that the couple were wanted for child neglect and were traveling with several children. The corporal passed along information about the couple's car to a supervisor, who briefed officers working in the area. Officers observed a car matching the description of the couple's car, followed it, and safely took the couple into custody. The corporal and officers received station-level commendatory action reports for bringing the incident to a successful conclusion.

■ Officers responded to a call of a large fight, which included reports that an individual had attempted to stab people and left the area armed with a knife. The officers followed the individual and could see that he was covered in blood and still armed with a knife. As he proceeded to a busy bike path, the individual was given multiple commands to stop, but walked away. The individual approached a woman on the path, and an officer fired his taser. The individual fell to the ground and was handcuffed. An officer applied a tourniquet around the individual's arm, which slowed the bleeding from a large self-inflicted wound until medics arrived and took him to a hospital. The officers received commendations for placing themselves in harm's way to bring the incident to a peaceful conclusion so that a person in crisis could receive help.

■ Officers responded to calls of an individual pointing a shotgun at vehicles on the corner of a busy intersection. The officers approached on foot and locked down the intersection. The individual was seen leaving a nearby backyard and entering the intersection without the shotgun. The officers advanced toward the individual as he retreated to the backyard through a gate. The officers gave commands to the individual and successfully took him into custody without incident. The officers received STAR Awards for demonstrating superior tactics by effectively using discretionary time, distance, and sound judgment to identify the proper time to take decisive action.

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3 Denver Sheriff Department Monitoring

Introduction

The OIM is responsible for monitoring and reporting about patterns in DSD complaints and commendations.³⁶ In this chapter, we review information about the DSD’s complaints, investigations, findings, discipline, and commendations.

Highlights

- The number of community and inmate complaints recorded decreased by 12% in 2020.³⁷ In 2020, the Administrative Investigations Unit (“AIU”) recorded 103 community and inmate complaints against deputies, compared to 117 recorded in 2019.
- The number of recorded internal complaints filed by DSD employees and the AIU decreased by 2% in 2020. In 2020, the AIU recorded 121 such complaints, compared to 123 recorded in 2019.
- In 2020, 15% of closed community/inmate complaints and 34% of closed internal complaints had 1 or more sustained findings.
- In 2020, 5 DSD deputies were terminated and 6 deputies resigned or retired while an investigation or disciplinary decision was pending.³⁸
- DSD deputies received 18 commendations in 2020.

Complaints Against DSD Deputies

Complaints against sworn members of the DSD generally fall into three categories: community complaints, inmate complaints, and internal complaints.

Community Complaints

Community complaints are allegations of misconduct against deputies that are filed by community members. Appendices A and B describe how complaints and commendations can be filed and where OIM complaint/commendation forms are located.

Inmate Complaints

Inmate complaints are allegations of misconduct against deputies that are filed by community members in the custody of the DSD. Complaint/commendation forms are available to inmates housed at DSD jails. These forms can be completed and mailed to the OIM at no charge to the inmate. Inmates may also file complaints by contacting the OIM by telephone, without charge, from inside any DSD jail.

Internal Complaints

Internal complaints are those filed by DSD employees and the AIU.

Complaints Recorded in 2020

Figure 3.1 reports the number of complaints recorded by the AIU in 2020 and the DSD in the previous four years.³⁹ These numbers do not include complaints that did not result in a formal case or most scheduled discipline cases, such as when DSD deputies misuse leave time or fail to participate in firearms training or qualification.⁴⁰ In 2020, the AIU recorded 254 total complaints against deputies, similar to the number recorded in 2019.

Figure 3.1: Complaints Recorded, 2017–2020

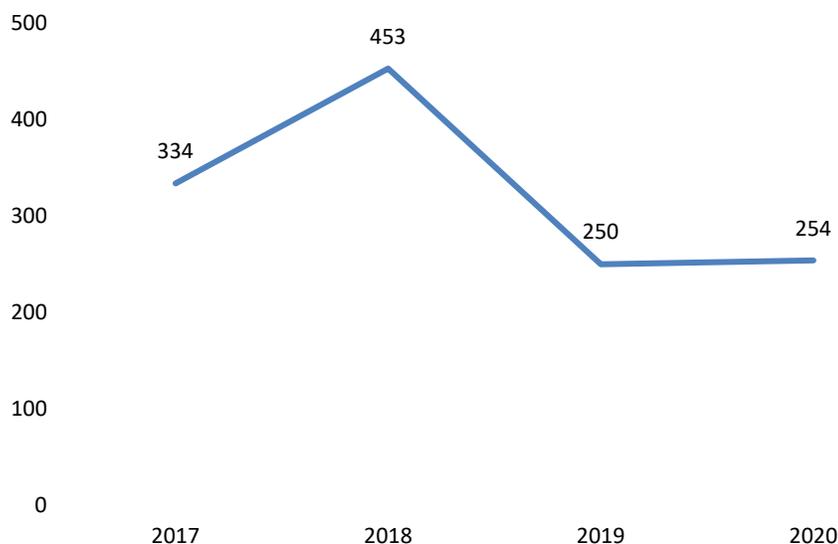
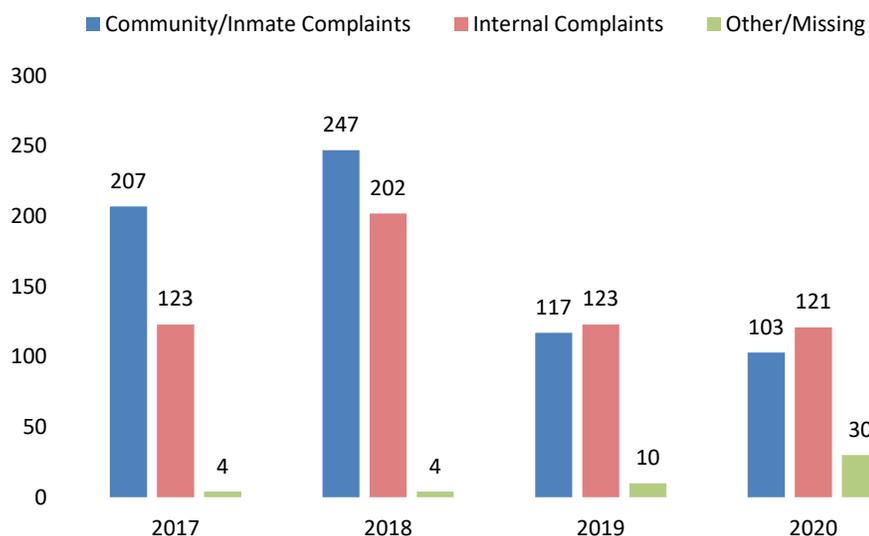


Figure 3.2 shows the number of complaints recorded against deputies by complaint type and year. The number of community/inmate and internal complaints that were recorded in 2020 decreased by 12% and 2%, respectively, when compared to 2019.

Figure 3.2: Complaints Recorded by Complaint Type, 2017–2020



Most Common Complaint Specifications

Individual complaints may include one or more specifications, which reflect the rules that a DSD deputy might be disciplined for violating.⁴¹ Table 3.1 reports the most common specifications recorded against DSD deputies in 2020 and the previous three years. The most common specification was Disobedience of Rule, which prohibits deputies from violating “any lawful Departmental rule (including [Career Service Authority] rules), duty, procedure, policy, directive, instruction, or order (including Mayor’s Executive Order)” and covers a wide range of potential misconduct.⁴² The second most common specification was Use of Inappropriate Force Against Persons.⁴³

Table 3.1: Most Common Specifications, 2017–2020

Specification	2017	2018	2019	2020
Disobedience of Rule	12%	19%	21%	19%
Use of Inappropriate Force Against Persons	13%	12%	10%	15%
Unassigned	17%	16%	12%	9%
Conduct Prejudicial	3%	2%	7%	6%
Full Attention to Duties	6%	4%	6%	4%
Sexual Misconduct with a Prisoner	0%	0%	1%	3%
Conduct Prohibited by Law	2%	2%	2%	3%
Failure to Supervise	2%	1%	1%	3%
Discrimination, Harassment, and Retaliation	5%	4%	2%	2%
Humiliating, Cruel, or Harassing Treatment of Prisoners	0%	1%	1%	2%
All Other Specifications	41%	40%	38%	34%
Total Number of Specifications	706	933	554	485

Note: Percentages may not sum to 100 due to rounding.

Complaint Location

Table 3.2 reports the location of the incidents about which complaints were recorded in 2020 and the previous three years. The largest percentage of recorded complaints (67%) related to incidents occurring at the Van Cise-Simonet Detention Center (“DDC”). This is not unexpected since the DDC houses the greatest number of inmates in DSD custody.⁴⁴

Table 3.2: Location of Complaints, 2017–2020

Location	2017	2018	2019	2020
DDC	70%	68%	66%	67%
County Jail	19%	19%	21%	16%
Other Location	8%	11%	11%	15%
Missing Location	3%	2%	1%	3%

Note: Percentages may not sum to 100 due to rounding.

Intake Investigations, Screening Decisions, and Outcomes

When complaints involving DSD personnel are filed directly with the OIM, the role of the OIM in the intake process is limited to collecting the complainant’s contact information and the general nature of the complaint. The complaint is then forwarded to the AIU, which conducts an intake investigation and makes a screening decision. An intake investigation is a type of “triage” process where the AIU completes a preliminary review of the complaint to determine its seriousness and the appropriate level of resources to devote to its investigation. This preliminary review may include a recorded telephonic or in-person interview with the complainant and witnesses, a review of records and relevant video, and interviews of involved deputies. Following the preliminary review, the AIU makes a screening decision that determines how the complaint will be handled.

If a case is referred for an investigation, it is assigned to an AIU investigator.⁴⁵ In some serious cases, the OIM may actively monitor and make recommendations about the investigation. In the majority of cases, the OIM will review and make recommendations about the investigation once the AIU has completed its work. There are several common outcomes from these investigations.

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Decline

A complaint can be declined during the investigation stage when there is no credible evidence of misconduct by an identifiable DSD deputy and further investigation is unlikely to reveal evidence of misconduct or identification of a DSD deputy.

Informal

A complaint that, if founded, would result in a debriefing with the subject deputy can be handled as an informal. This outcome does not necessarily indicate that the deputy engaged in misconduct.

Resolved

A complaint is considered resolved if the subject deputies resigned, retired, or were otherwise determined to be disqualified from sworn service while the investigation was pending. No further action was deemed necessary for these complaints.

Mediation

If a complaint states a relatively less serious allegation of misconduct, such as discourtesy, and those involved might benefit from the opportunity to discuss their interaction, a complaint can be handled through mediation. Due to security concerns, the DSD does not mediate complaints filed by inmates.

Disciplinary Review

Complaints that are not declined, mediated, or addressed in another manner are generally given to the Conduct Review Unit (“CRU”) to make an initial finding regarding whether there are any potential policy or procedural violations. To make disciplinary findings, the CRU examines the evidence, evaluates the appropriateness of the specifications assigned by the AIU, and makes findings on each specification. There are generally four findings on formal investigations:⁴⁶

- Sustained - A preponderance of the evidence indicates that the deputy’s actions violated a DSD policy, procedure, rule, regulation, or directive.
- Not Sustained - There was insufficient evidence to either prove or disprove that the alleged misconduct occurred as described in the complaint.
- Unfounded - The evidence indicates that the alleged misconduct did not occur.
- Exonerated - The evidence indicates that the deputy’s actions were permissible under DSD policies, procedures, rules, regulations, and directives.

In 2020, the DOS Public Integrity Division (“PID”) closed 272 complaints. Table 3.3 reports the final disposition of those complaints, and the complaints closed in the previous three years.

Table 3.3: Outcomes of Closed Complaints, 2017–2020

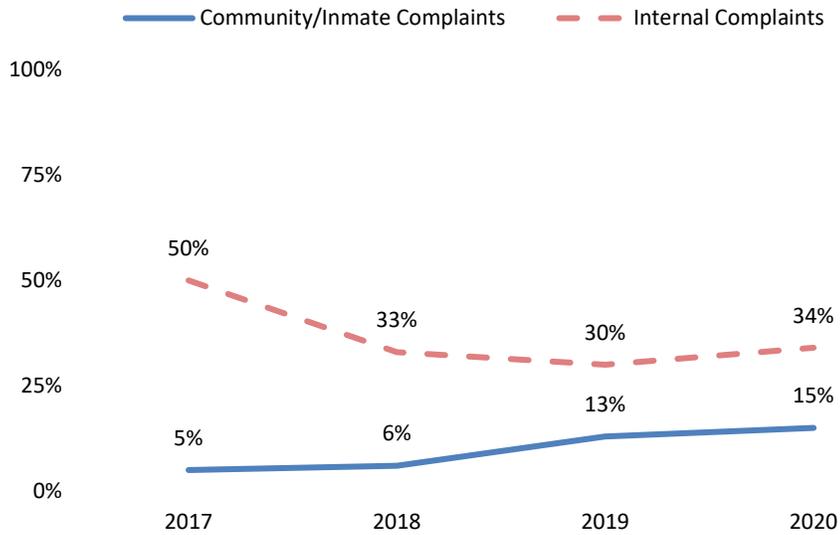
Outcome	2017	2018	2019	2020
Declined	58%	61%	42%	44%
Sustained	22%	15%	22%	25%
Informal/Resolved/Not Reviewed/Not Finalized/Information Only	10%	14%	23%	17%
Not Sustained/Exonerated/Unfounded	11%	8%	11%	13%
Mediation	0%	1%	2%	1%

Note: Percentages may not sum to 100 due to rounding.

Figure 3.3 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. Internal complaints initiated by DSD employees and the AIU tend to result in sustained findings at much higher rates than complaints initiated by community members or inmates. In 2020, 34% of internal complaints had 1 or more sustained findings, compared to 15% of complaints filed by community members and inmates.

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Figure 3.3: Complaints that Resulted in One or More Sustained Specifications, 2017-2020



Discipline on Sustained Cases

After the CRU makes initial findings regarding policy or procedural violations, the OIM reviews the CRU findings. If the CRU recommends that discipline greater than a written reprimand be imposed, the deputy may have a Contemplation of Discipline Meeting. At this meeting, the deputy can present his or her side of the story and any mitigating evidence to explain the alleged misconduct or why discipline should not occur. The Sheriff, a DSD Deputy Chief, the Independent Monitor (or his representative), the CRU, a representative from the DOS, and an Assistant City Attorney discuss the case and provide input to the Sheriff to assist in making disciplinary recommendations, if any, to the DOS. The Sheriff and the Independent Monitor each make a final recommendation to the DOS. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.⁴⁷ The DOS then makes a final decision as to findings and discipline. If the deputy disagrees with the discipline imposed by the DOS, the deputy may file an appeal with the Career Service Board.

Table 3.4 reports the number of deputies who retired/resigned prior to a discipline finding or who were disciplined for sustained specifications from 2017 through 2020.⁴⁸ The most common forms of discipline in 2020 were suspensions and written reprimands.

Table 3.4: Discipline Imposed by Year Complaint Closed, 2017-2020

Discipline	2017	2018	2019	2020
Termination	3	1	2	5
Resigned/Retired Prior to Discipline	9	7	3	6
Demotion	1	0	0	0
Suspension	47	34	33	39
Temporary Reduction in Pay	0	6	0	0
Written Reprimand	26	37	59	24

Significant Disciplinary Cases Closed in 2020^{49, 50}

Terminations

■ On October 30, 2018, a captain completed an inventory of the DSD armories and discovered a rifle missing. The investigation revealed that a deputy had carried the rifle during a previous assignment but was not in possession of it at the time of the investigation. The deputy provided inconsistent explanations of what happened to the rifle, including that he returned the rifle to someone at the Training Academy, that his ex-wife may have taken it when she moved out, and that he left the rifle in an unattended DSD office. The rifle was never found. The deputy was suspended for 10 days for negligent handling of DSD property and terminated for commission of a deceptive act. He appealed the discipline, and it was affirmed by a Hearing Officer in December 2020. The deputy has appealed that decision to the Career Service Board.

■ On June 8, 2019, an inmate requested to be moved to a different housing unit. A deputy told the inmate to gather his belongings and wait in the housing unit's sally port. The inmate waited in the sally port for approximately an hour and when the sally port door opened, re-entered the housing unit. The deputy ordered the inmate to return to the sally port, and the inmate refused. Video evidence revealed that the two appeared to argue, and then the deputy grabbed the inmate by the neck with his right hand while he braced his right foot on the ground and shoved the inmate's head into the door. Afterwards, the deputy did not accurately describe his actions in his report when he failed to mention the force he used when he braced his foot and pushed the inmate's head against the door. He also omitted and mischaracterized evidence during the investigation. The deputy was suspended for a total of 38 days for using inappropriate force and making misleading or inaccurate statements and terminated for commission of a deceptive act. He appealed the discipline, and it was affirmed by a Hearing Officer in July 2020. The deputy has appealed that decision to the Career Service Board.

■ A deputy ("Deputy A") had three cases alleging misconduct. In the first case, on August 28, 2019, a captain was informed of several allegations about Deputy A, who had been assigned to a housing unit. The investigation revealed multiple examples of Deputy A sleeping while on duty, watching videos on the DSD computer while on duty, and not turning the housing unit's lights on at 6:00 a.m., as required by policy. Video evidence also revealed instances when Deputy A failed to properly conduct rounds, allowed inmates to walk around the housing unit when they were supposed to be confined to their cells, and left a cleaning closet unlocked

and unattended. Deputy A also regularly brought newspapers and magazines in the housing unit for inmates to read and in at least one instance, loaned a magazine to an inmate, which was prohibited by DSD policy. Deputy A was suspended for a total of 32 days for sleeping on duty, disobeying rules related to security and contraband, failing to ensure appropriate lighting in housing units, failing to pay full attention to his duties, conducting prohibited transactions with inmates, and inappropriately using a DSD computer. Deputy A appealed his suspension. In January 2021, a Hearing Officer reversed Deputy A's discipline for inappropriately using a DSD computer but affirmed the other penalties and left the total number of suspended days unchanged.

In the second case, on January 16, 2020, a parking facility manager submitted a complaint to the DSD alleging that some deputies had been changing dates on receipts and that one deputy left an inappropriate note for parking staff. The investigation into the complaint revealed that Deputy A had been regularly manipulating the numbers on his parking receipt to avoid paying for parking. A second deputy ("Deputy B") had accumulated more than \$400 in unpaid parking fees and when he received a ticket for non-payment, wrote a profane message on the envelope and left it on his car. Deputy A was suspended for 30 days for conduct prejudicial, based on his unethical acts of forgery and theft. He appealed, and in January 2021, a Hearing Officer affirmed the suspension. Deputy B, whose penalty was increased due to his discipline history, was suspended for three days for conduct prejudicial that was unbecoming of a deputy. He appealed and entered into a settlement agreement that reduced his suspension from three days to two.

In the third case, on March 4, 2020, several inmates began arguing, and Deputy A called for help escorting the inmates out of the housing unit. Another deputy who was escorting one of the inmates conducted a search and found a homemade knife on the inmate. During a review of the incident, it was revealed that Deputy A failed to lock a cleaning closet, allowing multiple inmates to enter it and close the door. At one point the deputy locked an inmate in the closet. The cleaning closet contained chemicals and supplies, and unsupervised access to it created a potential security risk. Deputy A was also seen on video failing to make required rounds and using a personal cell phone on more than one occasion without authorization. Deputy A was terminated for his willful and wanton disregard of DSD guiding principles when he repeatedly failed to make required rounds and violated rules about personal cell phone use and cleaning closet security. He appealed his termination. In January 2021, a Hearing Officer modified Deputy A's termination to a 50-day suspension. The DOS has appealed the decision to modify the termination to the Career Service Board.

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■ On September 14, 2019, a deputy and his girlfriend attended a concert and got into an argument on their way home. Deputies from a neighboring jurisdiction were later dispatched to a domestic disturbance at their home. They found damage to the vehicle the two had driven home, broken items and blood within the home, cuts on the deputy's hands, and two lacerations on the girlfriend's head. The deputy initially claimed that the argument had only been verbal, his girlfriend was uninjured, and the cuts on his hand were from a prior use of force incident. When confronted with evidence from the home, the deputy provided different, inconsistent descriptions of the evening's events and was disrespectful to the deputies from the neighboring jurisdiction. The deputy was arrested and charged with Menacing (Domestic Violence), but the charges were later dismissed. The deputy was terminated for conduct prejudicial and commission of a deceptive act.

■ On November 14, 2019, an individual was denied entry to the Lindsey-Flanigan Courthouse because he did not have documentation for the medical marijuana prescription bottles in his possession. The individual initially refused to leave and challenged a deputy to fight outside. The individual then called the DPD and began collecting his things to wait outside for officers to arrive. As the individual and the deputy were walking toward the exit, the individual paused momentarily, turned slightly to his left, raised and then lowered his right arm, and continued to walk toward the exit. The deputy grabbed the individual by the neck, lifted him up, and slammed him headfirst into the ground. The individual suffered a hematoma to his head and was diagnosed with a closed head injury following the incident. In the written report about the incident, the deputy indicated that the individual had balled up his fist and made a motion as if he was going to punch the deputy. The deputy was suspended for 30 days for knowingly making misleading or inaccurate statements and was terminated for using inappropriate force. He appealed the discipline, and it was affirmed by a Hearing Officer in December 2020. The deputy appealed that decision to the Career Service Board.

Non-Medical Disqualifications

■ On March 26, 2019 a deputy was arrested after altering military orders and using the altered documents to obtain paid military leave for a training he did not attend. The deputy was charged with Attempt to Influence a Public Servant and Criminal Mischief. The deputy pled guilty to the charges and, as a result, was no longer able to possess a firearm. The deputy was disqualified from employment for not being able to possess a firearm, which is required.

Resignations and Retirements

■ A deputy had two cases alleging misconduct. In the first case, in October 2018, the deputy was arguing with another deputy when he allegedly placed his hands around her throat and choked her. In the second case, on August 5, 2019, the deputy was arrested in another jurisdiction and, on October 15, 2019, pled guilty to Domestic Violence Battery and Trespassing charges. The deputy resigned prior to a disciplinary finding in either case.

■ A deputy had two cases alleging misconduct. In the first case, in April 2019, the deputy was observed using his cell phone approximately 70 times during two shifts in a housing pod. During this time, the deputy opened a closet multiple times and failed to ensure the door was locked after each use. The deputy also stopped to engage inmates in conversation for a significant length of time while his back was to the rest of the housing pod. The deputy was suspended for a total of two days for failing to pay full attention to his duties and violating rules about personal cell phone use and cleaning closet security.

In the second case, on March 24, 2020 the deputy was sent home from work for having symptoms consistent with COVID-19. The following day, after unsuccessful attempts to contact the deputy via telephone, a sergeant and captain went to the deputy's home to complete a welfare check. The deputy indicated that he had been given time off by a sergeant and captain, which was later refuted. Throughout the investigation, the deputy indicated that he had been given the time off, despite evidence to the contrary. The deputy was terminated for commission of a deceptive act. He appealed the termination and entered into a settlement agreement with the DOS that allowed him to resign.

■ On June 17, 2019, a captain received information indicating that a deputy may have had sexual contact with an inmate. The deputy resigned prior to a disciplinary finding.

■ A deputy had two cases. In the first case, on July 7, 2019 a deputy was contacted by officers in another jurisdiction related to a family disturbance. The deputy was aggressive, confrontational, and non-compliant with the officers, resulting in one of the responding officers drawing his firearm on the deputy.

In the second case, later the same day, the deputy reported to his supervisor that he injured his hand when responding to an incident at the DDC that happened earlier that morning. Video evidence did not support the claim that he injured his hand

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during the incident. The deputy resigned prior to a disciplinary finding in either case.

■ On May 4, 2020, a deputy's wife reported a domestic violence incident to the AIU. Over the course of the investigation, it was also alleged that the deputy assaulted and threatened to kill his wife, sent a private, sexually explicit video of his wife to her mother, and was having a sexual relationship with a coworker while at work. The deputy resigned prior to a disciplinary finding.

■ On August 30, 2020, a deputy was arrested and charged with Assault and Disturbing the Peace. The deputy resigned prior to a disciplinary finding.

Other Significant Cases, Including Suspensions of Ten or More Days

■ On October 16, 2018, officers from another jurisdiction were dispatched to a house on a family disturbance call. When the officers arrived, a deputy at the home was intoxicated and combative. He lunged at one officer, and the officers took him to the ground. The deputy continued to struggle until he was threatened with being tased. The deputy was arrested and charged with Obstructing a Police Officer, to which he later pled guilty. He did not notify the DSD about the criminal charge, as is required by policy. The deputy was suspended for a total of 14 days, which was held in abeyance on the condition that the deputy, among other things, abstain from the use of alcohol and commit no other serious misconduct for 1 year.

■ On October 28, 2018, a deputy sent other deputies several concerning text messages. When the deputy was located, he had a blood alcohol level of 0.116 and was in possession of a firearm. The deputy entered into a settlement agreement with the DOS and was suspended for 10 days for conduct prohibited by law. The deputy served a five-day suspension and the remaining five days were held in abeyance on the condition that the deputy abstain from the use of alcohol and commit no other serious misconduct for one year.

■ On January 17, 2019, a sergeant ("Sergeant A") filed a sexual harassment complaint against another sergeant ("Sergeant B"). During the investigation, it was revealed that, on numerous occasions over the years, Sergeant B told other staff about an instance when he became infatuated by Sergeant A's lips and believed she was leaning forward to kiss him when she was not. He had leaned forward to kiss her, realized that she was not attempting to kiss him, and stopped. He retold the story to others even though Sergeant A did not want him to and felt that it was creating a hostile and offensive environment for her. Sergeant B was suspended for 40 days for violating the DSD's Sexual Harassment Policy. He appealed and

entered into a settlement agreement with the DOS that reduced his penalty to a 38-day suspension.

■ On May 10, 2019, a deputy (“Deputy A”) failed to conduct a pat search before an inmate left a housing unit for his scheduled court appearance. In the courtroom holding area, another deputy (“Deputy B”) secured the inmate in leg restraints. While seated in the holding area, the inmate used two combs he had concealed to tamper with his leg restraints, which enabled him to remove his restraints and run from the courtroom and out of the DDC before being detained. Deputy A was suspended for 14 days for failing to conduct a pat search prior to letting an inmate leave the housing unit.

■ In June or July 2019, a deputy misplaced his DSD-issued radio. In April 2020, during a traffic stop, officers from a neighboring jurisdiction found drug paraphernalia and the radio in the possession of two individuals. The deputy was suspended for 14 days for failing to prevent the unauthorized use of DSD property.

■ On September 1, 2019, a deputy was stopped by a Colorado State Patrol trooper for weaving and changing lanes without signaling. The deputy had a breath alcohol level of 0.139, was not wearing his seatbelt, and had a gun in the center console of the car. The deputy was charged with, among other things, Driving While Under the Influence and Possession of a Weapon While Under the Influence of an Intoxicating Liquor. He pled guilty to a charge of Driving While Ability Impaired and the other charges were dismissed. The deputy was suspended for a total of 14 days for conduct prejudicial and conduct prohibited by law.

■ On September 15, 2019, a deputy assigned to the DDC intake area left her post and went to the facility medical unit. While there, she spoke to staff and used her personal cell phone to take pictures of two deputies who had sustained injuries during incidents with inmates. It was unclear if the deputy obtained permission for leaving her post and if her post was covered during her visit to the medical unit. A major indicated that the deputy did not have authorization to take pictures of the deputies. The deputy, whose penalty was increased due to her discipline history, was suspended for 10 days for failing to use sound judgment and discretion in the performance of her duties. She appealed her suspension, and it was affirmed by a Hearing Officer in June 2020. The deputy has appealed that decision to the Career Service Board.

■ A sergeant had two cases alleging misconduct. In the first case, on October 18, 2019, a nurse told inmates to return to their cells, and some inmates refused. The sergeant and several others entered the housing unit and told the inmates to return

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to their cells. One inmate returned to his cell but continued to yell and argue. The sergeant ordered deputies to remove the inmate from the housing unit, and additional deputies were requested to help. Rather than waiting to create a plan to safely remove the inmate from the cell, a total of 12 sworn staff entered the cell and confronted the inmate. A significant struggle ensued that left three deputies and the inmate hospitalized. The sergeant was suspended for 14 days for failing to create a planned course of action before attempting to move the inmate.

In the second case, on March 10, 2020, the sergeant participated in a transfer of an inmate who had threatened a deputy. The inmate was handcuffed, and, while escorting him, the sergeant told the inmate to “shut up,” yelled at him, and used profanity. At several points during the escort, deputies attempted to intervene and separate the sergeant from the inmate. The sergeant later admitted that he had been angry during the interaction. The sergeant was suspended for four days for harassment of prisoners.

■ On January 18, 2020, a deputy assigned to the DDC intake unit directed an inmate to leave a bathroom so that others could use it. When the inmate did not leave the bathroom, the deputy pulled her out by the arm. Although the inmate returned to the intake seating area, she began yelling at the deputy, and the deputy ordered her to move into a cell. The inmate complied, and, as they approached the cell, was directed to remove her jacket, shoes, and socks. The inmate removed her jacket and shoes, but then stopped, reportedly refused to remove her socks, and tried to pick up the jacket. The deputy grabbed the inmate, pushed her into the cell, and ordered her to kneel on a bench. The inmate pushed off the wall towards the deputy. Rather than restraining the inmate, the deputy grabbed the inmate around the neck, lifted her off her feet, and then slammed her onto the floor. The deputy, whose penalty was increased because of her discipline history, was suspended for 18 days for using inappropriate force.⁵¹ She appealed her suspension.

■ On March 10, 2020, a deputy drove his car into a partition wall along a highway off-ramp. He had a blood alcohol level of 0.319. The deputy entered into a settlement agreement with the DOS whereby he was suspended for 10 days and his termination was held in abeyance on the condition that, among other things, he remain sober, attend counseling, and commit no other serious misconduct for two years.

■ On March 18, 2020, an employee of HSS, a company that provides security at the Lindsey-Flannigan Courthouse, claimed that a DSD deputy was bullying her and other HSS staff at work. An investigation revealed that the deputy had called HSS staff “stupid and lazy,” continuously made unsolicited negative reports to their

supervisors, and threatened to fight them. The deputy was suspended for 10 days for abuse of fellow deputies, employees, and members of the public. She appealed her suspension but withdrew it prior to a hearing.

■ On April 14, 2020, an inmate was upset because the telephones in his pod were not working and began throwing food onto the housing unit floor. When the inmate was ordered to return to his cell, he did not comply. Deputies placed the inmate in handcuffs and held him against a wall outside the cell so that a deputy and sergeant could search it. After the search was completed, deputies placed a mattress on the ground of the cell and ordered the inmate to lie face down on it and not move while everyone else exited the cell. One deputy remained in the cell and when the inmate began to move, he struck the inmate in the head with his OPN. The inmate required hospitalization. A sergeant wrote in his report about the incident that the inmate stood up prior to being struck by the OPN, contrary to the video evidence. The deputy was suspended for 30 days for using inappropriate force. The sergeant received a written reprimand for incomplete reporting.

Appeals of Significant Discipline Imposed Prior to 2020 and Filed With and/or Decided by the Career Service Board in 2020⁵²

■ On September 4, 2014, a captain, a major, and several other deputies responded to the cell of an inmate with mental health issues who needed to be moved to a cell with a video camera. The inmate was disoriented and incoherent and was repeatedly saying the word “cigarette.” The major obtained a cigarette (a contraband item inmates are prohibited from possessing) and gave it to the captain to coax the inmate from the cell without having to use force. After the inmate had already accompanied deputies to a camera cell without any use of force the captain gave the inmate the cigarette. Two deputies wrote reports about the incident omitting that a captain had given the inmate a cigarette. The major and the two deputies were suspended for two days. The captain was demoted to the rank of sergeant. He appealed that decision, and a Hearing Officer reversed the demotion in December 2015. The DOS appealed that decision, and the Career Service Board reinstated the demotion in July 2016. The captain appealed the Career Service Board’s decision to the Denver District Court, which affirmed the decision on the merits of the violations but remanded the case for findings about the issue of whether the penalty was appropriate. On remand, the Hearing Officer affirmed the demotion. The captain appealed that decision, and the Career Service Board affirmed the decision in October 2019.⁵³ He appealed this decision the Denver District Court.

■ On the evening of November 11, 2015, an inmate was in the custody of the DSD when he began displaying erratic behavior. Deputies isolated him in a jail sally port, and when he attempted to enter an adjacent hallway, they moved him to the floor and put him into restraints. For approximately 13 minutes, deputies used physical force on the inmate, primarily involving the application of pressure and bodyweight on him, while he intermittently struggled on the floor. The inmate ultimately became unconscious. Two deputies (“Deputy A” and “Deputy B”) performed cardiopulmonary resuscitation for approximately 16 and 3 minutes, respectively, and paramedics transported the inmate to Denver Health Medical Center, where he was in a comatose state. Nine days later, on November 20, 2015, the inmate was taken off life support, and died. The OIM issued a report, [The Death of Michael Marshall, an Independent Review](#), which provided an extensive review and analysis of the incident.⁵⁴

The DOS disciplined Deputy A, Deputy B, and a captain for their conduct during the incident. Deputy A was suspended for 16 days for using inappropriate force after medical personnel had asked him to release pressure from the inmate. He was also required to attend remedial training on the DSD's Use of Force Policy. Deputy B was suspended for 10 days for using inappropriate force when he used OPNs as a pain compliance technique after the inmate was restrained. Deputy B was also required to attend remedial training on the DSD's Use of Force Policy. The captain was suspended for 10 days for failing to supervise when he failed to communicate and give guidance to the deputies, and instead took a passive role in managing the incident.

Deputies A and B appealed, and a Career Service Hearing Officer overturned their discipline in November 2017. The DOS appealed the Hearing Officer's decision to the Career Service Board, and in June 2018, the Career Service Board reversed the decision and remanded the case back to the Hearing Officer for a determination about the appropriateness of the penalties imposed. Deputies A and B appealed the Career Service Board's decision to Denver District Court, which dismissed their appeal as premature in June 2019, and the Hearing Officer affirmed the deputies' original suspensions in August 2019. Both deputies appealed the Hearing Officer's decision, and the Career Service Board affirmed the decision in January 2020. The deputies appealed this decision to the Denver District Court.

The captain appealed, and a Career Service Hearing Officer overturned his discipline in November 2017. The DOS appealed the Hearing Officer's decision to the Career Service Board, and in April 2018, the Career Service Board reversed the decision and remanded the case back to the Hearing Officer for a determination about the appropriateness of the penalty imposed. In February 2019, the Hearing Officer affirmed the captain's original suspension. The captain appealed the Career Service Board's decision to remand the case back to the Hearing Officer to the Denver District Court, which affirmed the decision in September 2019. He appealed this decision to the Colorado Court of Appeals.

■ On January 4, 2018, two deputies ("Deputy A" and "Deputy B") were working in a housing unit, when an inmate who was supposed to be separated from other inmates ("Sep All") returned from the medical unit. When the Sep All inmate entered the housing unit, neither deputy made any effort to escort him or separate him from another inmate who was present. The Sep All inmate assaulted the other inmate. Deputy A was suspended for six days for violating a housing post order requiring him to keep the Sep All inmate apart from other inmates. Deputy B, whose penalty was increased due to his disciplinary history, was suspended for 30

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days for violating the same housing post order. Deputy A appealed his suspension and subsequently entered into a settlement agreement with the DOS that reduced his penalty to a five-day suspension. Deputy B appealed, and in April 2019, a Hearing Officer affirmed his suspension. He appealed the Hearing Officer's decision, and the Career Service Board affirmed the decision in October 2019.⁵⁵ Deputy B appealed this decision to the Denver District Court.

■ On January 6, 2018, a deputy did not check the shower area while conducting a round. Later in the shift, the deputy noticed that an inmate was missing from her cell. Instead of confirming the identity of the missing inmate and walking around the housing unit to locate her, the deputy walked back to her desk and called for back-up. Several minutes later, a responding deputy quickly found the inmate in the shower stall with a sheet tied around her neck. The inmate survived the suicide attempt. The deputy was suspended for a total of 14 days for failing to perform her duties and for failing to protect the inmate from harm. The deputy appealed, and in June 2019, a Hearing Officer affirmed her suspension. She appealed the Hearing Officer's decision, and the Career Service Board affirmed the decision in November 2019.⁵⁶

■ On August 26, 2018, a deputy was speaking to an inmate through a closed cell door when the inmate hit the cell window. Instead of continuing to speak to the inmate with the cell door closed, the deputy opened the door. The inmate moved towards the deputy, and the deputy told the inmate to step back and pushed him back into the cell. The deputy stepped into the cell, punched the inmate, and the two fell to the floor. Several other deputies responded to the cell and restrained the inmate. The deputy did not include that he punched the inmate in his report about the incident. The deputy, whose penalty was increased due to his disciplinary history, was suspended for a total of 33 days for failing to use sound judgment when he unnecessarily opened the cell door and for inaccurate reporting. The deputy appealed his suspension, which was upheld by a Hearing Officer in August 2019. The deputy appealed the Hearing Officer's decision, and the Career Service Board affirmed the decision in February 2020.

Timeliness

Timeliness in the investigation and disciplinary review of misconduct complaints is critical for ensuring public confidence in the ability of a department to hold itself accountable. Allowing administrative investigations to languish may prevent a department from acting quickly to correct or deter deputy misconduct, may lower morale, and tends to undermine public and department trust in the complaint process.

Table 3.5 shows mean processing times, in days, for different case types recorded in 2020 and the previous three years.⁵⁷ These figures exclude the number of days required for the OIM to review investigations and discipline. Average processing times decreased by 15% between 2019 and 2020. Cases recorded in 2019 were closed within an average of 90 days, compared to 76 days for cases recorded in 2020. Complaints still open at the time the OIM extracted data for this report had an average age of 96 days.

Table 3.5: Mean Case Processing Times in Days for Recorded Complaints, 2017-2020

Case Type	2017	2018	2019	2020
All Cases	79	107	90	76
Declined/Informal/Referred/Resolved/Mediation	55	66	53	53
Full Formal Investigations	115	172	175	103

Complainant Demographics and Complaint Filing Patterns

Table 3.6 presents the demographic characteristics for the 123 inmates and community members whose complaints were recorded in 2020.⁵⁸ Table 3.6 also reports the number of complainants with multiple complaints against DSD deputies. Most complainants filed only a single complaint (93%).⁵⁹

Table 3.6: Complainant Demographic and Filing Patterns, 2020

Gender	Count	Percentage
Male	78	63%
Female	28	23%
Transgender	2	2%
Unknown	15	12%
Total	123	100%
Race	Count	Percentage
Black	33	27%
White	33	27%
Hispanic	19	15%
Unknown	38	31%
Total	123	100%
Age	Count	Percentage
19 - 24	10	8%
25 - 30	18	15%
31 - 40	32	26%
41 - 50	12	10%
51+	7	6%
Unknown	44	36%
Total	123	100%
Number of Complaints Filed	Count	Percentage
One Complaint	115	93%
Two or More	8	7%
Total	123	100%

Note: Percentages may not sum to 100 due to rounding.

Deputy Complaint Patterns

Complaints per Deputy

Table 3.7 reports the number of complaints recorded against DSD deputies from 2017 through 2020. In 2020, 72% of DSD deputies had no complaints recorded against them, 20% received 1 complaint, and 8% had 2 or more complaints.

Table 3.7: Complaints per Deputy by Year Recorded, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	61%	54%	72%	72%
1	24%	27%	19%	20%
2	9%	11%	7%	5%
3	3%	5%	1%	2%
4 or More	3%	4%	1%	1%
Total Sworn Officers	808	798	749	720

Note: Percentages may not sum to 100 due to rounding.

Inappropriate Force Complaints per Deputy

Table 3.8 shows the number of inappropriate force complaints recorded against individual DSD deputies from 2017 through 2020. In 2020, 5% of DSD deputies received 1 complaint that included an inappropriate force specification.

Table 3.8: Inappropriate Force Complaints per Deputy by Year Recorded, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	90%	89%	95%	93%
1	9%	10%	5%	5%
2	1%	2%	< 1%	2%
3 or More	< 1%	< 1%	< 1%	<1%
Total Sworn Officers	808	798	749	720

Note: Percentages may not sum to 100 due to rounding.

Sustained Complaints per Deputy

Table 3.9 reports the number of complaints with at least one sustained specification for individual deputies between 2017 and 2020 grouped by the year the complaints were closed. In 2020, 92% of DSD deputies had no sustained complaints, 7% had 1 sustained complaint, and fewer than 2% had more than 1 sustained complaint.

Table 3.9: Sustained Complaints per Deputy by Year Closed, 2017-2020

Number of Complaints	2017	2018	2019	2020
0	91%	91%	89%	92%
1	8%	8%	10%	7%
2	1%	1%	1%	1%
3 or More	< 1%	< 1%	0%	<1%
Total Sworn Officers	808	798	749	720

Note: Percentages may not sum to 100 due to rounding.

Commendations and Awards

The DSD gives commendations and awards to deputies who engage in actions that reflect the DSD mission to provide safe and secure custody for those placed in its care. Community members can submit commendations by filling out the OIM’s online complaint/commendation form, mailing the OIM a completed postage pre-paid complaint/commendation form, or e-mailing or faxing a commendation to the OIM. Appendices A and B describe how commendations can be filed and where OIM complaint/commendation forms are located.

Table 3.10 presents the number and type of commendations awarded to DSD personnel in 2020.⁶⁰ The most common commendations recorded in 2020 were Employee of the Month Awards.

Table 3.10 Commendations Awarded to DSD Deputies in 2020

Commendation Type	Count	Percentage
Employee of the Month	11	61%
Medal of Valor	7	39%
Total	18	100%

Note: Percentages may not sum to 100 due to rounding.

Highlighted Commendation

■ On September 2, 2020, deputies responded to the scene of an escaped inmate. Six deputies entered the Cherry Creek and an adjacent drainage tunnel and found the subject, while another deputy secured the scene. The deputies received Medals of Valor for demonstrating unwavering professionalism and bravery.

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4 Critical Incidents

Introduction and Overview

Officer-involved shootings (“OISs”) and deaths during DPD or DSD contact (collectively “critical incidents”) have a profound impact on the lives of community members, officers, deputies, and on the overall relationship between law enforcement and the community.⁶¹ All investigations into critical incidents should be completed thoroughly and efficiently with a goal of determining whether the incidents were handled lawfully and according to departmental policy. To promote transparency in the investigation and review of critical incidents, the OIM publishes regular reports regarding the status of critical incident investigations.

Patterns in Officer-Involved Shootings

In this chapter, we summarize every shooting that either occurred in 2020 or which the DPD’s Use of Force Review Board evaluated in 2020 for adherence to DPD policy. Prior to describing each shooting, we examine patterns in the number of intentional OISs of community members by the DPD annually and key characteristics of shootings that occurred in 2020.⁶²

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Figure 4.1 reports the number of DPD OISs from 2016 to 2020. In 2020, there were 11 shootings involving DPD officers. Table 4.1 presents characteristics of the officers involved in the intentional OISs that occurred in 2020, and Table 4.2 contains results, locations, and characteristics of community members involved in those shootings. In 2020, 12 out of 22 officers had 5 or less years of service at the time of their OIS, which is similar to previous years.

Figure 4.1: DPD Intentional Officer-Involved Shootings by Year, 2016–2020

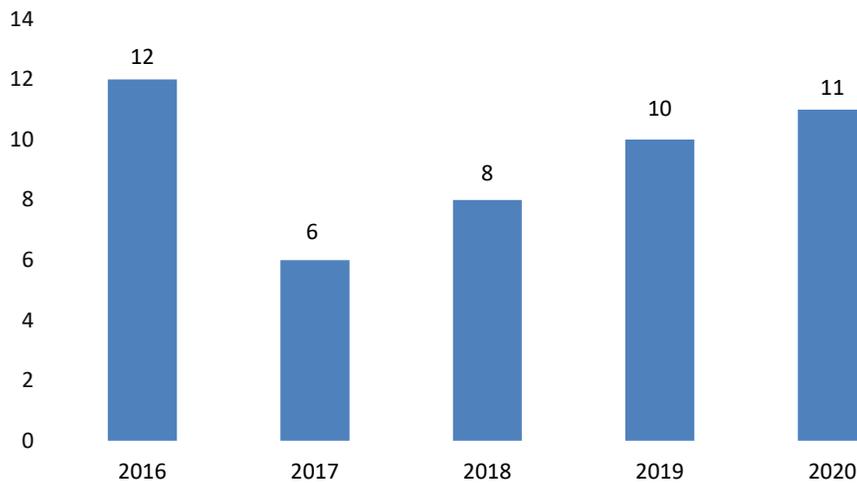


Table 4.1: 2020 Officer-Involved Shootings, DPD Officer Characteristics

Intentional Shootings (OISs)	
Total Officer-Involved Shooting Incidents	11
Officers Involved	22
Rank of Officers	
Officer	14
Technician	1
Corporal	4
Detective	3
Years of Service of Shooting Officers	
0-5 years	12
6-10 years	4
11-15 years	3
16-20 years	3
21+ years	0
Assignment of Shooting Officers	
District 1	1
District 2	4
District 3	3
District 4	4
District 5	5
District 6	0
Citywide Impact Team	2
Fugitive	1
Gang	2
Race/Gender of Shooting Officers	
White Male	12
Hispanic Male	7
Black Female	1
Black Male	1
White Female	1

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Table 4.2: 2020 Officer-Involved Shootings, Results, Locations, and Community Member Characteristics

Intentional Shootings (OISs)	
Total Officer-Involved Shooting Incidents	11
Community Members Involved	11
Results of Shots Fired	
Community Member Fatalities	10
Community Member Non-Fatal Injuries	1
Location of Shooting Incidents	
District 1	3
District 2	2
District 3	1
District 4	1
District 5	0
District 6	0
Outside of Denver	4
Race/Gender of Community Members	
Hispanic Male	3
American Indian Male	2
Black Male	2
White Male	2
Unknown	2

Critical Incidents: Denver Police Department

Critical Incident Investigation and Review Protocol

In all critical incidents, the DPD Major Crimes Unit and the Denver District Attorney's Office immediately respond to the scene to begin an investigation to determine whether any person should be held criminally liable. For OISs, a representative from the Aurora Police Department responds as well.⁶³ The OIM also may respond to the scene for a walk-through and debriefing from command staff. Major Crimes detectives interview civilian witnesses and involved officers and collect video and documentary evidence. The OIM monitors interviews by video and may suggest additional questions at the conclusion of each officer interview. After the criminal investigation is complete, the administrative review process begins.

Administrative Review of Critical Incidents Involving DPD Officers

Once the District Attorney's Office has made a decision regarding the filing of criminal charges against anyone involved in a critical incident, the Major Crimes Unit reports are submitted to the DPD's IAB to commence the administrative review. The OIM confers with IAB to determine whether further investigation is necessary to evaluate potential violations of DPD policy. Once all relevant evidence is gathered, the case is submitted to the DPD's Use of Force Review Board (which includes a representative from the Aurora Police Department) to determine whether there were any violations of DPD policy. The OIM is not a voting member of the Use of Force Review Board but is present for all its proceedings and deliberations.

If the Use of Force Review Board finds that the officer's actions were in compliance with DPD policy ("in-policy"), the case is forwarded to the Chief of Police. If the Chief and the OIM agree that there were no policy violations, the case is closed, and no further administrative action is taken.

If the Use of Force Review Board finds that the officer's actions appear to be in violation of any DPD policy ("out-of-policy"), the findings are forwarded to DPD IAB for further investigation, if necessary. Once the investigation is complete, the case is forwarded to the DPD CRO for a disciplinary recommendation. If the DPD CRO recommends discipline greater than a written reprimand, the involved officer is given the option to present mitigating information at a Chief's Hearing.

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Both the Chief's disciplinary recommendation and that of the OIM are then forwarded to the DOS for consideration.

If the OIM disagrees with a recommendation made by the Use of Force Review Board or the Chief of Police, the OIM recommendation will be forwarded to the DOS, which makes the final decision regarding critical incidents.

DPD Officer-Involved Shootings in 2020

Incident #1

On January 1, 2020, DPD officers responded to a 911 call regarding a weapons complaint at a house. The officers spoke with an individual who had fled the house after being threatened and assaulted by a roommate. The individual asked the officers for assistance getting back into the house and informed the officers that two others lived there. After receiving no response from inside the house, officers entered with their guns drawn and began to ensure that it was safe for the individual and other residents to return. As one officer ("Officer A") moved from a mud room toward the garage, a man charged him with a knife. Officer A fired his weapon at the man six times. Another officer ("Officer B") had just entered the mud room when he heard the gunshots. Officer B saw the man continue to move toward Officer A and fired one round. The man dropped the knife and fell to the ground. He had been struck several times and died of the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁴ The incident is currently under administrative review.

Incident #2

On January 6, 2020, DPD officers followed a stolen vehicle into a neighboring jurisdiction. When a person left the vehicle, an officer ("Officer A") chased him into a street. Two other officers and a sergeant joined Officer A and attempted to arrest the person. The person disobeyed the officers' commands, pulled a handgun from his jacket pocket, and pointed it at his own head. He backed away from the officers, crossed a median, and attempted to carjack a vehicle. The vehicle drove away, and the person turned and pointed his handgun at the sergeant and Officer A. The sergeant attempted to fire his weapon, but it had a mechanical malfunction and did not fire. Officer A fired his weapon at the person 14 times. The person was shot five times and died from the wounds.

The District Attorney for the 18th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁵ The incident is currently under administrative review.

Incident #3

On January 26, 2020, DPD officers located a vehicle driven by a person who was suspected of multiple aggravated robberies and had four active arrest warrants. The vehicle sped away, and the DPD used a helicopter (“Air One”) to maintain visual contact with the vehicle. The vehicle drove into a neighboring jurisdiction and stopped at an apartment complex. When a DPD patrol car approached the vehicle, it sped off, began driving into oncoming traffic, and collided with another car. The suspect jumped out of the vehicle and carjacked a different car at gunpoint. He drove off in the stolen car until he lost control and hit a curb. He then exited that car, pointed a gun at the driver of a minivan, and attempted to open the driver’s door. After failing to open the minivan door, the suspect approached an SUV and held that driver at gunpoint. A nearby officer left his patrol car, ran towards the suspect, and fired his weapon at the suspect who was still holding the SUV driver at gunpoint. The driver moved away from the SUV, and the suspect then pointed his gun at the officer. The officer continued firing his weapon, discharging a total of 11 rounds. The suspect was shot five times and died from the wounds.

The District Attorney from the 17th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁶ The incident is currently under administrative review.

Incident #4

On May 1, 2020, an officer observed a vehicle driving at a high rate of speed and requested assistance from Air One to help track it. A corporal heard the request and drove to the area to provide support. The officer followed the vehicle and attempted to stop it. The vehicle slowed to a stop, a passenger got out, and the vehicle sped away. The officer stopped to identify the passenger, and Air One continued to monitor the vehicle. The vehicle stopped in a parking lot, and the driver and another passenger exited and began walking. The corporal drove to the area, got out of his patrol car, and told the driver and passenger to put their hands in the air. The driver put his hands up, turned, and began to run. The corporal pursued the driver on foot. The driver reached for a handgun, and the corporal

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discharged his weapon four times. The driver was shot two times and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁷ The incident is currently under administrative review.

Incident #5

On May 6, 2020, officers from several departments attempted to arrest a person suspected of attempted murder. Commerce City Police Department (“CCPD”) officers parked their patrol car near the suspect, exited, and announced their presence. The suspect ran around his vehicle, drew a gun, and fired it at one of the officers. The CCPD officer fired his weapon four times, and the suspect continued to run away. A Colorado Department of Corrections officer, who had been assisting with surveillance, saw the suspect fire at the CCPD officer and discharged his weapon eight times. A DPD officer, who had assisted with surveillance and setting up a perimeter around the area, also saw the suspect shooting at the CCPD officer, and fired his weapon seven times. The suspect was shot four times and died from the wounds.

The District Attorney from the 17th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁸ The incident is currently under administrative review.

Incident #6

On June 22, 2020, officers responded to a reported kidnapping where a person entered the victim’s car armed with a handgun and demanded that he drive out of the area. The person ordered the victim to elude the police and they drove to a neighboring jurisdiction. When the car stopped, and while the person was turned around looking over his shoulder, the victim ran away. The person chased after the victim with a handgun. An officer (“Officer A”) observed the victim fleeing the area and began following. Two detectives (“Detective A” and “Detective B”) and two additional officers (“Officer B” and “Officer C”) joined Officer A and followed the person through the area on foot, giving him multiple commands to drop his gun. The person ignored all the officers’ commands and threatened officers and citizens in the area with his handgun. An officer from another jurisdiction, who had been observing the interaction from his patrol car, drove his car at the person and struck him. The person fired one round from the handgun and then it fell out of his hand. Detectives A and B and Officers A, B, and C approached on foot.

The person picked up the handgun and pointed it at them. Two detectives and four officers fired their weapons at the person. Detective A fired 7 rounds, Detective B fired 6 rounds, Officer A fired 2 rounds, Officer B fired 11 rounds, Officer C fired 2 rounds, and the officer from another jurisdiction fired 5 rounds. The person was shot 23 times and died from the wounds.

The District Attorney from the 17th Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁹ The incident is currently under administrative review.

Incident #7

On September 9, 2020, two officers (“Officer A” and “Officer B”) responded to calls of a person with a gun, later determined to be a replica airsoft pistol designed to look like a Gen 3 Glock 17 Handgun. When Officers A and B arrived, the person pointed the replica handgun at the occupants of a vehicle. Officers A and B unholstered their handguns, exited their patrol car, and positioned themselves behind their opened doors. Officer B worked to ensure that the occupants of the vehicle and a bystander moved away, and Officer A commanded the person with the replica handgun to show his hands. The person turned toward the officers, pointed the replica handgun at them, and advanced towards them. Officer A fired several times, and Officer B fired four times. The first rounds Officers A and B fired did not hit the person, and he continued across the street while pointing the replica handgun at the officers. Officer A continued to fire his weapon, firing a total of nine rounds. The person was struck once and died from the wound.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁰ The incident is currently under administrative review.

Incident #8

On September 12, 2020, a deputy from a neighboring jurisdiction (“Deputy A”) observed a vehicle with no license plates parked at a gas station. Deputy A thought the vehicle may have been stolen and reported his suspicions to another deputy (“Deputy B”). A woman got into the front passenger seat of the vehicle and, it drove away. Deputies A and B followed the vehicle in their respective patrol cars, and Deputy B turned on his emergency lights and attempted to stop the vehicle. The vehicle initially stopped but then sped away. Deputy A continued to follow the vehicle and saw the driver fire a handgun out of the window. Several other deputies joined Deputies A and B in pursuit of the vehicle, which entered Denver.

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The vehicle eventually struck a parked car, and the driver and passenger exited the vehicle. The driver took hold of the passenger and moved behind bushes in the backyard of a nearby residence.

Deputies from the neighboring jurisdiction arrived at the residence, which included Deputies A and B, and another deputy (“Deputy C”), who took a rifle from his patrol car and moved into the backyard. DPD officers also arrived, including two officers (“Officers A and B”) who entered the backyard. Officers attempted to establish a dialogue with the driver and repeatedly ordered him to drop the gun. The driver and the passenger walked out from behind the bushes, with the driver holding a handgun to the passenger’s head. Deputies B and C moved out of the backyard into a position where they could see the driver, and both fired once. The passenger moved out of the way as the driver dropped to the ground. The driver continued to move on the ground and had the handgun in his hand. Three deputies and two officers then fired their weapons at the person: Deputy A fired 20 rounds, Deputy B fired 2 rounds, Deputy C fired 13 rounds, Officer A fired 9 rounds, and Officer B fired 5 rounds. The driver was shot 34 times and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷¹ The incident is currently under administrative review.

Incident #9

On September 15, 2020, two corporals (“Corporal A” and “Corporal B”) and an officer responded to a call about a distressed and potentially intoxicated man with a gun. When they arrived, Corporal B saw the man staggering, and Corporal A ordered him to put his hands up. The man raised his hands, lowered them, and started to walk toward Corporal A. Corporal A and the officer ordered the man to get on the ground, but he continued to walk towards Corporal A. Corporal A told the man that if he continued walking in that direction, Corporal A would shoot him. The man began walking away from Corporal A, and the officer announced that the man had a gun in his pocket. The man confirmed that he did have a gun in his pocket, turned to face the officers, and pulled it out of his pocket. Corporal A and the officer both fired six rounds at the man. Corporal B fired one round. The man was struck multiple times and died as a result of the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷² The incident is currently under administrative review.

Incident #10

On September 26, 2020, an officer responded to a report of a person waving a large knife in the air and threatening people. The officer arrived at the location, exited his vehicle, and told the person to drop the weapon. The person began sprinting at the officer with a knife raised in his right hand. The officer discharged his weapon seven times, striking the person several times. The person survived.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷³ The incident is currently under administrative review.

Incident #11

On December 28, 2020, DPD officers were involved in an OIS. The incident is currently under review by the Denver District Attorney.

DPD Accidental Discharges in 2020

Incident #1

On June 29, 2020, an off-duty officer in his initial probationary period fired a shotgun in the bathroom of his apartment. He had a blood alcohol level of 0.133 and was charged with Prohibited Use of Weapons. No one was injured. The officer was terminated from probationary status for conduct prohibited by law.

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Deaths During DPD Contact in 2020

Incident #1

On February 1, 2020, a person died of an apparent suicide after being contacted by DPD officers. The incident is currently under administrative review.

Incident #2

On June 6, 2020, a person died of an apparent suicide after being contacted by DPD officers. The incident is currently under administrative review.

DPD Critical Incidents Closed in 2020⁷⁴

Closed Incident #1

On July 31, 2018, an officer stopped a vehicle after a detective observed an apparent drug exchange. The person in the driver's seat had an active warrant, and the officer placed him in custody, conducted a pat-down search, and transported him to the District 5 station. The officer escorted the person to a holding cell and conducted an additional pat-down search, which resulted in a suspected piece of crack cocaine falling from the leg of the person's pants. The officer secured the substance and left the holding cell. When the officer returned, the person was coughing by the toilet. The officer asked if he was okay, and the person indicated that he had a "parasite." The officer left the holding cell to finish the arrest paperwork and was called back approximately 5-10 minutes later when the person appeared to be choking. The person was transported to the hospital and, during the drive, went into cardiac arrest. At the hospital, nurses found a bag with possible residue in the genital area of the person. He died of complications related to cocaine ingestion. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures. The OIM concurred with that assessment.

Closed Incident #2

On August 2, 2018, members of the Rocky Mountain Safe Streets Task Force identified the vehicle of a homicide suspect. Officers surveilled the vehicle until the suspect returned to it, and, as officers approached, the suspect fled into a nearby apartment complex. When officers entered the apartment, they found the suspect with a self-inflicted gunshot wound. The suspect died as a result of the wound. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures. The OIM concurred with that assessment.

Closed Incident #3

On August 6, 2018, officers responded to the apartment complex of a person who had threatened suicide. The officers knocked on the door and announced themselves but received no response. The officers obtained a key from the complex apartment manager and announced themselves again, calling out to the person by name. The officers began to unlock the door when they heard a gunshot. They entered the apartment and found the person with a self-inflicted gunshot wound. The person died as a result of the wound. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures. The OIM concurred with that assessment.

Closed Incident #4

On August 19, 2018, officers responded to the residence of a person who had called 911 and stated he was contemplating suicide. The officers formed a perimeter around the residence and stayed out of the person's view. An officer contacted the person on the phone and held a conversation with him until the person stated that he needed to hang up. Shortly after, several officers heard a gunshot from the backyard of the residence. Officers found the person in the backyard with a self-inflicted gunshot wound. The person died as a result of the wound. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures. The OIM concurred with that assessment.

Closed Incident #5

On September 29, 2019, officers arrived at an apartment after several 911 calls about a disturbance. When they were allowed into the apartment, they were directed to the apartment's bathroom and found a man struggling with his nephew. An officer asked the man to step away from the nephew, and he did so. The nephew sat down, and the officer requested an ambulance. The nephew slumped forward and lost consciousness. Paramedics arrived, began cardiopulmonary resuscitation, and transported the nephew to the hospital. He died as a result of the combined effects of drugs and alcohol. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures. The OIM concurred with that assessment.

DPD Accidental Discharges Closed in 2020

Closed Incident #1

On December 25, 2018, an off-duty officer was in her apartment when she racked the slide back on her weapon and believed it felt unusual. While inspecting the weapon further, she unintentionally fired one round into the floor. No one was injured. The Use of Force Review Board met on November 7, 2019 to review the incident and determined the accidental shooting to be out-of-policy.⁷⁵ The officer was fined two-days' pay for carelessly handling her firearm.

Critical Incidents: Denver Sheriff Department

Critical Incident Investigation and Review Protocol

Similar to situations involving the DPD, in all DSD critical incidents, the DPD's Major Crimes Unit responds to the scene to begin an investigation to determine whether any person should be held criminally liable. If the incident warrants, the OIM also responds to the scene of the incident for a walk-through and debriefing from command staff. Major Crimes Unit detectives interview all witnesses and every involved deputy and collect video and documentary evidence. The OIM monitors interviews conducted by the Major Crimes Unit and may suggest additional questions at the conclusion of each interview. After the criminal investigation is complete, the administrative review process begins.

Administrative Review of Critical Incidents Involving DSD Deputies

Once the District Attorney's Office has made a decision regarding the filing of criminal charges against anyone involved in an incident, the Major Crimes Unit reports are submitted to the AIU to commence the administrative review. The OIM confers with the AIU to determine whether further investigation is necessary to assess whether there have been violations of DSD policy. If, after reviewing the investigation, the CRU finds that the involved deputy's actions were in compliance with DSD policy ("in-policy"), the case is forwarded to the Sheriff. If the Sheriff agrees there were no policy violations, the case may be closed. The OIM reviews the CRU's findings and makes recommendations to the Sheriff and the DOS.

If the CRU finds that the involved deputy's actions violated any DSD policy ("out-of-policy"), the case is referred to the Sheriff for a Contemplation of Discipline Hearing. The OIM observes the hearing and participates in deliberations of the command staff. At that hearing, the involved deputy is given the opportunity to present his or her side of the story, including mitigating information, if any. After hearing from the involved deputy, the OIM makes disciplinary recommendations to the Sheriff. Recommendations from the Sheriff and the OIM are forwarded to the DOS for consideration. The DOS determines whether the deputy's actions were in-policy or out-of-policy and the appropriate level of discipline, if any.

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DSD Critical Incidents in 2020

The DSD had no critical incidents occur in 2020.

DSD Critical Incidents Closed in 2020⁷⁶

Closed Incident #1

On July 29, 2019, a deputy was conducting routine rounds in a housing unit when he noticed an inmate slumped on a cell floor, leaning against the back of the bunk. He ran down the housing unit's stairs to open the cell door and called a medical emergency. Two other deputies responded, and one of them untied a bedsheet from the inmate's neck and began chest compressions. Medical staff arrived and rendered aid, but the inmate died as a result of asphyxia by hanging. The AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures. The OIM concurred with that assessment.

Closed Incident #2

On August 30, 2019, DPD officers arrested a woman who reported that she had recently ingested heroin. She was brought to the hospital, cleared, and then transported to the DDC. On September 1, 2019, the woman told a deputy that she was throwing up blood. She began seizing and was transported to the hospital. She died as a result of the combined effects of several drugs and complications related to withdrawal. The AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures. The OIM concurred with that assessment.

Endnotes

¹ Sworn DSD staff, including supervisors, are collectively referred to as “deputies” throughout this report, unless otherwise noted.

² See Denver Revised Municipal Code Art. XVIII §§ 2-371, 2-375(c).

³ The Office of the Independent Monitor, *The Police Response to the 2020 George Floyd Protests in Denver, an Independent* (2020), https://www.denvergov.org/files/assets/public/independent-monitor/documents/2020gfpreport_oim.pdf.

⁴ Denver Revised Municipal Code Art. XVIII § 2-388.

⁵ The OIM also reviewed 26 DPD IAB investigations into complaints about DSD deputies.

⁶ The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not report resignations or retirements of officers or deputies with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

⁷ Data on DSD commendations were provided by the DSD and may include commendations awarded to non-sworn personnel.

⁸ Denver Revised Municipal Code Art. XVIII § 2-372.

⁹ Denver Revised Municipal Code Art. XVIII § 2-373(a).

¹⁰ The OIM does not generally report on incidents where an officer or deputy discharges a firearm at an animal.

¹¹ The OIM does not generally report on incidents where a community member dies of natural causes.

¹² Due to security concerns, the DSD has not historically mediated complaints filed by inmates. DSD mediations typically involve staff member complaints lodged against other staff.

¹³ Community member and officer satisfaction rates are calculated by OIM analysts based on surveys administered by Community Mediation Concepts and provided to the OIM (on file with author).

¹⁴ This project was supported by Grants #2014-DJ-BX-0792, #2015-MU-BX-0390, and #2016-DJ-16-013928-03-3 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, and the Office for Victims of Crime. Points of view or opinions in the document are those of the author and do not represent the official position or policies of the United States Department of Justice.

¹⁵ See the OIM’s [2016 Semiannual Report](#) for more information about the development and implementation of the YOP.

¹⁶ Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-374, 2-386.

¹⁷ The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not report resignations or retirements of officers with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

Endnotes

¹⁸ Scheduled discipline violations include Failure to Appear in Court, Failure to Shoot for Efficiency, Photo Radar, Safety Restraining Devices, Required Minimum Annual Continuing Education, CEP Cancellation/CEP Failure to Attend, Preventable Accidents, and Punctuality. *See* DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 8-9 (effective May 2, 2020).

¹⁹ The data reported in this chapter were extracted from the DPD's Internal Affairs records management database ("IAPro"). The OIM is not an IAPro administrator and has limited control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the accuracy of the DPD's Internal Affairs data. Finally, because the OIM is not the final arbiter of what allegations to record in IAPro and against which officers, the OIM cannot certify that the data presented (with respect to specific complaint allegations) are what they would be if the OIM were making these decisions. Since the data were drawn from dynamic, live databases, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. The figures reported in this chapter do not include complaints against DPD civilian employees or complaints that were not linked to a subject officer in IAPro. Unless otherwise noted, the data included in this chapter were last retrieved from IAPro on February 5, 2021. Because of changes in coding or analysis of complaints, allegations, findings, and discipline, there may be slight discrepancies between historical data presented in this report and data presented in previous OIM reports.

²⁰ Many reports related to police oversight and IAB processes refer to complainant allegations. In this chapter, "allegations" refer to assertions, in a complainant's own words, of particular kinds of purported misconduct by an officer. The DPD does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks "specifications" that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which an officer might be punished, rather than the precise allegations communicated in the complaint.

²¹ DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, Appendix G, at 12 (effective September 1, 2020).

²² DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, Appendix G, at 17 (effective September 1, 2020).

²³ Formal investigations may not receive a finding in cases where an officer resigns or retires prior to the completion of the investigation or a final finding determination. Such cases fall into the "Declined/Administrative Review" category in Figure 2.2.

²⁴ A Chief's meeting may also be held in certain other cases where no discipline is recommended.

²⁵ Memorandum from Executive Directory of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

²⁶ Note that several cases are under appeal with the Civil Service Commission, as well as the courts. As a result, these totals are subject to revision until all appeals have been exhausted.

²⁷ The actual number of officers who resigned or retired while an investigation or discipline was pending is higher than the total reported in Table 2.2. The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For

example, the OIM does not report resignations or retirements of officers with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

²⁸ Complaints with significant discipline closed in 2020 may not be included in this section if they were summarized in the OIM's 2019 Annual Report.

²⁹ DPD officers, like many other employees of the City and County of Denver, are placed on an initial probationary status upon hiring. Employees on probationary status may be separated at any time in accordance with Denver Civil Service Commission Rule 9 § 2. In this report, the OIM includes probationary status terminations recorded in IPro, IAB's complaint tracking database.

³⁰ Summary data on appeals filed by DPD officers or by the DOS regarding DPD officers were provided to the OIM by the Civil Service Commission on January 7, 2020.

³¹ While the disciplinary case for this incident was closed in February 2020, the discipline was summarized in the OIM's 2019 Annual Report because the Use of Force Review Board reviewed the incident in February 2019.

³² Data on completed mediations come from Community Mediation Concepts, the organization that conducts police/community member mediations.

³³ DPD timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either investigative or disciplinary review and the number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date. Performance measures for the timeliness of OIM investigation reviews are discussed in the Citizen Oversight Board's annual reports.

³⁴ Regarding the "unknown" data category in Table 2.4, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

³⁵ DPD IAB will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant's issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

³⁶ Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-375(a).

³⁷ The counts presented in this chapter reflect the number of formal cases opened by AIU and not the number of all complaints it received. Currently, the OIM is not involved in this screening process and does not have access to the exact number of complaints received by AIU that were not turned into formal cases.

³⁸ The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not report resignations or retirements of deputies with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

³⁹ Unless otherwise noted, the data for this chapter were obtained from the PID's administrative investigation records management database ("IPro"). The OIM is not an IPro administrator and has no control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the complete accuracy of the DSD's administrative investigation data. Finally, because the OIM is not the final

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arbiter of what allegations to record in IAPro and against which deputies, the OIM cannot certify that the data presented (with respect to specific complaint allegations) is what it would be if the OIM were making these decisions. Since the data were drawn from dynamic, live databases, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. The figures reported in this chapter do not include complaints against DSD civilian employees or complaints that were not linked to a subject deputy in IAPro. The data included in this chapter were last retrieved from IAPro on February 5, 2021. Because of changes in coding or analysis of complaints, allegations, findings, and discipline, there may be slight discrepancies between historical data presented in this report and data presented in previous OIM reports.

⁴⁰ Scheduled discipline violations include Unauthorized Leave and Failure to Participate in Required Firearms Qualification/Training. See DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendices G and H (updated Oct. 15, 2018).

⁴¹ Many reports related to law enforcement oversight and internal-affairs processes refer to complainant allegations. In this chapter, “allegations” refer to assertions, in a complainant’s own words, of particular kinds of purported misconduct by a deputy. The AIU does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks “specifications” that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which a deputy might be punished, rather than the precise allegations communicated in the complaint.

⁴² DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 9 (updated Oct. 15, 2018).

⁴³ DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 11 (updated Oct. 15, 2018).

⁴⁴ DSD, *Jail Population Data* (last accessed Feb. 5, 2021), <https://www.denvergov.org/content/denvergov/en/sheriff/research-policy.html>.

⁴⁵ If a case involves allegations of criminal conduct, the investigation is conducted by the DPD’s IAB. The DPD IAB will investigate the case and present it to the District Attorney’s Office for a charging decision. If the District Attorney decides to file charges, the case will generally be retained by DPD IAB until the conclusion of any criminal proceedings. Once the criminal proceedings are concluded or if the District Attorney decides not to file charges, the case will be turned over to the PID for completion of the administrative investigation to determine if any internal procedures or policies were violated.

⁴⁶ Formal investigations may not receive a finding in cases where a deputy resigns or retires prior to the completion of the investigation or a final finding determination.

⁴⁷ Memorandum from Executive Directory of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

⁴⁸ Note that several cases are under appeal with the Career Service Board and the courts. As a result, these totals are subject to revision until all appeals have been exhausted. The number of deputies who resigned or retired while an investigation or discipline was pending is actually higher than the total reported in Table 3.4. The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not

report resignations or retirements of deputies with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

⁴⁹ In this section, “deputy” refers only to those personnel with the title “deputy” at the time of the incident. Sworn staff with other titles, such as “captain” or “sergeant,” are noted throughout the summaries.

⁵⁰ Complaints with significant discipline closed in 2020 may not be included in this section if they were summarized in the OIM’s [2019 Annual Report](#).

⁵¹ The deputy was also required to serve two additional suspended days associated with a previous case. The discipline for that case had been partially held in abeyance under the condition that the deputy not engage in other serious misconduct.

⁵² Summary data on appeals filed by DSD deputies or by the DOS regarding DSD deputies were provided to the OIM by the Career Service Hearing Office on January 22, 2021.

⁵³ The Career Service Board’s decision was ordered in October 2019 and documented in May 2020.

⁵⁴ The Office of the Independent Monitor, *The Death of Michael Marshall, an Independent Review* (2018), https://www.denvergov.org/content/dam/denvergov/Portals/374/documents/2018MarshallReport_OIM.pdf.

⁵⁵ The Career Service Board’s decision was ordered in October 2019 and documented in May 2020.

⁵⁶ The Career Service Board’s decision was ordered in November 2019 and documented in May 2020.

⁵⁷ Timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either investigative or disciplinary review, and the total number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date. Performance measures for the timeliness of OIM investigation reviews are discussed in the Citizen Oversight Board’s Annual Reports.

⁵⁸ Regarding the “unknown” data categories in Table 3.6, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

⁵⁹ The AIU will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant’s issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

⁶⁰ Data on DSD commendations were provided by the DSD and may include commendations awarded to non-sworn personnel.

⁶¹ The OIM does not generally report on incidents where a community member dies of natural causes or an officer or deputy discharges a firearm at an animal.

⁶² The Denver Sheriff Department did not have any OISs during the time period under consideration.

⁶³ Denver District Attorney Beth McCann, Officer-Involved Shooting Protocol 2017, at 1.

Endnotes

⁶⁴ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 24, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/082420-Decision-Letter-for-OIS-of-Gerardo-Antonio-Conchas-Bustos-FINAL.pdf>.

⁶⁵ Decision Letter from District Attorney George H. Brauchler to Denver Police Chief Paul Pazen (June 24, 2020), <https://www.da18.org/2020/07/report-of-jan-6-2020-shooting-in-aur/>.

⁶⁶ Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen (Apr. 13, 2020), <http://adamsbroomfieldda.org/wp-content/uploads/2020/04/OIS-01-26-20.pdf>.

⁶⁷ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (June 18, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/Decision-Letter-Officer-Involved-Shooting-of-William-Debose-May-1-2020-B.pdf>.

⁶⁸ Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen, et al. (July 24, 2020), <http://adamsbroomfieldda.org/wp-content/uploads/2020/06/OIS-7-27-20.pdf>.

⁶⁹ Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen and Aurora Police Chief Vanessa Wilson (Nov. 4, 2020), <http://adamsbroomfieldda.org/wp-content/uploads/2020/06/OIS-nov-4-2020-letter.pdf>.

⁷⁰ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Nov. 23, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/11-23-20-Decision-Letter-for-Officer-Involved-Shooting-Antonio-Blackbear-Sept-9-2020.pdf>.

⁷¹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen and Adams County Sheriff Richard Reigenborn (Nov. 25, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/112520-Decision-Letter-for-Officer-Involved-Shooting-Christopher-Escobedo-Sept-12-2020.pdf>.

⁷² Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Jan. 19, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/011921-Decision-Letter-for-Officer-Involved-Shooting-Mac-McPherson-Sept-15-2020.pdf>.

⁷³ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Oct. 26, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/102620-Decision-Letter-for-Officer-Involved-Shooting-Heber-Gonzalez-Sept-26-2020.pdf>.

⁷⁴ DPD critical incidents closed in 2020 may not be included in this section if they were summarized in the OIM's [2019 Annual Report](#).

⁷⁵ While the Use of Force Review Board determined the shooting to be out-of-policy on November 7, 2019, the incident is included in this report because the discipline order was not issued until January 14, 2020.

⁷⁶ DSD critical incidents closed in 2020 may not be included in this section if they were summarized in the OIM's [2019 Annual Report](#).

Appendix A
How to File a
Complaint/Commendation

How to File a DPD Complaint/Commendation

- Postage-paid Complaint/Commendation Forms: The Office of the Independent Monitor (“OIM”) distributes complaint/commendation forms at government offices, libraries, and police facilities throughout Denver, and they can be mailed to the OIM at no charge.
- OIM Online Complaint/Commendation Form: Complaints and commendations may also be filed through an online form available on the OIM, Citizen Oversight Board (“COB”), and Denver Police Department (“DPD”) websites. See <https://www.denvergov.org/Government/Departments/Office-of-the-Independent-Monitor>.
- E-mail and Fax: The OIM also accepts complaints and commendations through e-mail at OIM@denvergov.org and by fax at 720-913-3305.
- Walk-ins and Telephone: Due to the COVID-19 pandemic, OIM staff members are currently working remotely, and the OIM is not accepting walk-in complaints or commendations. However, every district police station in Denver is required to accept walk-in and telephone complaints. The DPD Internal Affairs Bureau also accepts complaints by telephone (720-913-6019) and walk-in (1331 Cherokee Street), during normal business hours.
- Tort and Civil Rights Claims: Investigations may also be initiated when a community member alleges officer misconduct in a claim or lawsuit filed against the City and County of Denver.

How to File a DSD Complaint/Commendation

- Postage-paid Complaint/Commendation Forms: The OIM distributes complaint/commendation forms at government offices, libraries, and Denver Sheriff Department (“DSD”) facilities throughout Denver, and they can be mailed to the OIM at no charge.
- OIM Online Complaint/Commendation Form: Complaints and commendations may also be filed through an online form available on the OIM, COB, and DSD websites. See <https://www.denvergov.org/Government/Departments/Office-of-the-Independent-Monitor>.
- E-mail and Fax: The OIM also accepts complaints and commendations through e-mail at OIM@denvergov.org and by fax at 720-913-3305.
- Walk-ins and Telephone: Due to the COVID-19 pandemic, OIM staff members are currently working remotely, and the OIM is not accepting walk-in complaints or commendations. The DSD accepts complaints and commendations by telephone at 720-865-3888.
- Tort and Civil Rights Claims: Investigations may also be initiated as a result of allegations of deputy misconduct in a claim or lawsuit filed against the City and County of Denver.

Appendix B
Complaint /Commendation
Form Locations

The following is a list of locations where, in recent years, community members could find OIM complaint/commendation forms. Because of the COVID-19 pandemic and associated public health orders, public access to these locations may be limited. If you have any difficulty finding a complaint/commendation form, please contact the OIM at 720-913-3306 or oim@denvergov.org.

City Council Offices

City and County Building, 1437 Bannock St., Room 451:

- City Councilman Jamie Torres, District 3
- City Councilwoman Amanda Sawyer, District 5
- City Councilman Paul Kashmann, District 6
- City Councilman Jolon Clark, District 7
- City Councilwoman Candi CdeBaca, District 9
- City Councilman Chris Hinds, District 10
- City Councilwoman At-Large Robin Kniech
- City Councilwoman At-Large Deborah Ortega

Other Locations:

- City Councilwoman Amanda P. Sandoval, District 1 – 1810 Platte St.
- City Councilman Kevin Flynn, District 2 – 3100 S. Sheridan Boulevard, Unit D
- City Councilwoman Kendra Black, District 4 – 3540 S. Poplar Street, Suite 100
- City Councilman Christopher Herndon, District 8 – Arie P. Taylor Municipal Building, 4685 Peoria Street, Suite 245
- City Councilwoman Stacie Gilmore, District 11 – Arie P. Taylor Municipal Building, 4685 Peoria Street, Suite 215

Government Agencies

- Athmar Park Branch Library, Denver Public Library – 1055 South Tejon Street
- Blair-Caldwell African American Research Library, Denver Public Library – 2401 Welton Street
- Denver Central Library, Denver Public Library – 10 W. 14th Avenue Parkway
- Human Rights & Community Partnerships, City and County of Denver – Wellington E. Webb Building, 201 W. Colfax Avenue, 2nd Floor, Department 1102
- Office of the Independent Monitor, City and County of Denver – Denver Post Building, 101 W. Colfax Avenue, Suite 100
- Parks and Recreation, City and County of Denver – Denver Post Building, 101 W. Colfax Avenue, 9th Floor
- Rodolfo "Corky" Gonzales Branch Library, Denver Public Library – 1498 N. Irving Street

Community-Based Locations

- Barnum Recreation Center – 360 Hooker Street
- Centro Humanitario Para Los Trabajadores – 2260 California Street
- Coffee at The Point – 710 E. 26th Avenue
- Colorado Immigration Reform Coalition – 2525 W. Alameda Avenue
- Denver Indian Center – 4407 Morrison Road
- Denver Inner City Parish – 1212 Mariposa Street
- Families Forward Resource Center – 12000 E. 47th Avenue
- Gang Rescue and Support Project (GRASP) – 1625 E. 35th Avenue
- Greater Park Hill Community, Inc. – 2823 Fairfax Street
- Harm Reduction Action Center – 231 E. Colfax Avenue
- Hiawatha Davis Jr. Recreation Center – 3334 Holly Street
- Mi Casa Resource Center – 345 S. Grove Street
- Mile High Youth Corps – 1801 Federal Boulevard
- Montbello Recreation Center – 15555 E. 53rd Avenue
- New Hope Baptist Church – 3701 Colorado Boulevard
- NEWSED Community Development Corporation – 2120 W. 7th Avenue
- Padres y Jovenes Unidos – 4130 Tejon Street, Suite C
- Project VOYCE – 3455 Ringsby Court, #131
- Re:Vision – 3800 Morrison Road
- Servicios de la Raza – 3131 W. 14th Avenue
- Shorter Community African Methodist Episcopal Church – 3100 Richard Allen Court
- SouthWest Improvement Council – 1000 S. Lowell Boulevard
- Steps for Success – 4725 Paris Street, Suite 300
- Su Teatro Cultural and Performing Arts Center – 721 Santa Fe Drive
- The Bridge Project – 1265 Mariposa Street
- The Conflict Center – 4140 Tejon Street
- The Meyer Law Office, P.C. – 901 W. 10th Ave, Suite 2A
- True Light Baptist Church – 14333 Bolling Drive
- Westwood Unidos – 3790 Morrison Road
- Whittier Café – 1710 E. 25th Avenue
- YESS Institute – 1385 S. Colorado Boulevard, Suite 610A
- Youth Advocate Program, Inc. – 3532 Franklin Street
- Youth on Record – 1301 W. 10th Avenue

Jails

- Denver County Jail – 10500 E. Smith Road
- Van Cise-Simonet Detention Center – 490 W. Colfax Avenue

Police Stations

- District 1 Station – 1311 W. 46th Avenue
- District 2 Station – 3921 N. Holly Street
- District 3 Station – 1625 S. University Boulevard
- District 4 Station – 2100 S. Clay Street
- District 5 Station – 4685 Peoria Street
- District 6 Station – 1566 Washington Street
- West Denver Cop Shop – 4200 Morrison Road
- Denver Police Administration Building – 1331 Cherokee Street

Schools

- Abraham Lincoln High School – 2285 S. Federal Boulevard
- Bruce Randolph School – 3955 Steele Street
- CEC Early College – 2650 Eliot Street
- Colorado High School Charter – 1175 Osage Street, #100
- Denver Center for 21st Century Learning – 1690 Williams Street
- Denver Justice High School – 300 E. 9th Avenue
- East High School – 1600 City Park Esplanade
- John F. Kennedy High School – 2855 S. Lamar Street
- Manual High School – 1700 E. 28th Avenue
- Martin Luther King Jr. Early College – 19535 E. 46th Avenue
- North High School – 2960 Speer Boulevard
- Northfield High School – 5500 Central Park Boulevard
- South High School – 1700 E. Louisiana Avenue
- Swansea Elementary School – 4650 Columbine Street
- West Leadership Academy – 951 Elati Street

Courts/Criminal Justice Locations

- Courtroom 2100, Van Cise-Simonet Detention Center – 490 W. Colfax Avenue
- Courtroom 2300, Van Cise-Simonet Detention Center – 490 W. Colfax Avenue
- Denver District Court - Civil & Domestic – 1437 Bannock Street, Room 256
- Denver Juvenile Services Center – 303 W. Colfax Avenue, 1st Floor
- Denver Municipal Court - General Sessions – 520 W. Colfax Avenue, Room 160
- Denver Municipal Court - Traffic Division – 1437 Bannock Street, Room 135
- Denver Office, Colorado State Public Defender – 1560 Broadway, Suite 300
- Lindsay-Flanigan Courthouse – 520 W. Colfax Avenue
- Safe City Office – 303 W. Colfax Avenue, 10th Floor



DENVER

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