Citizens Oversight Board

Meeting Minutes

April 21, 2017

Present: Francisco Gallardo, Mark Brown, Rev. Paul Burleson, Katina Banks, Mary Davis (via phone) which made a quorum; Independent Monitor Nick Mitchell and Gia Irlando

Meeting was called to order at 10:07 a.m.

Burleson made the motion for board approval of the minutes of the April 7, 2017 board meeting; Banks seconded the motion. The board voted unanimously to approve the April 7, 2017 minutes.

Executive Director of Department of Safety, Stephanie O’Malley, was scheduled to attend the meeting but sent notice that she had a scheduling conflict and wished to reschedule to the next board meeting on May 5, 2017.

Independent Monitor Nick Mitchell discussed with the board that the OIM has observed a flood of cases involving police use of force where the officers’ body-worn cameras are not being activated. The OIM previously raised this issue with the DPD, but the DPD challenged the OIM’s finding at that time. In recent years, the COB has also sent the Police Chief a letter expressing concern about officers not turning on their body-worn cameras. The Independent Monitor explained that the current cases where cameras are not activated involve first-time violations of the DPD policy on body-worn cameras. Under that policy there is a schedule of disciplinary measures for failure to turn on the cameras, which was implemented after the OIM’s prompting, that scales from a reprimand for a first-time violation up to suspension. The policy also calls for audits of usage/activation of body-worn cameras, but those audits only apply to specific officers who have violated the policy in the past. The OIM is watching this issue closely as it seems it may exist for some time given the frequency of cases it has seen lately.

The Independent Monitor also noted that the board’s next public forum is scheduled for June 1, 2017, and requested input from the board on what it would like to cover in the forum. The board proposed that it would be timely to address jail overcrowding as we’ll be embarking on summer, and also considered that detention facility issues and DSD reform efforts generally would be appropriate. The Independent Monitor suggested the possibility of inviting one or more experts on these matters. Community Ombudsman Gia Irlando was asked to reach out to a few individuals in the community about speaking at the forum.

The board also discussed using a different format for future public forums such as small group discussions.

Burleson offered a motion for the board to enter executive session; Gallardo seconded the motion.

The board meeting adjourned at 11:32 a.m.
Citizen Oversight Board
Board Meeting Minutes: June 1, 2017
Dr. Martin Luther King Early College

Board Members:
Present: Katina Banks (Chair), Molly Gallegos, Mary Davis, Francisco Gallardo, Nikki Braziel, Pastor Paul Burleson
Absent: Mark Brown
Quorum: Yes

Staff:
Gia Irlando, Nick Mitchell

Proceedings:

• Meeting called to order at 5:30pm by the Chair.

• Colorado Open Records (CORa) Request

• The family representing Michael Marshall has asked, though their lawyer Killmer, Lane & Newman, the COB for any documents relating to our discussion of his case.
• The relevant statute gives us three days to respond. The letter was received May 31st, 2017.

• Updating the Bylaws

• Mary Davis volunteered to update them. Katina will provide notes.

• Communications Updates

• Summer Nettles has been on boarded. She has been attending trainings for communications and will be updating the OIM and COB websites. She’ll also update Facebook.
• There are other operating documents on the website that need to be updated.
• There is a COB email inbox that needs to be monitored.
• The COB phone number is no longer in use. We will use the OIM office phone number going forward.

• Onboarding New Members

• Katina is working on collecting notes on how to best onboard new members.
• NACOLE Conference is a valuable training.
• Ride alongs are valuable experience. Spending a shift with the jail deputies is valuable. Gia can help coordinate.
• Getting lunch with other board members informally can be good information.
• Check out the Youth Program.
• **Strategic Plan for the OIM**

  • OIM has a draft from the consultant (Janine Vandenbergh). Two COB members (Katina and Mary) participated in the process.
  • In six weeks to two months, the OIM should have something to show COB.
  • OIM has grown from 4 people to 17 people (approximately) in about five years, so the goal of the strategic plan is to define what OIM core values and strategies are, the midterm vision for the office, its identity, etc.

• **Quarterly Public Forums & Expanded Community Connection**

  • Would we change the forum format in the future, to better allow personal connection between the attendees and the members of the board?
  • That could include breakout sessions.
  • We could do a listening event, where we're mostly asking for community input.

• **Meetings in the Community / Community Outreach**

  • Another option is to have some of our regular bi-weekly meetings in the community. We could give thought to where in the community we want to go.
  • Next steps would be to decide when we want to do it and what community we want to start with.
  • Put together a schedule.
  • More information could be posted on Facebook, and that could include video vignettes of how COB works.

• **Meeting adjourned at 6:26 by the Chair.**
• **Minutes submitted by Secretary, Nikki Braziel**
Citizen Oversight Board  
Board Meeting Minutes: June 16, 2017  
Location: Office of the Independent Monitor

Board Members:  
Present: Katina Banks (Chair), Molly Gallegos, Mary Davis, Nikki Braziel, Mark Brown,  
Pastor Paul Burleson  
Absent: Francisco Gallardo  
Quorum: Yes

Staff:  
Gia Irlando, Gregg Crittenden, Nina Horton, Nick Mitchell

Other:  
Chief Robert White

Proceedings:

- Meeting called to order at 10:10am by the Chair.

- Update from Chief White:
  - Data Collection Advisory Board is being led by Director O'Malley
  - Use of Force Advisory Board (UFAB) is being led by Chief White.  
    - UFAB has met seven times so far. They meet every week on Tuesday. There's going to be a change of direction in the work of the advisory board. Direction will be more specific going forward.  
    - Lamar Sims and Nita Tyler are the facilitators.  
    - September is drop-dead date for their recommendations.
  - Chief White is convening a Chief Advisory Board.  
    - They've been accepting applications for approximately two weeks.  
    - Chief will decide who will be on the board. It will be seven to ten people. They'll be advising him, and he'll be providing input to them.  
    - Chief White will send the application information to the Board.
  - Academy recruits fell below target.  
    - 39 recruits in the academy. They were hoping for a class of 50.  
    - There may be challenges as relates to the requirements for academy entrance. Applicants with past experiences with certain drugs are now eligible, where they were ineligible in the past.  
    - Some departments are lowering the marijuana experimentation standard from three years to one year. Aurora just did so.  
    - Chief White will talk to Earl Peterson about whether or not it’s advisable for Denver to lower the standard from three years to one year.
  - Update on Audit  
    - Auditor made recommendations, and the police department disagreed with all their recommendations. The operational aspects were what the departments rejected.  
    - Auditor wanted to audit DDACTS, a tool the police department uses for dealing with crime.  
    - Chief says DDACTS relates to about 2% of DPD's work. This tool can be used optionally by each district.
- **Executive Session with Chief White and Senior Deputy Monitor Crittenden**
  - In accordance with D.R.M.C.1-34(a)(3), the Chair convened executive session at 10:30am.
  - Chair ends executive session at 10:50am.

- **Update with Chief White (Cont'd)**
  - Question on how many officers are disciplined and then re-employed by the city later on.
    - Very low numbers of those dismissed ever return.
    - Rule 12 under Martinez puts the burden on the officer. This has decreased the return rate of officers dismissed from one service and then hired into the other.
  - In the past, IA did an investigation, then multiple levels of officers would make recommendations on the discipline. The recommendations would often conflict, and sometimes that would allow an officer to evade discipline.
  - Now, IA does an investigation and then there is a chief hearing (including the conduct review commander, the monitor, the commander of unit in question, and other), then chief makes a recommendation. It creates more consistency in discipline.

- **Update on PERF (Police Executive Research Forum) Study**
  - At IACP Conference, Police Executive Research Forum (PERF) heard about Kids & Cops Program
  - They did a site visit to study and write a "best practices" document, funded by a DOJ Grant
  - OIM has received first draft of the report and will make updates based on changes to the program that have occurred since the original study more than fifteen months ago
  - Program focuses on initial point of contact with police and officers --
    - The curriculum was developed by Youth Project Advisory Committee, put together by 40+ community members, and piloted in late 2015
    - Curriculum is a one-day five hour forum
  - In the report, community forum moderators need to be highlighted; those facilitators are key.
  - Funding - just got our fourth year of the original Justice Assistance Grant (federal grant comes through Colorado Department of Public safety, applied for every four years, with a 10% decrease in funding each year, total is about $30k), just got a small JAG for a parent track (which Youth Advisory Board felt parents needed to be in a separate building completely, or youth wouldn't be honest)
    - www.kidsandcops.org - (720-913-3212) - kidsandcopsdenvergov.org
  - August 18th, training lawyers from Lyric will happen at DU
  - June 27 is the next training

- **Executive Session with Monitor Mitchell and Senior Deputy Monitor Crittenden**
- In accordance with D.R.M.C.1-34(a)(3), the Chair convenes executive session at 11:33 am.
- Chair ends executive session at 12:12 pm.

- Minutes from June 1, 2017 were approved.
- Meeting was adjourned by the chair at 12:16.
- Minutes submitted by Secretary, Nikki Braziel.
Citizen Oversight Board Meeting Minutes
July 7, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks (Chair), Mark Brown, Molly Gallegos, Nikki Braziel, Mary Davis, Francisco
Absent: Pastor Burlson
Quorum: Yes

Staff:

Gregg Crittenden, Gia Irlando

Proceedings:

• Chair calls the meeting to order (10:05am)

• Letter from the EDOS (10:10am)
  • COB received a letter from Director O'Malley in May, but it was lost in email until this week.
  • COB is not akin to other stakeholders; we're an official body defined by statute and, as such, have official responsibilities.

• New Board Training (10:17am)
  • New board member training is required pursuant to ordinance.
  • Options for inclusions could be:
    • Visiting the detention center downtown.
    • Learning about the training at the police academy and participating as a community member in the citizen’s academy in a police district or with the DA. The curriculum often includes a “shoot/no-shoot training” and a use of laser training.
    • The Crime lab has a training/citizen event as well.
    • Going over the ordinance and its history, including as it relates to other cities. Our ordinance was modeled after San Francisco and Portland.
    • NACOLE conference attendance.
    • Ride alongs and possibly attending roll calls.
    • Reading bylaws, reading the website, and meeting with the Independent Monitor would be immediate basics. Reading articles about the COB (provided previous new board members by Gia) can help understand the historical and political positioning of the current board.
    • Visit your district’s Citizen Advisory Board. Each district has its own. District’s #1 and #4 have very active meetings.
    • Sign up online for district notifications and for the district Facebook page.
    • An intake packet could include: roles and responsibilities (org chart) within the OIM’s office and for the greater city, how the different agencies report to each other and how they’re
appointed, a map of the police districts, the discipline matrix, the process of how a complaint gets handled, the career services side of things. Past COB and OIM reports will have some materials we should compile.

- We could codify a curriculum or a number of training hours that are expected.
- Some items will need to be done immediately upon intake, and others may be done over the course of an appointment as continuing education.
- Gia is compiling what other boards are doing.
- These training expectations may be incorporated into updated bylaws.

- Strategic Plan (10:45am)
  - Do we want a "strategic plan" or goals for the year?
  - OIM did strategic plan so public could understand and access the long-term goals for the office.
  - Where is the strategic plan for our own internal goals and where is it for the broader community?
  - COB could have a facilitated two or three hour retreat to ask the question of how we'd like to plan.
  - What are our outreach activities? What does COB do for itself and what does OIM help us with?
    - Could send physical postcards to addresses in a district.
    - Could use OIM staff to physically canvass.
    - Could do some very targeted Facebook advertising to promote quarterly public forums.
  - Still discussing putting our bi-weekly meeting in the community occasionally.
  - COB will begin researching and interviewing facilitators for the strategic plan.

- Discussion with Senior Deputy Monitor, Gregg Crittenden (11:15am)
  - Seattle wants to model their new office after the OIM in Denver. King County Law Enforcement Agency will be shadowing us for several days in late summer.
  - An agency (PERF?) is doing a DOJ-funded report on best practices and have chosen several sites. On "oversight" Denver was selected as a site to study for Independent Monitor best practices. They'll be visiting in late summer and want to speak to COB members. Nick will distribute our email addresses.

- Chair calls meeting to executive session (11:20am)
- Meeting adjourned by the Chair (12:10pm)
Citizen Oversight Board Meeting Minutes
July 21, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks (Chair), Mary Davis, Molly Gallegos, Mark Brown, Nikki Braziel
Absent: Francisco Gallardo, Pastor Burleson
Quorum: Yes

Staff:

Monitor Nick Mitchell, Gia Irlando, Denis McCormick

Others:

Executive Director O'Malley, Kevin Amirehsani

Proceedings:

- Update from Executive Director O'Malley, Department of Safety (10:00am)

- Update on Data Collection Project (10:00am)
  - Center for Police Equity, affiliated with John Jay School of Criminal Justice in New York, will be performing the third-party independent review of the data collected in our data collection project
  - Denver is waiting on a final MOU from the CPE
  - The data will be shared with the OIM
  - They have the expertise to review the data and determine if racial profiling is occurring in the city
  - The initiative began last October
  - The city provided the framework they've developed for the initiative to the police union but has not yet heard back; once the project is initiated, they anticipate feedback from the PPA

- Use of Force Draft / Advisory Committee (10:10am)
  - Lamar Sims and Nita Henry Tyler, are co-facilitating the work of the overall Committee
  - There are subcommittees relative to the different components of the Use of Force Draft. They are each providing opinions and feedback, but the ultimate decision will be up to the Chief.
  - After Chief White completes a final draft, there's no physical sign off by the EDOS.
  - She signs off on Sheriff's department orders but not DPD policy.

- Jail Population (10:20am)
  - EDOS has been making inquiries into the community to find out who the stakeholders are and who from the community would like to participate. EDOS is working with Brother Jeff.
  - DA is now present at all first appearances.
• On Sheriff's side, they're discussing how pre-trial detention and in-home detention can help reduce the jail population.

• With the DSD, there are two types of in-home detention: pre-trial and post-trial detention.
  • Pre-trial in-home detention is prior to sentencing. You may be subject to electronic monitoring, but you have not been ordered by a judge to in-home detention.
  • For (post-trial) in-home detention, you've been sentenced by a judge, and the judge determined there is an opportunity for in-home detention. If you don't comply with the orders related to the in-home detention, you're moved into the jail for non-compliance.

• With work release, they're asking what the return is on the work release program inside the jail. For a lot of these inmates, they're really just sleeping in the jail overnight and working during the day. Is that a good structure? It takes something like 11 - 14 full time equivalent deputy sheriffs to man that pod, just to monitor people sleeping.

• The EDOS is researching: what are the demographics of folks that are in the jail? Male? Female? How long have they been in? What are they in jail for? For example, if a disproportionate number of females were in jail for opiate use, that would represent an opportunity to provide wrap-around services to the community and deal with the root issue.

• Resources for data collection and analysis only go so far.

• GRID Program (10:30am)
  • Rely on GRID program to be the face of the city on gang related issues.
  • Set up Safe Havens to deal with gang related issues and families.
  • The pastoral and ministerial communities participated in the set-up.
  • When a critical incident occurs in a neighborhood, a church will open its doors for two to three days to provide resources and support -- counseling, shelter, food, clothing -- to those affected.
  • Last week, there were two separate gang-related shootings, and Safe Havens were activated for both.
  • The participants wanted to do more, so the participants set up barbecues on the streets where the shootings happened, and large numbers of members of the communities came out to commune with each other.
  • There has been a marketing / outreach component to the program, attempting to bring awareness to communities that have not yet been affected by a gang-related shooting.
  • GRID is federally funded, and its funding has been scheduled to get cut. There have been inquiries into the general fund to help make up the gap, but there will be a burden on the general fund as other grant-funded programs are also likely to get cut.

• Thanks to Departing Staff (10:35am)

• Monitor Mitchell gives his thanks to Geri Castellano on the occasion of her resignation after 25 years working for various departments throughout the city and her contributions to the OIM over the years.

• Executive Session (10:40am)
• Meetings adjourned by the Chair (12:00pm)
Citizen Oversight Board Meeting Minutes
August 4, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks (Chair), Mark Brown (Vice Chair), Mary Davis, Pastor Burleson
Absent: Molly Gallegos, Nikki Braziel, Francisco Gallardo

Quorum: Yes

Staff:

Nick Mitchell, Susanne Iantorno, Gia Irlando, Alyssa Perez Morrison

Guests: Nicole Barton, Sheriff Patrick Firman

Proceedings:

• Chair calls the meeting to order (10:06am)

• Discussion with Sheriff Patrick Firman, Denver Sheriff Department (10:07am)
  
  • Jail Population
  • Sheriff Firman distributed handout of snapshot on jail population for preceding week.
  • Colorado Department of Corrections collaboration addressing ways to reduce jail population.
  • Focus on diversion.
  • Homeless Outreach Court. A person charged with a crime can come in, plead guilty and immediately become part of the work crew. These people are typically those that would not show up to court, or would not show up to community service and then would be re-arrested.
  • DPD co-responder program. Mental Health experts ride along with the responding officer and divert.
  • DSD facilities currently at a record low population, and it is lower than the same time last month. Summer months are usually the busiest.
  • Do not have the numbers yet, but DSD thinks that this reduction is due to the efforts mentioned above.
  • Working with the new DA and Chief Judge to better utilize home detention and work release options.
  • Challenge is availability depending on phase of case and educating the judges on the process as some feel options are not punishment enough.
  • Pastor Burleson asks who qualifies for these programs. Sheriff explained that it is dependent on the nature of the charges and the person not having another pending charge, even if that charge is not a jailable offense.

• Records Management and Release Errors
• Conducting strategic analysis of DSD records unit.
• Sheriff Firman hands out a DSD Records Unit Optimization Phase One Report, containing current staffing analysis and short-term budget strategy.
  • They are currently hiring more individuals.
  • Phase Two will identify changes that can be made. Efficiencies, ergonomics, streamline paperwork for staff. Continue to work on time it takes to process. It takes an average of 12 hours to release someone once bond is posted. That is too long.
  • If there are questions on the report board members can email the Sheriff, or he can come back to a later meeting. He can also bring the authors in.

• Ms. Banks asked about the types of programming available to people being held.
  • GED program (electronic)
  • RISE Unit: substance abuse and mental health, connects people to resources.
  • JTC (jail to community)
    • Combines resources outside with those within the jail.
    • There is a warm hand off.
    • Helps people to transition effectively into the community.
  • Methadone program for users of opioids. Now they will start people on the program instead of only maintaining those who were already on it.
  • Sheriff will be presenting on these issues at an ACA panel.
  • The RFP for the re-entry project went out this week.

• Sheriff Deputy Staffing
  • A new DSD training academy class begins Monday.
    • There are 30 new recruits in this class.
    • Changed the model to be 4 classes so that there is a smaller class size.
    • There was a slow start with 18 students in the first one and 14 in the second.
  • Made changes in their recruiting process
    • Good response to the last recruiting event. They are giving prospects a clearer view of what the Sheriff's office does, i.e., not typical patrol force, only responsible for jails and courts.
  • Pastor Burieson asked about diversity in recruiting.
    • They are trying to reach out through community newspapers and a couple of law enforcement sites. They have been having good luck with that in terms of diversity.
    • They are the most diverse department in the city.
    • Soon they will have dashboards up on their website that will show diversity, charges based on demographics, etc.
  • Dr. Davis asked about the negative press on their diversity in leadership, mentorship opportunities, and fast tracking certain individuals by allowing them to gain readiness skills.
    • The Sheriff had lunch with Pastor Hughes
    • Attempting to schedule a meeting
    • Addressing promotion issues
    • Providing mentoring and leadership opportunities
• Creating an objective promotional process
• Diversity in gender
• Job shadowing and leadership training specifically for Latinos, reviewing their exams for bias.
• Working on staff wellness and early outreach
  • Substance abuse and early indicators
  • Providing resources
  • Anonymous referrals that can come from staff, family members or community members.
  • Someone contacts the officer and makes referrals.
  • A yoga instructor has started to come and teach the staff, as well as mindfulness training.

• Strategic Plan
  • North Highlands worked with them for 12-13 weeks
  • Focus groups with staff, community, inmates and family.
  • There were four goals identified through strategic planning process
    • Organizational culture
    • Staff
    • Community partnerships
    • Inmate wellness
  • There is an extensive communications plan
  • The plan should be out in the next couple of weeks.

• Advisory Board
  • Board has been assembled and they have had two orientation meetings
  • Currently 10 members with the goal of 15 members. It was kept small so that the board could identify gaps and fill them with the remaining 5 members.
  • The board is forming their by-laws and structure.
  • Sheriff agrees to do a briefing on the Sheriff Advisory Board at the next COB quarterly meeting.

• Discussion of Sheriff Firman response to OIM letter

• In the interest of time, board agrees to discuss the rest of the agenda at the next meeting on August 18th (11:11am)

• Meeting adjourned by the Chair (11:14am)
Citizen Oversight Board Meeting Minutes
August 25, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Mary Davis, Molly Gallegos, Nikki Braelie, Francisco Gallardo
Absent: Mark Brown, Pastor Burleson

Staff:

Monitor Nick Mitchell, Gia Irlando

Others:

Chief of Police Robert White

- Call to Order (10:05am)

- Update from Chief of Police, Robert White (10:08am)

  - Community Relations
    - Recently held community BBQ (August 12th?), 3,000 attended
    - 2,500 backpacks distributed with school supplies

  - Use of Force Board
    - Board term extended to October; should have policy no later than November
    - Chief will get back to board with report on which recommendations he accepts and which he doesn’t, with an explanation of why
    - Training on the new policy should be taking place in January
    - The news indicated that the police officers on the Use of Force board walked off the board; the union is opposed to making changes to the use of force policy
    - Some of those members who walked off early were cops who felt they were being unduly criticized; the last members who walked off the board were union representatives who left due to philosophical differences
    - The focus of the changes will be moving toward de-escalation and avoiding the use of force
    - It is a concern that the group has lost its uniformed presence; now their perspective isn’t part of the committee.
    - Deputy Chief Murray is there to provide his input from a police perspective
    - Sergeant from the PPA wrote a letter describing their concerns with the changes being made to the Use of Force Policy

  - Chief Advisory Board
    - 22 people applied
    - A group will select ten individuals
    - The chief will select from the ten
• Chief is not sure if each district will be represented or not, as he didn't select the initial 22; he hopes the board will be geographically diverse
• Schedule TBD; will be monthly or bi-monthly
• Board should be selected in next two weeks; should be in place by the end of October

• Data Collection Committee
  • Chief is not on that committee

• Marijuana
  • Since legalization, the impact on crime has been pretty insignificant
  • Most of the issues have been related to burglaries at dispensaries
  • This year, however, DPD has seen five homicides related to marijuana; and four or five other homicides somehow involving marijuana (either the suspect or the victim had some relationship to marijuana through business or personal relationships)
  • Violent crime is up, property crime is down
  • Normally average around 50 homicides; we’ll hit that number this year for sure

• Academy
  • Graduating a class in October (?)
  • Diversity is always a challenge
  • Cadet program consists of high school students, but some students don't know how to access it; Molly knows there is interest among high school students
  • After graduating from college, students in the cadet program are pretty much guaranteed a job

• Compliments
  • Mary went to women's self-defense call in Northfield; it was four hours
  • Sergeant Lovato also spoke about her program
  • Mary gives her compliments to the DPD staff; a letter can be added to their personnel file as an official commendation, if Mary writes one

• Board Updates and New Business (10:30am)
  • COB attendance at Police Conduct Review Meetings
    • Currently COB is not invited to attend; COB made a request to attend via letter to Chief White
    • Chief White responded, indicating that the COB already had a representative on the board, in the person of Independent Monitor Nicholas Mitchell
    • COB is not represented by the OIM; has a charter-mandated role to oversee DSD, DPD, and OIM

• Long-term Strategic Planning
  • Consultant indicated that a half-day is only enough for either visioning or action planning
  • OIM’s strategic plan included one fee for the facilitation with notes; then another, separate fee for the report
• Facilitator working with OLM was willing to have two meetings and review written documentation in advance of the facilitation, so they came into the meeting with knowledge of the organization

• Community Outreach
  • How do we promote our public forums?
  • How do we use our Facebook page more?
  • Gia will send out a MailChimp newsletter next week.
  • Next quarterly public forum is at Godsmen Elementary School on Arkansas, east of Federal.
  • Could flyer the area.
  • Could also email all the RNOs (Registered Neighborhood Organization)
  • City Councilmember for that neighborhood is Kevin Flynn; we can reach out to him.
  • Denver Dems have a public safety LISTSERV; Tim Lopez coordinates that group.
  • Young Denver Dems will have an interest; Molly will reach out.
  • Could sponsor Facebook advertisements; Katina and Nikki will connect next week, and Gia would like to be looped in.
  • Should start pushing "Like Us on Facebook" on TV as the scrolling bottom on Channel 8.
  • There should be physical signs at QPFs saying "Like Us on Facebook."

• Executive Session (11:16am)
• Meeting adjourned by the Chair (12:10pm)
Citizen Oversight Board Meeting Minutes  
September 21, 2017  
Location: Godsman Elementary School

Board Members:

Present: Katina Banks, Mary Davis, Molly Gallegos, Nikki Braziel, Francisco Gallardo, Mark Brown, Pastor Burleson

Staff:

Monitor Nick Mitchell, Gia Irlando, Alyssa Perez Morrison

• Call to Order (5:40pm)

• NACOLE

  • Four board members attended NACOLE conference in Spokane
  • Denver OIM was very involved in the organization of the NACOLE conference and in leading multiple sessions
  • The opportunity to learn more about oversight in other cities was invaluable
  • Captain Gary Wilson of Denver Sheriff’s Department presented on the LGBTQIA policy he’s implemented in the jails

• Community Outreach

  • Looking forward to beginning our strategic planning sessions
  • Plan should have two types of outreach—outreach to the general public to let people know about us and outreach to people who specifically need our services
  • For people to engage with COB, they likely need to hear from us more first
  • We should work on reciprocal engagement—reaching out to stakeholders who come to our meetings and attending their meetings in return
  • How are we branding and identifying ourselves at community events? Should we wear name tags?
  • Explore having retired officers who support oversight to communicate. Maybe even unions can get on board.
  • Make sure all board members get Sheriff and Police outreach emails; go attend their graduation ceremonies.
  • Could circulate a handout at the meeting that people could take home if they want that gives them information on what oversight is, what we do, what we could do.
  • There’s still confusion in the public about sheriff versus police departments, the different precincts, the chain of command, the disciplinary processes. People also want to know: why do people who get fired get reinstated? Why are there special boards for them? A handout could cover some of these issues.
  • Board could do some thirty-second shorts in between programs on Channel 8 that discuss what oversight is. There’s room given our budget allocation for TV.

• Other Updates

  • Chief will be developing a training program based on the new use of force policy, once it’s ready. How will that training program communicate the changes?
• Meeting adjourned by the Chair (6:50pm)
Citizen Oversight Board Meeting Minutes  
October 6, 2017  
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Nikki Braziel, Francisco Gallardo, Mark Brown, Pastor Burleson  
Absent: Molly Gallegos, Mary Davis

Staff:

Monitor Nick Mitchell, Gia Irlando, Alyssa Perez Morrison, Bodessa Trotman, Jennifer Fratello

- Call to Order (10:09am)

- Introductions: Bodessa Trotman, previously with Department of Public Works, has taken up the position of office administrator for the OIM. She has a lot of mental health training and has a broad range of experience. She will be a point person for COB regarding issues like building access, etc.

- Approval of Minutes: Minutes from July 21st to September 21st are approved.

- Follow Up to Quarterly Public Forum and DSD Breastfeeding Policy (10:30am)

  - Currently it seems the DSD is operating from a memo, not a formal policy. The memo as received by COB was dated after the date of the Quarterly Public Forum (September 21, 2017).
  
  - After the last breastfeeding incident, a gender equity committee was created. One of the issues discussed was a "pump and dump" policy. It was the understanding of the committee that such a policy was being implemented.
  
  - Research from the American College of Obstetricians and Gynecologists recommends allowing breast milk to be delivered to children.
  
  - There's a lot of research on the benefits of weaning gradually. Women who suddenly stop expressing can get infections and experience pain. The babies can have long-term health impacts.
  
  - Travis County currently allows a caregiver to bring a baby into a jail. There are exclusions, however. They can't have a Class C warrant, among others.
  
  - LA allows direct breastfeeding or having the milk picked up by a caregiver.
  
  - An unidentified county in California allows women to express and to have the milk picked up
  
  - In Oregon, a mother can breastfeed if the baby is present in visitation, but the policy specifically refers to in-custody births. It’s unclear if the policies allow breastfeeding of babies born before an incarceration.
  
  - Women are the largest growing incarcerated population: 80% are mothers, and 25% have children younger than five.
  
  - DOC houses about 350 women a day.
  
  - Do researched policies discuss narcotics? Most of the policies outline a screening process. There is some research about women receiving methadone treatment and the benefits of them being allowed to continue breastfeeding.
  
  - Are there liability waivers? The jail could give the wrong milk to the wrong child or could allow the milk to expire or go unrefrigerated. Most jails have a liability waiver.
• The research indicates that after being fed refrigerated breastmilk, it may be difficult to get the child to direct feed again.

• National Commission on Correctional Health Care recommends allowing women to direct feed or transmit refrigerated breastmilk. They speak a lot about the benefits of family bonding.

• Most best practices recommend alternative options for women besides incarceration when they have children (at home detention, etc.).

• If there are only a few women who need this service, alternatives to incarceration become compelling (and a lower safety risk). If there are many women who need this service, there could even be a nursing ward.

• Monitor has received reports from some of the deputies involved in the incident reported by the community member at the COB Quarterly Public Forum.

• Currently, visitation is all done through video terminals. (An in-person visit is necessary to breastfeed.) There is no face to face contact, not even through plexiglass. Denver is in negotiation with a vendor right now to provide new video terminals for the jails. Contact visits improve behavior with the incarcerated population, improve compliance with institution rules, reduce recidivism, and help maintain family relationships.

• Board Updates and New Business (11:13am)

• Katina has spoken to service provider for our strategic planning session.

• Session includes prep work (survey of COB members), a meeting with Katina and Nick to shape agenda, and a brief report for internal use. A public facing document would cost more.

• The first strategic plan will focus on mission, vision, and opportunities.

• A second session of 2 - 3 hours would focus on implementation.

• Community outreach (11:20am)

• Gia is putting together a (bi-weekly?) list of community events board members should attend.

• Communication and media training will be made available to anyone from the board who wants to attend.

• Discussion with Independent Monitor (11:25am)

• The Youth Outreach Project (Bridging the Gap: Kids and Cops) has relied on several grant funds; one is a Byrne justice assistance grant. Because Denver is a “sanctuary city,” they’re taking steps to suspend the federal money coming to the program. There are legal questions about whether or not they’ll be able to suspend that funding, and there’s likely to be litigation. However, OIM needs to make alternative arrangements and look for how to fill the gaps.

• Some additional money was coming from the Office of Behavioral ?? -- and the marijuana excise tax; that money is not being renewed for 2018. City Council sent a letter to the Mayor asking for twelve budget amendments, one of which is a $160k increase to the OIM budget to compensate for those federal grants.

• Mark your calendars for November 29th for a NACOLE regional meeting. It should include folks from neighboring jurisdictions, like Aurora.

• Executive Session (11:31am)

• Meeting Adjourned (12:00pm)
Citizen Oversight Board Meeting Minutes
October 20, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Nikki Braziel, Francisco Gallardo, Mark Brown, Molly Gallegos, Mary Davis
Absent: Pastor Burleson

Staff:

Monitor Nick Mitchell, Gia Irlando, Jennifer Fratello

Guests:

Diane Vertiveck, Chris Longshore, Chris Peggie

• Call to Order (10:03am)
  • Approval of Minutes (10:04)
  • Tabled until next meeting

• Denver Employee Engagement Survey - City of Denver (10:04am)
  • Diane Vertiveck and Chris Longshore were visiting from Denver's Department of Human Resources
  • OIM one of top, if not top, agency in terms of employee engagement across the city
  • Third party agency is now administering survey. They have over 200 clients.
  • PWC engagement index is key index. It measures employee sentiment in six categories: Advocacy, Commitment, Discretionary Effort, Pride, Achievement, Alignment)
  • This year engagement baseline was 15 - 17.
  • Survey was administered June 6th to 28th, and over 7,000 city employees took the survey.
  • Survey administered on a scale from strongly disagree to strongly agree.
  • Citywide in 2017 the PWC Engagement index was 74%. OIM's engagement index is 95%. The full survey can be made available to the COB if requested.
  • Nationwide, the strongest agencies perform at 70%. Exceptional performers are at 75%. Citywide, Denver excels, as does the OIM.
  • Legacy index (CCD Index) also demonstrates exceptional performance for the OIM. City overall score was 19.7, and OIM score was 49.5
  • When asked if they believed their agency took action in response to the survey results, 24% of city employees agreed in 2015. That number increased to 34% in 2017. At the OIM, 29% of staff agreed in 2015 and 62% agreed in 2017.
  • Citywide, the greatest challenge is the ability of supervisor's to proactively help resolve conflict. At OIM, 29% believed supervisors could manage conflict more proactively.
  • Sections could be included in the COB annual report, at the board's discretion.
• NACOLE Regional Conference (10:27am)
  • OIM and COB have agreed to partner with NACOLE November 30th/December 1st to hold a regional training event. Panels will focus on mental health in policing and mental health in confinement.
  • There may be co-sponsorships with the local universities.
  • NACOLE Conference overlaps with the COB QPF, scheduled for District 6. We haven’t booked a school yet. Will cancel a COB meeting that Friday and reschedule the forum.
  • Community members and partners are invited to attend the conference.
  • Full schedule is in development but can be obtained by Gia Irlando. It will be developed by the NACOLE board.

• Board Updates and New Business (10:33am)
  • Official Nametags - being sent to the printer
  • Strategic Planning Session - will have to go back to the drawing board with facilitators to find alternative dates
  • Sheriff Advisory Board
    • On visitation, SAB seems positively included toward re-establishing some visitation
    • Sheriff wanted to focus visitation on populations experiencing longer incarcerations
    • In Denver jails, 60% of the population is pre-trial. They're incarcerated because they don't have the ability to bond out. They haven't been convicted of a crime and shouldn't be punished. If we focus in-person visitation privileges on longer term inmates, the pre-trial population will get deprioritized.

• Executive Session (10:45am)

• Meeting Adjourned (12:00pm)
Citizen Oversight Board Meeting Minutes
November 3, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Mark Brown, Mary Davis, Pastor Burleson, Francisco Gallardo, Molly Gallegos, Nikki Braziel

Staff:

Monitor Nick Mitchell, Gia Irlando,

• Call to Order (10:07am)

• Approval of Minutes (10:08am)

• Guest: Sheriff Patrick Firman (10:09am)

• Data Reporting
  • Jail population is one of the new data points now posted on DSD website
  • DSD may not be able to put a Power BI interactive dashboard on the website, for technical reasons

• Jail Population
  • There's been an uptick in jail population, and DSD has asked data analytics to look into the reason
  • There's been an uptick in felony arrests, which impacts DSD because felony arrests are jailed longer
  • DSD is working with DPD to get notice of when they're doing sweeps or special enforcement activities

• Recruiting
  • A class of 14 deputies graduated a week or so ago
  • Two classes are in session right now
  • A class of 34 started but will graduate in 2018
  • Next academy is February; they're working on recruiting
  • There are recruiting events in Arizona and California
  • DSD was hoping to get 120 recruits this year; they have just under 96
  • They've seen good referrals from family members, by offering them gift cards
  • Sheriff attributes trouble recruiting with the low unemployment rates in Denver; he also believes there's a branding problem unique to DSD
  • DSD is working on recruiting candidates with more diverse backgrounds
• One of their most “rockstar” female deputies is a former hairdresser
• Teachers make great deputies; they're versed in population and behavior management
• Former DSD recruitment (and/or graduation) videos focused on shooting ranges, etc.; now the videos highlight deputies working in housing pods, clerking at desks, etc.
• DSD loses people to DPD regularly, as well as to outside agencies; some folks come in wanting to work a beat and are disappointed when they find out that’s not the job at DSD
• Police drop off arrestees; they have short interactions. Deputies live with their inmates for ten hours a day. It’s a different skill set.
• Academy is 18 weeks of training.
• The last week of the academy is “culture week.”
• New academy protocol for teaching use of force has had great response from the staff. They break out into groups and present to each other.
• The paramilitary-type skills make good video, and so the soft skills don’t get highlighted.
• Sheriff says there are staff he thinks they've failed in terms of mentoring and developing in terms of leadership. When a department is short staffed and running on overtime, it becomes difficult to make time for these things. DSD is focusing on HR and working with groups like PEAK. They want to bring issues of leadership and performance management to the deputies.
• We need to do more recruiting in the neighborhoods in Denver. We need individuals from the Denver community.

• Breastfeeding Policy (10:23am)

• Gender Equity Committee is meeting again; their subcommittee will meet prior to the GEC meeting.
• There are health concerns regarding releasing milk that is safe, as well as liability issues
• Some of the aspects of the breastfeeding policy will be discussed in the visitation working group
• Denver Health and the City Attorney’s office both advised on the GEC’s recommendation, which forms the basis of the current short-term policy
• GEC is not a standing committee; they are convened when there is an issue to discuss
• Folks from Denver Health and the CAO are working with the GEC
• Concerns: (1) temperature of refrigeration; (2) health condition of the mother; (3) not knowing if there was an issue that involved the child; (4) contraband coming in
• What’s the rate of contraband right now? Sheriff didn’t know.
• Work release and staff are both channels for contraband; people throw things over the fence.
• Contraband cell phones are a big problem. Most electronic equipment won’t detect a cell phone unless it's transmitting
• Could phone calls be made cheaper?
• How much does a phone call cost right now?
• How long can inmates speak on the phone? Are they limited to 15 minutes?
• Sheriff is open to changing phone call policies, if DSD could get funding from the city.
• The isolation harms family and community bonds. It’s not healthy to cope in isolation.
• DSD will send costs of phone calls.
Regarding incident raised at the COB's September Quarterly Public Forum, in which a woman complained of being unable to feed her infant: final assessment is that there was no deputy misconduct. There was simply confusion regarding the policies. The jail was also on lockdown that evening, so there were extenuating circumstances.

Has there been any outreach to the inmate who was affected? Sheriff does not believe there was.

COB will share its breastfeeding recommendations.

Visitation (10:40am)

Timelines for the visitation working group to come up with recommendations on in person visitation will be March of 2018.

Costs would have to be reflected in the budget of 2019.

Physical structure of the facilities will need to be looked at.

What does visitation say about our city and how we respect people?

The Sheriff will report back on how much commission DSD gets from phone calls. The profits get used in an account used for inmate programming (television, books). It's called "inmate welfare." It's one of the most audited accounts.

Putting a sign up that lets inmates know where the money goes could improve inmate perception.

Sheriff would love to do more PR bonds. Sometimes PR bonds turn into failure to appear.

In-person visitation could start in 2019, 2020; the launch date would depend on extent of construction. Roll out could be phased.

Inmate Release Errors (10:53am)

Recommendations will be forthcoming that will include relocating the records area. They just don't have enough space.

DSD was approved three additional staff for the records department.

Sheriff allocated two unassigned staff member roles to records, created a JA4.

There was an experience issue contributing to inmate release errors. DSD brought back several retired deputies to combat the problem.

They upgraded the positions so they could pay them a little more. There was no upward mobility for those jobs. Now there are civilian supervisor positions.

Sheriff thinks a lot of the errors they're getting is because people are moving too fast. DSD is struggling with staffing in the records department too.

Most of the processing is manual, because there are several systems that all come together to keep records. The hub doesn't connect well. When records keepers change records, the manual updates aren't always passed on appropriately.

There are more auditors now. The auditors look at records that have been changed. They look at any records that are over 30 days.

Sheriff will share numbers on how many erroneous releases there were this month, year.

860 hours of overtime was worked in just the records division in October, and that doesn't include the civilians working in that department.

Board Updates and New Business (11:12am)
• Scheduling
  • Strategic planning will be on December 15th
  • QPF will be on December 14th; board will meet before
  • December 1st meeting, which was previously cancelled, will be reinstated
  • COB will move forward with Denver Talks event, but it will be January or February

• COB Email
  • It's not city custom to forward emails to personal email addresses
  • Gia will keep working on email solutions

• NACOLE Certification
  • Mary Davis has attended 5 NACOLE conferences and has met all the program requirements to become a NACOLE Certified Practitioner of Civilian Oversight. She was presented a certificate by the Monitor.

• Executive Session (11:37am)

• Meeting Adjourned (12:10pm)
Citizen Oversight Board Meeting Minutes
December 14, 2017
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Mark Brown, Mary Davis, Pastor Burleson, Molly Gallegos, Nikki Braziel
Absent: Francisco Gallardo

Staff:

Independent Monitor Nick Mitchell

• Call to Order (5:15pm)

• Strategic Planning: initial feedback from strategic planning session, discussion of next steps

• COB Policy Priorities: discussions of potential policy recommendations that could be made by the board to the safety departments in 2018

• Executive Session

• Meeting Adjourned (6:50pm)