1. Call to Order & Determine Quorum

2. Approval of Minutes: December 14, 2017

3. Approval of COB Meeting and Public Forum Schedule 2018

4. COB Policy Priorities

5. Board Updates and New Business

6. Discussion with Independent Monitor Nicholas Mitchell

7. Executive Session (in accordance with D.R.M.C.2-34(a) (3)

8. Adjourn
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, January 19, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: December 14, 2017 and January 5, 2018

3. Board Updates and New Business

4. Discussion with Independent Monitor Nicholas Mitchell

5. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

6. Adjourn
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)
Citizen Oversight Board Meeting Minutes
January 5, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando, Jennifer Fratello, Alyssa Perez Morrison

• Call to Order (10:07am)

• Approval of Minutes: November 17th minutes approved; December 14th

• Approval of Public Forum Schedule 2018 – October 5th meeting moved to October 12th in light of NACOLE Conference that week

• COB Policy Priorities (10:18am)

• Discussed upcoming opportunities for community engagement:

  • February: plan for a 2-3 hour meeting with community groups
  • Cisco will do outreach to get community groups to the February meeting
  • Had meeting with Roshan who will provide support for mobilizing community groups

• Discussed options for policy focus in 2018 (10:27am)

  • Steps: educating ourselves (block off fifteen minutes every meeting), getting community buy-in
  • Could begin conversation with stakeholders and let them know that we’re preparing a policy recommendation for later this year
  • Nikki, Cisco, Katina will work with Alyssa on resarch

• Board Updates and New Business (11:06am)

  • Katina will send out notes from strategic planning session
  • Social media guidelines: Nikki will present draft guidelines when finished
  • February event: Gia to send out calendar invite, Nikki to send invite via email, $300 to $400 budget approved

• COB Annual Report:

  • Katina will distribute performance surveys for COB’s review of OIM performance; she will reach out to safety departments
- Future iterations of the report could involve administering surveys or focus groups to the community

- Executive Session (11:29am)

- Meeting Adjourned (12:15pm)
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, February 2, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: January 19, 2018

3. Strategic Plan Follow-up

4. Annual Report Follow-up

5. Poetry, Race and Policing Event Logistics

6. Board Updates and New Business

7. Discussion with Independent Monitor Nicholas Mitchell

8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

9. Adjourn
Citizen Oversight Board Meeting Minutes
January 19, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Alyssa Perez Morrison

- Call to Order (10:03am)
- Approval of Minutes: December 14th and January 5th
- Board Updates & New Business
  - Las Colinas Visit
    - Visit occurring in conjunction with Denver Sheriff Department and the Contact Visitation Workgroup to observe state-of-the-art facility in San Diego
    - Budget approved at $500 plus any out of pocket expenses
  - Policy Research Update
    - Research subcommittee will meet on January 26th
    - Presentation on jail inspections
  - COB Annual Report
    - Research and preparation costs approved at $3600
    - Performance surveys will be distributed to COB members and staff at OIM
- Strategic Planning Follow-Up
  - Board to review JVA write-up before next meeting and come prepared to talk about 2018 action plan
  - Executive Session (10:37am)
  - Old Business (11:35am)
- Get update from Sheriff Firman on breastfeeding recommendations and meeting with Gender Equity Committee, which was scheduled for November
- Chief White's meeting with the Use of Force Advisory Committee will be delayed until February
- Meeting Adjourned (11:47am)
CITIZEN OVERSIGHT BOARD
MEETING AGENDA

Friday, February 16, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

CANCELLED
CITIZEN OVERSIGHT BOARD
MEETING AGENDA
Friday, March 2, 2018, 10:00 AM
Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum
2. Approval of Minutes: February 2, 2018
3. Guest: Sheriff Patrick Firman
4. Annual Report Follow-up
5. Quarterly Public Meeting, March 22, 2018
6. Board Updates and New Business
7. Discussion with Independent Monitor Nicholas Mitchell
8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)
9. Adjourn
Citizen Oversight Board Meeting Minutes
February 2, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

- Call to Order (10:07am)
- Approval of Minutes from January 19, 2018 (10:08am)
- Poetry, Race & Policing Event Logistics (10:10am)
  - Participants will be given the sheet of definitions, which they'll discuss and attempt to agree on
  - The list of policing-related poems will be handed out and we'll ask participants to discuss what they've taken away from these poems
  - Group members will count off, so groups are diverse and not self-selected peers
  - Goal is to be part of the conversation, to listen to the community, to hear how they'd like COB to engage
- Annual Report Follow-Up (10:24am)
  - Janice Nowlan will be joining us at next meeting to interview us for annual report
  - Look for survey to the board from Katina
- Board Updates and New Business (10:27am)
  - Update from policy research subcommittee
- Strategic Plan Follow-Up (10:33am)
  - Board reviewed and reaffirmed mission statement
  - Nikki, Molly, and Cisco will work offline to create proposal for how we can do QPFs differently – get back to board by next meeting with something
  - Focus on better understanding and building relationships with City Council; sponsor a dinner before a council meeting (that isn't on a night with a public comment session)
  - Include our mission statement in all our communications; business cards, Facebook, email signature
• How can we include educational materials on our Facebook page and begin creating our own content?
• Meeting reinstated for February 16th.

• Executive Session (11:12am)

• Meeting Adjourned (12:00pm)
CITIZEN OVERSIGHT BOARD
MEETING AGENDA
Friday, March 16, 2018, 10:00 AM
Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum
2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)
3. Guest: Denver Police Chief, Robert White
4. Approval of Minutes: March 2, 2018
5. Quarterly Public Meeting, March 22, 2018
6. Board Updates and New Business
7. Discussion with Independent Monitor Nicholas Mitchell
8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)
9. Adjourn
Citizen Oversight Board Meeting Minutes
March 2, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

Guest:

Sheriff Firman

• Call to Order (10:00am)

• Approval of Minutes: February 2nd, 2018 (10:02am)

• Update from Sheriff Firman (10:07am)

  • Staff

    • Graduated thirty-four recruits on Monday; new recruits starting soon.
    • Security specialist class starting Monday with eight trainees. The department is fifteen down at the moment. Security specialists have higher security clearance than a civilian but lower than a deputy. They work exclusively in the control centers. Security specialists can be younger, which gives more hiring flexibility.
    • Nine deputies being promoted to sergeants this afternoon; that will bring DSD up to four short on sergeants.

• Population

  • Jail population is holding steady.
  • It’s lower than where DSD was at this time last year, when they were sleeping people on cots.

• Overtime

  • A big cause of overtime has been late relief from meetings and briefings; they’ve been working with the supervisors who are commonly hosting meetings that are going over to correct.
  • A lot of overtime was coming from “over classifications”; 78% decrease in that area.
• Sheriff believes that overtime is the root of much of the department's problems. Once it's addressed it will be easier to recruit and retain, because employees won't feel overworked. They'll also make better decisions because they'll be better rested.

• Performance Improvement Team

• Department is putting together a performance improvement team on discipline.
• The majority of use of force cases do not go to IAB. The majority of those that go to IAB are not sustained. When these numbers are shared with the deputies, they'll see that not every deputy is being disciplined for everything, which is a general perception.
• Sheriff will share those numbers when they're put together.
• Members of that team include Andrea. Sheriff will check and report back on the composition of the team.

• Sheriff Advisory Board

• Final six members of the Sheriff Advisory Board were just added.
• The board is now seated at fifteen members.
• They're looking at where they want to focus and putting together subcommittees.
• Health, programming and staff wellness, and veterans issues were all identified as possibilities.

• Visitation

• Visitation workgroup has three scheduled meetings left.
• Cost estimates for re-establishing contact visitation are being put together.

• Reform Process

• Goal is to be done with all but three of the Hillard Heintze recommendations this year.
• The three that won't be finished all relate to JMS, which is a multi-year technology upgrade process.
• They've currently got an inmate counsel that can give feedback on the status of the jails and reforms.
• Once reform is complete, the assessments unit will take over.
• Assessments units will make sure the reforms have been continued after initial implementation.
• Brad Bradshaw is in this department. He is part of the DSD staff.
• That group will also make sure policies and procedures match best practices, and they'll make sure that the staff is following policies and procedures.
• This will be similar to an audit process.
• Each reform item is being "validated" with proofs.
• Validation is being done by outside validators who are on contract with the EDOS.
• Are the proofs being made public?
• Sheriff said a process hasn’t been put in place for making the validations public.
• The Sheriff Advisory Board has asked to see the validations.
• Validator will make the determination on how they will make sure each reform is being done. The validation will be different for each reform.
• Example: One of the validations for the suicide counseling process was to watch the videos of staff meetings with the inmates who were on suicide alerts.
• The validation may be as simple as a picture of a sign.
• The majority of the reforms should be completed in July.
• It’s gone slower than the community feels that it should. It’s gone faster than much of the staff likes, because it’s difficult to make so many changes at once.
• Sheriff believes the reforms have not been “check the box” but done in a way that creates meaningful and lasting change.

• Community Outreach

• New communication director is Darla Cerna. She came from DIA. She’s been on board for just over a month.
• Sheriff enjoyed the community forum event on March 8th. He felt the conversations directly with the public were valuable.

• Recruiting

• Most of the newer recruits are still on staff. They’re seeing people leave who have been in the department for more than two years.
• Exit interviews can be tough. In the past, they were sending these exit interview surveys to department emails that people no longer check after leaving.
• Janelle Roscoe is the DSD recruiter. She’s making phone calls to get better data.

• Breastfeeding in Jails

• DSD has had additional conversations with Denver Health about providing services for breastfeeding mothers.
• Initially, Denver Health had not been interested in helping provide this service.
• Department believes they’ll put something in place for bringing the milk out of the facility in about a month.
• Bringing infants in to feed will be covered by the contact visitation process.

• Quarterly Public Meeting, March 22, 2018 (11:02am)

• Start time approved for 6pm.
• Format for meeting approved.
• Childcare and pizza costs approved.
- COB Annual Report Follow-Up (11:05am)
  
  - One of the QPFs was missed in 2017, because there wasn't a quorum due to family emergencies and travel.

- Executive Session (11:12am)

- Meeting Adjourned (12:00pm)
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair

Mark Brown, Vice Chair

Nikki Braziel, Secretary

Cisco Gallardo

Dr. Mary Davis

Pastor Paul Burleson

Molly Gallegos

QUARTERLY PUBLIC FORUM

THURSDAY, March 22, 2018
6:00 – 8:00 PM
Blair Caldwell African American Research Library
2401 Welton Street
Denver, CO 80205

AGENDA

6:00 – 6:15 PM  Introductions and Acknowledgements

COB Statement of Purpose, Constraints and Goals


The Death of Michael Marshall, an Independent Review

6:45 – 7:00 PM  Questions and Comments from the COB

7:00 – 7:45 PM  Community Discussion

7:45 – 8:00 PM  Closing Comments and Adjourn

Denver Post Building ~ 101 W. Colfax ~ Suite 100 ~ Denver, CO ~ 80202

PHONE: (720) 913-3306  http://www.denvergov.org/cob  FAX: (720) 913-3305
CITIZEN OVERSIGHT BOARD
MEETING AGENDA
Friday, April 6, 2018, 10:00 AM
Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO  80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Guest: Executive Director of Safety, Troy Riggs

4. Approval of Minutes: March 16, 2018

5. Board Updates and New Business

6. Discussion with Independent Monitor Nicholas Mitchell

7. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

8. Adjourn
Citizen Oversight Board Meeting Minutes  
March 16, 2018  
Location: Office of the Independent Monitor

Board Members:  

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

Staff:  

Independent Monitor Nick Mitchell, Gia Irlando, Suzanne Iantorno

Guest:  

Chief of Police Robert White

- Call to Order (10:00am)
- Executive Session (10:06am)
- Approval of Minutes: March 2, 2018 (10:30am)
- Update from Chief White (10:33am)
- New Use of Force Policy

  - Use of Force policy was a long process, that didn't meet at the Chief's requirements  
  - It's been at the CAO, and they've finished their review and made comments. It will be returned to Chief today or Monday.  
  - Chief will put together a final policy. Before he makes it public, he will meet with the UOF advisory committee and go over it with them.  
  - Chief believes he made a commitment to review all the recommendations the committee made and will do so.  
  - He will share the CAO's opinions on the recommendations he did not take.  
  - If the CAO is willing to make herself available, he'd be amendable to the CAO meeting directly with the UOF advisory committee.  
  - When he meets with the committee, he will be done with the policy and it will not be open to further revision.  
  - Much of what was recommended will be in the new policy, but not all of it.  
  - Believes April will not pass without seeing a new policy.  
  - The union believes there should be no enforcement of the policy until all training is complete, but the training will roll out district by district. As each district is trained, they will be held accountable to the new policy. No one will be held accountable for the new policy until they've been trained, but they will be held accountable to the old policy.
• Goal will be to have all districts trained in two months. It probably won’t be done in
a classroom environment.
• One of the challenges with having community write policy is that it’s not written in
the way the officers are used to reading.
• While the community demanded input on the changed use of force policy, the
original impetus for changing the policy came from within the policy.

• Conduct Review Meeting Attendance (10:44am)

• COB sent a letter to the Chief requesting permission to attend the conduct review
meetings, which the Chief declined.
• In his response, he suggested that the COB already has a representative present
at those meetings in the form of OIM personnel.
• COB’s position is that the OIM does not represent the COB. Per the charter, we
are actually tasked with evaluating the performance of the OIM.
• Chief suggests that the OIM does not have the right to be in those meetings.
• The Independent Monitor respectfully disagrees and references the Ordinance -----
• Chief wants to know why the COB wants to be in these meetings in particular,
versus other internal matters run by the department.
• COB isn’t asking for input in the disciplinary outcomes; they’re asking for
observation status.
• Chief isn’t opposed to having us sit in on those meetings once, but he’s opposed to
a standing invitation.
• The COB pointed out that empirical learning is a big deal, and that a standing
invitation would allow us to better understand how the disciplinary process works.
• Chief will send a memo with information on whatever committee or committees
citizens are currently participating on.

• Errors in Crime Reporting (10:54am)

• Analysts in the department are tasked with putting together data that helps with the
department’s Thursday crime statistics meeting.
• While working on that data, one of the analysts noticed a significant decrease in
numbers from one period to the next. This was brought up the chain to the Chief’s
attention, so he called for an audit of the data from all six districts.
• In District 1 and District 6, a significant number of classifications were changed.

• Executive Session (10:57am)

• Relationship to Executive Director Riggs (11:08am)

• The Chief is not concerned about conflicts of interest, given his pre-established
relationship with Troy Riggs (who was formerly his Chief of Staff).
• Chief did offer to the Mayor and Executive Director that he retire, to avoid the
concern over a conflict of interest, but they declined his offer.
• He does want to have all the allegations made against him cleared before retiring.
• However, if the CORA investigation goes on another year, he's not going to wait for its completion.
• He does want to finalize the new Use of Force policy before retiring.

• Relationship to Executive Director Riggs (11:22am)

• Chief has met approximately three times with his Chief Advisory Board. They meet every other month.
• For the Chief, the value of that board is providing a community voice that can give him reflection.

• Quarterly Public Meeting, March 22, 2018 (11:26am)

• Break out into three groups. Each group will have one COB facilitation leader, one COB member as backup, and one OIM scribe.
• Each participant will get a copy of the Executive Summary.

• Meeting with Marshall Family (11:43am)

• OIM met yesterday with the Marshall family to discuss the upcoming special report about the death of Michael Marshall, the findings, their recommendations, and why they wrote the report.

• Executive Session (11:58pm)
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, April 20, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Guest: Robert White, Chief, Denver Police Department

4. Board Updates and New Business

5. Discussion with Independent Monitor Nicholas Mitchell

6. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

7. Adjourn
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, May 4, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: April 6 and 20, 2018

3. Board Updates and New Business

4. Discussion with Independent Senior Deputy Monitor, Gregg Crittenden

5. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

6. Adjourn
Citizen Oversight Board Meeting Minutes
April 6, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Greg Crittenden, Gia Iriando

Guest:

Kristin Bronson (City Attorney), Chris Gaddis (Assistant City Attorney – Prosecution and Code Compliance Section), Roz Heise (Community), Jazmine Gill (Community), Daelene Mix (Department of Safety), Jess Vigil (Department of Safety), Roshan Bliss (Community)

- Call to Order (10:10am)
- Approval of Minutes: March 16th, 2018 (10:11am)
- Executive Session (10:12am)
- Introduction of City Attorney Office’s Representative (10:33am)
  - Per Charter, CAO provides legal advice for all boards and commissions
  - Chris Gaddis has been assigned to work with COB
- Guest: Executive Director of Safety, Troy Riggs (10:33am)

- Introductions

- Monitor’s Report on The Death of Michael Marshall, an Independent Review
  - Safety doesn’t have a protocol on how to respond to a special report. Riggs apologizes for not providing a response sooner.
  - DOS is working on resolving some of the issues raised in the Marshall settlement.
  - DOS, DSD, and CAO are all reviewing the Marshall report.
  - Every recommendation made by a mayoral appointee deserves a response. Every letter, even from a community group, deserves a response.

- Jail Reform
  - DSD is continuing to work through the recommendations made in the Hillard Heinze report and has hired an outside group to validate the DSD reform process.
• There are over 400 recommendations. The source data on the validations will be made available to citizens on request, says Daeline Mix.

• COB recommends that the DSD website be updated to explain that the raw data on the validations can be requested and will be provided.

• Chief Gary Wilson was recently appointed to begin the process of creating a system for learning from critical incidents. Independent Monitor Nick Mitchell sat down about two weeks ago and met with the newly constituted group of four sergeants and one captain who are working on developing the project.

• Discipline Issues

• DOS believes changes made to the CSC appellate process have been positive. Last year, DOS issued a number of disciplinary decisions and had only one appeal hearing. In the past, nearly every discipline ended up in appeal. There is now in place a rule in place that places the burden of proof in the appeal on the deputy who was disciplined.

• DOS is looking at sections in the charter that say that the CSA is bound by the findings of hearing officers, which are occasionally factually erroneous. This would require a charter change. No other court in this state is bound by clearly erroneous findings of a hearing officer.

• DOS does not track data on the number of disciplinary decisions overturned in the appeals process.

• New Performance Improvement Team

• Will look at why investigations and disciplinary decisions aren't moving through efficiently.

• After some initial research, DOS may have some recommendations for reform and will seek citizen input. At that time, they'll include the Monitor's office.

• Team includes folks from IAB, CRO, and DOS personnel. They're meeting weekly and have had two meetings so far.

• Board asked why no one from OIM is on the team and requested that the OIM be included from the beginning.

• Giving DOS findings to the community and to the OIM is very different then incorporating the OIM into the review itself.

• Riggs mentioned that he would like the Monitor's office to get involved sooner than the rest of the community.

• Community Questions

• A community member asked if DOS had considered having a Chief Medical Officer for Denver jails?

• Riggs replied that there are also already good medical professionals on board at that jails. The problem is that they're not always listened to.

• DOS will look at creating a high-ranking civilian medical force.

• Executive Session (11:44am)

• Meeting Adjourned (12:10pm)
Citizen Oversight Board Meeting Minutes
April 20, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

Guest: Chief of Police Robert White, Roz Heisa (Community)

• Call to Order (10:20am)

• Executive Session (10:25am)

• Approval of Minutes: rolled over to the next meeting (10:27am)

• Guest: Chief Robert White (10:30am)

• Use of Force Policy

  • It’s on the Chief’s desk today; he will review it and make any last-minute changes by Monday.
  • He will notify UOF Committee today that the policy will be concluded next week and that he will be available to get together with them.
  • “There was a lot of language that the committee recommended that wasn’t necessarily in the best interest of the department,” said the Chief.
  • They’re planning “train the trainer” approach.
  • Chief hasn’t determined whether the training will be done online or in classrooms.
  • The amount of training will depend on how much of a change there is from the current policy to the new policy.
  • Officers have continuous training every year that is required by POST, and there are additional blocks that are required by the department. There is something like 40 hours a year of additional training, but the Chief would have to confirm. He believes the curriculum is swayed toward classroom training versus online training.
  • Chief envisions the largest change being a greater understanding for officers on how to de-escalate situations. Chief hopes the outcome is fewer UOF incidents: fewer citizens being injured and fewer officers being investigated because they’ve gotten into conflicts.
  • DPD has also launched “Back to Basics” training, which includes de-escalation training and talks about implicit bias. All 1800 DPD employees will be required to go through the program, which includes 40 hours of classroom time. They normally
host a class of 30 to 40 employees three times per month. This training was created by DPD.

- Data Collection

  - There will be a pilot project in District 5; White hopes it will be kicked off before the end of this month.
  - Most of this data input is something officers can do on their computers or their cellphones. Data will include
    - Location of stop
    - Reasons for stop
    - Officer's perception of race and ethnicity of person stopped
    - Result of stop (arrest, citation, seizure of contraband, or other)
  - There is currently no protocol requiring officers to document who is stopped.
  - There was a previous data collection project done that found that there was no imbalance in who get stopped by race or sex; that project didn't show what happens after the stop.
  - For example, after being stopped, are individuals of a certain race getting warnings versus being searched? The Center for Policing Equity, who will review the data, will hopefully be able to answer that question.
  - At the conclusion of project, there will be a lot of information on what neighborhoods are experiencing stops, what demographics are being stopped, etc.
  - CPE will also look at historical data to create city-wide stop map and will produce a publicly-available report.
  - CPE is also doing a climate survey within the department. It will get the officers' opinions on many issues. Chief believes the PPA is working with CPE on the survey.

- Board Update and New Business (11:11am)

- Communications

  - Meeting minutes: discussion of tactics for public distribution
  - Website: discussed process for revision

- NACOLE:

  - Katina is speaking on a panel.
  - Board may send two members, plus Katina for the day she presents.

- Executive Session (11:49am)

- Meeting Adjourned (12:03pm)
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, May 18, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Introductions: Baltimore Community Oversight Task Force

4. Guest: Sheriff Firman, Denver Sheriff Department

5. Approval of Minutes: May 4, 2018

6. Board Updates and New Business

7. Discussion with Independent Monitor Nicholas Mitchell

8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

9. Adjourn
CITIZEN OVERSIGHT BOARD
MEETING AGENDA
Friday, June 1, 2018, 10:00 AM
Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

Cancelled
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair

Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis
Pastor Paul Burleson
Molly Gallegos

QUARTERLY PUBLIC FORUM

THURSDAY, June 14
6:00 – 8:00 PM

CANCELLED
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, June 15, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: May 4 and 18, 2018

3. Board Updates and New Business

4. Discussion with Independent Monitor Nicholas Mitchell

5. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

6. Adjourn
Citizen Oversight Board Meeting Minutes
May 4, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Monitor Gregg Crittenden, Gia Irlando

Community:

Miles Enright, Kahsim Qayyum, Roz Heise

- Call to Order (10:12am)

- Approval of Minutes: April 6th and April 20th (10:13am)

- Board Updates and New Business (10:17am)

  - Community Concerns (10:20am)

    - Dr. Katie Bakes, who is head of several departments at Denver Health and one of the directors of the emergency department, will be a guest at an upcoming meeting
    - Concerns that DV victims who are calling in are being arrested as well
    - Concerns that callers with medical emergencies who call from poor communities are having their names run and are being subject to arrest
    - Concerns regarding how the deputies are treating people (inmates, hospital staff, and volunteer workers) at Denver Health
    - Hopes to bring data supporting patient claims regarding these issues on May 18th
    - No one does complaints in the hospital setting
    - Law enforcement officers are allowed to run the backgrounds of anyone they come into contact with at their discretion; there is no policy that prohibits them from doing it.

- Board Meeting Schedule (10:40am)
• Voted to add back in June 1st meeting
• Tabled discussion regarding separating the meetings that are paired with the QPFs

• Quarterly Public Forums (10:50am)
  • Locations for next forum discussed
  • Format
    o Start with a PowerPoint presentation with updates from last QPF
    o Distribute a report out from last QPF distributed as a handout
    o Include the Marshall recommendations and top community recommendations
  • Time: June 14th, 2018 from 6pm to 8pm
  • Task: distribute notes from last QPF to board

• Communications Guidelines (11:00am)
  • Board will review draft communication guidelines to discuss at upcoming meeting

• Executive Session (11:04am)

• Budget (11:16am)
  • Base budgets for both OIM and COB won't be changing
  • Opportunity exists to submit expansion requests
  • Requirements
    o Alternative options that may be more expensive
    o Data that demonstrates the current need and could be used later on to measure the success of the funds
    o Should include options for partial funding
    o Should include full costs, particularly for additional staff
    o Base budget due May 21st
    o Meeting scheduled on May 23rd between OIM and Department of Finance staff to talk about expansion requests
    o Final expansion requests due June 4th

• Executive Session (11:34am)
Citizen Oversight Board Meeting Minutes
May 18, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

Guests:

Chris Gaddis, Carla Pierce, Members of the Baltimore Community Oversight Task Force (Ray Kelly, Danielle Kushner, Andrew Rainelle, Denise Duvall), Members of the Community (Roz Heise)

- Call to Order (10:11am)
- Executive Session (10:11am)
- Guest: Sheriff Patrick Firman (10:50am)

- Update on Reform

  - 97% complete
  - 5 reforms in validation right now, relating to the GIbRT (Grievance and Incident Review Team)
    - Have investigated most outstanding grievances, except for twelve
    - Taken over the Inmate Disciplinary Review meetings
    - Major responsibility will be to triage the UOF reports coming out of each facility; they'll flag incidents for escalating when necessary. They're looking for positive incidents (de-escalation) as well as negative.
    - One of the outstanding reforms is extending the system that tele-tracks sworn members who have entered secure areas to civilian and medical personnel, so they're locatable in the event that an evacuation is required

- Overtime

  - Class of 31 in the academy, graduates in June
  - Next class starts in June, about 40 expected
• Working on civilianizing certain positions to free up deputies
• They’ve seen success with the wellness programs
• Data Science Unit is helping DSD identify specific areas costing overtime; at one point, the second floor was contributing disproportionately
• They’ve seen a 47% reduction in overtime on the second floor
• After intake, folks go to the second floor to get classified;
• They’re working on data regarding how long it takes to get someone through the intake process, as well as how long it takes to get classified
• In-service is done as overtime, so there will be a spike coming up
• 8% retention rate

• In-Person Visitation
  o Submitting $923,000 (approximately) to get visitation area built out at county Jail
  o Construction would be in 2019
  o Staffing request will happen in the next budget cycle
  o In person visitation will likely launch in 2020
  o Looking at alternatives to visitation at the DDC, which may include bussing people to the County Jail
  o Sheriff would be open to making video visitation unlimited for the inmates at the DDC, since they won't be included in in-person visitation at this time
  o That can be revisited once the new video system is installed and operable; there may be a delivery date in the contract, but the “up and running” date is still uncertain.

• Lactation Support Center
  o Eventually, once in person visitation is established, we can look at bringing infants in to breastfeed
  o Community Family Forward has stepped up and volunteered to help assist with the transport of the milk
  o Hospital grade pump was purchased for Building 24, which will be the all-female unit, scheduled to open in July

• American Correctional Association
  o Completed audits of both facilities
  o Three auditors spent a week visiting
  o 384 standards of ACA
  o Visiting committee is recommending 100% compliance, which is awarded to only 15% of facilities in the U.S.
  o Final recommendation will be made at the committee meeting of the association in August
- A fee is paid for the accreditation
  - Assessment and Inspections Unit
    - Will be putting together a strategic plan and report out on what changes are being made in the facilities
    - Will work with accreditation standards
- Executive Session (11:33am)
- Session Adjourned (12:05pm)
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, July 6, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

Cancelled
CALL TO ORDER & DETERMINE QUORUM

EXECUTIVE SESSION (IN ACCORDANCE WITH D.R.M.C.2-34(a) (3)

GUEST: SHERIFF FIRMAN, DENVER SHERIFF DEPARTMENT

BOARD UPDATES AND NEW BUSINESS

DISCUSSION WITH INDEPENDENT MONITOR NICHOLAS MITCHELL

EXECUTIVE SESSION (IN ACCORDANCE WITH D.R.M.C.2-34(a) (3)

ADJOURN
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, August 3, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Approval of Minutes: June 15 and July 20, 2018

4. Guest: Troy Riggs, Executive Director, Denver Department of Safety

5. Board Updates and New Business

6. Discussion with Independent Monitor Nicholas Mitchell

7. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

8. Adjourn
Citizen Oversight Board Meeting Minutes  
July 20, 2018  
Location: Office of the Independent Monitor

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

Staff:  
Independent Monitor Nick Mitchell, Alyssa Morrison-Perez

Guest:  
Sheriff Patrick Firman, Alejandro Vera (Community Member)

- Call to Order (10:15am)

- Quarterly Public Forum (10:22am)
  - Tentatively scheduled for Thursday, August 23rd, pending approval from absent board members
  - Board will invite new DPD chief

- Guest: Sheriff Patrick Firman (10:40am)
  - Reform

  - Implemented 99% of the reform recommendations of the 418 reforms
  - Report about reform will be completed in early August
  - Angelo Trujillo (DOS) was originally putting together the validations of the DSD reforms. After he left, the second half of the reforms were validated by contractors. When the validators are described as “independent”, they're independent to the DSD, but may still be internal to DOS.

  - Sheriff will see if there is a list of all the independent contractors used
  - There was no global standard for the validation process; the implementation plan has steps for implementation and for validation. These steps represent the DSD’s recommendations to the validator for what to request in the validation process.

- Lactation Plan (10:57am)
• There have been listening sessions conducted with females in both facilities.
• The equipment has been purchased (hospital grade).
• On track to have this in place before the females move into Building 24. Likely the women will move in in August.
• The majority of women will be housed out at county; they'll only be at DDC for short periods of time

• Use of Force Review

• DSD has recently started an audit of the use of force policy with the City Auditor.

• Overtime

• Year to date, there’s been a 31,200 hour reduction in overtime. As of June 2018, DSD has spent $5.7 million in overtime; in June 2017, DSD spent $6.9 million in overtime.
• 85% of overtime expenses are due to staffing vacancies.
• Attrition has dropped until this month – the last two months have peaked, however

• Violence and Assaults

• GIRT team is looking at particular pods, testing hypothesis about getting staff more involved and increasing the presence mental health professionals; goal is to decrease grievances by 10%
• Two test pods (at each facility) where they’re trying to increase the amount of time that the inmates are out of their cells
• DSD uses time in cell as a gate for resource management. The more inmates are out of their cells, the more staff needed to control the population.
• Sheriff will send a standard schedule about how long the inmates are out of their pods each day, with understanding that this varies immensely, based on if there are behavior or security threads each day.

• Operations Manual

• Request for DSD Operations Manual for deputies to be made publicly available

• Executive Session (11:35am)
• Session Adjourned (11:54am)
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, August 17, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: June 15 and August 3, 2018

3. Quarterly Public Forum

4. Meeting Schedule for Remainder of 2018

5. Board Updates and New Business

6. Discussion with Independent Monitor Nicholas Mitchell

7. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

8. Adjourn
Citizen Oversight Board Meeting Minutes  
June 15, 2018  
Location: Office of the Independent Monitor

Board Members:

Present: Katina Banks, Mary Davis, Pastor Burleson, with Nikki Braziel and Francisco Gallarda (on phone)

Absent: Molly Gallegos and Mark Brown

Staff:

Independent Monitor Nick Mitchell and Cia Irlando

Guest:

Alejandro Vera

- Call to Order (10:00am)

- Approval of Minutes from May 18, 2018

- Board Updates and New Business Report by Katina

  - Subcommittee on Jail Inspections
    - Interviews have been conducted with professionals in Ohio and Texas who have experience with conducting jail inspection programs.
    - OIM staff member Alyssa Morrison will prepare summary notes of the interviews for the subcommittee.

  - Nikki, Katina and Mark met with Councilman Lopez to discuss issues related to the OIM Ordinance. An area of particular concern was the exclusion of the OIM receiving certain documents about disciplinary actions.

  - Katina met with Councilwoman Robin Kniech regarding the City Attorney Office’s ruling that certain disciplinary information can be withheld from the OIM. Councilwoman will request the Council’s attorney to review the City Attorney Office’s ruling.

  - Report on Community Forums Related to the Selection of the Police Chief. Several forums were conducted throughout Denver. Katina and Mary represented the COB at two of the forums. The Mayor appointed Selection Committee will interview five finalists and recommend three finalists to the Mayor.

  - Nick passed out a copy of the 2019 COB Budget Request, which the OIM staff has been very helpful in preparing. Included in the request is a rationale for the addition of a staff person to support the COB. This request is based on the increased
responsible duties of the OIM staff members who have been tasked with supporting the COB, in addition to their own expanded job responsibilities. The recommended budget will be sent from the Mayor to the City Council for approval in late summer.

- **Discussion with Nick Mitchell**
  - The DPD is expected to release the new Use of Force Policy next week.
  - OIM will conduct an analysis of the policy to determine if it is consistent with best practices around the nation; and will inform the public about OIM's position on the policy.

- **Nick reported on a public forum he attended at a local 7th Day Adventist Church related to the DPD data collection initiative. The initiative will start in DPD District 2 in July as a three-month pilot project. All officers in District 2 will be required to record information related to each stop made, including reasons for the stop, race ethnicity, length of stop, and whether a pat/frisk was conducted. The outcome of each stop will be reported on a contact card. OIM will have access to contact reports and will conduct an analysis of these reports.**

- **Westword will publish a profile of OIM with an emphasis on Nick's time and actions leading the organization over the past six years.**

- **Executive Session**

- **Meeting Adjourned (11:45am)**
Citizen Oversight Board Minutes  
Friday, August 3, 2018  
10:00 AM.

Office of the Independent Monitor  
Denver Post Building  
101 W. Colfax Avenue, Suite 100  
Denver, CO 80202

The Board members present were Katina Banks, Mary Davis, Nikki Braziel (by phone), and Mark Brown.

OIM Staff present were Independent Monitor Nicholas Mitchell and Gianina Irlando. Guest present were Troy Riggs, Eric Williams and Kelli Christensen with DOS

Chairperson Banks called the meeting to order at 10:17 a.m.

Executive session at 10:19 a.m..

Public meeting reconvened at 10:31 a.m.

Minutes approved for the July 20th meeting.

Executive Director Riggs addressed:  
1. Director for the day.  
   a. Time requirements for the tour on Monday, August 6, 2018 beginning at 9:00 a.m.  
2. The new Denver Police Chief Paul Pazen.  
   a. Discussion on the relationship between DOS and DPD  
3. The updated organization chart  
4. Questions and Comments.

Executive Session at 11:30 a.m.

The meeting adjourned at 12:10 p.m.
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardc

Dr. Mary Davis
Pastor Paul Burleson
Molly Gallegos

QUARTERLY PUBLIC FORUM

THURSDAY, August 23, 2018
6:00 – 8:00 PM
Cheltenham Elementary School
1580 Julian Street
Denver, CO 80204

AGENDA

6:00 – 6:15 PM  Introduction and Acknowledgements
    COB Statement of Purpose, Constraints and Goals

6:15 – 7:00 PM  Denver Police Chief, Paul Pazen
    1) New DPD Use of Force Policy
    2) His Vision for the DPD

7:00 – 7:15 PM  Questions and Comments from the COB

7:15 – 7:45 PM  Community Discussion

7:45 – 8:00 PM  Closing Comments and Adjourn

Denver Post Building ~ 101 W. Colfax ~ Suite 100 ~ Denver, CO ~ 80202

PHONE: (720) 913-3306  http://www.denvergov.org/COB  FAX: (720) 913-3305
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo
Dr. Mary Davis
Pastor Paul Burleson
Molly Gallegos

AGENDA
Friday, September 7, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum
2. Approval of Minutes: August 17, 2018
3. Debrief Quarterly Public Forum
4. Bylaw Discussion
5. Board Updates and New Business
6. Discussion with Independent Monitor Nicholas Mitchell
7. Executive Session (In accordance with D.R.M.C.2-34(a) (3)
8. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver's community and law enforcement.
Citizen Oversight Board Meeting Minutes
August 17, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Alyssa Morrison-Perez

Guest:

• Call to Order (10:10am)

• Approval of Minutes: June 15 and August 3, 2018

• Meeting Schedule for Remainder of 2018
  • September 21st added back in, will meet with Chief Pazen

• Board Updates and New Business (10:15am)
  • DOS “Director for a Day” program debrief
  • Required training for all members of boards and commissions

• Quarterly Public Forum (10:25am)
  • Will be providing child care
  • Board will invite new DPD chief
  • Need to make sure Chief, Sheriff, and EDOS are all personally invited to each
  • Response to last QPF – a brief report out – Cisco will prepare

• Discussion with Independent Monitor (10:59am)
  • Updated DSD Use of Force policy and their approach to training
  • DSD is integrating Krav Maga into their arrest control tactics
  • Several weeks of UOF training in September

• Executive Session (11:08am)

• Session Adjourned (11:54am)
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo
Dr. Mary Davis, Immediate Past President
Pastor Paul Burleson
Molly Gallegos

AGENDA
Friday, October 12, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum
2. Approval of Minutes: September 7, 2018
3. Debrief NACOLE Annual Conference
4. Discussion of Formal Board Training Requirement
5. 2019 COB Budget
6. Board Updates and New Business
7. Discussion with Independent Monitor Nicholas Mitchell
8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)
9. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver's community and law enforcement.
Citizen Oversight Board Meeting Minutes
September 7, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Gia Irlando, Matt Buttice, Gregg Crittenden, Kevin Strom

Guests:

Roz Heise

Guest:

• Call to Order (10:05am)

• Approval of Minutes: August 17, 2018

• Office of the Independent Monitor Work Plan
  • Update on 2018 plan

• Debrief on Quarterly Public Forum (10:15am)
  • Community requests included a request from Together Colorado that COB join their request to DPD to begin gathering use of force data. COB will extend invitation to next meeting to learn more.
  • Community discussion included a question regarding homeless sweeps. COB is investigating its jurisdiction on the issue (given that the Urban Camping Ban is current law). COB will connect with Greater Denver Ministerial Alliance and Denver Rescue Mission for more information and will invite DPD homelessness resource support officers. OIM will review complaints for COB.
  • Will report out next steps on Facebook.

• Review of Proposed Changes to Bylaws (10:36am)

• Executive Session (11:52am)

• Session Adjourned (12:05pm)
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis, Immediate Past President
Pastor Paul Burleson
Molly Gallegos

AGENDA
Friday, October 19, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Approval of Minutes: October 12, 2018

4. Guest: Executive Director of Safety, Troy Riggs

5. Officer Election

6. Board Updates and New Business

7. Discussion with Independent Monitor Nicholas Mitchell

8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

9. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver’s community and law enforcement.
Citizen Oversight Board Minutes  
Friday, October 12, 2018  
10:00 AM.

Office of the Independent Monitor  
Denver Post Building  
101 W. Colfax Avenue, Suite 100  
Denver, CO 80202

The Board members present were Katina Banks, Mary Davis, Nikki Braziel (by phone), and Mark Brown.

OIM Staff present were Independent Monitor Nicholas Mitchell and Gianina Irlando. Guest present were Mimzy Tackney-Moem and Wesley Geary with Together Colorado.

Chairperson Banks called the meeting to order at 10:14 a.m.

Minutes approved for the September 7, 2018 meeting.

Board members that attended the NACOLE conference in St. Petersburg, Florida September 30 through October 4, 2018, debrief on their experience during the conference.

Brown presents the Board with an outline on future training of COB board members. Members have been requested to review the proposed plan and make any suggestions for training.

Together Colorado presented the COB with a request to support them in petitioning the Denver Police Department to formulate policy to report out to the public, specific use of force data collected by the Denver Police Department.

Nothing in executive session

The meeting adjourned at 11:35 a.m.
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Molly Gallegos, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis
Pastor Paul Burleson
Mark Brown

AGENDA
Friday, November 2, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Approval of Minutes: October 19, 2018

3. Upcoming Quarterly Public Forum Plan

4. Discussion of Together Colorado Request

5. Discussion of DSD Discipline Process

6. Board Updates and New Business

7. Discussion with Independent Monitor Nicholas Mitchell

8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

9. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver's community and law enforcement.
Citizen Oversight Board Meeting Minutes  
October 19, 2018  
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

Guests:

Joaquin Gallegos, Roz Heise

Guest:

• Call to Order (10:02am)
• Executive Session (10:02am)
• Approval of Meeting Minutes from October 12, 2018: approved as amended

• Guest Presentation: Executive Director Troy Riggs and Communications Director Michael Sapp (10:41)

• Update on DPD Criminal Prosecution / BWC Policy
  • A DPD sergeant was arrested last night based on an August 22nd use of force incident. The DA determined their office is going to prosecute; the charge is second-degree assault.
  • DOS had come up with a policy in conjunction with discussions with the DA regarding the release of bodycam video during a criminal investigation. It will be up to the DA to make the determination of whether the release of the video is in the best interest of the public.

• New Report
  • DOS is releasing a report on October 24th. They have data for the 142 census tracks currently inhabited in Denver.
  • After the data is released, they'll have a listening/learning tour.
  • They're going to ask non-profits to target some of those specific census tracks.
  • 51% of people who spend the night in DSD custody have some sort of mental health hold; that 51% is responsible for 75% of the assaults in the jail; that cohort stays in custody on average 20 days longer than other members.
• Disciplinary Settlements
  • Board question: at what point is the OIM to be notified if there are settlements being proposed to officers?
    • Director Riggs is looking into it now.
    • "There have been hundreds of cases, and I think there have been settlements in 7 or 8."
  • Where do settlements fit in with the disciplinary matrix?
    • DOS believe that many of the cases that have been settled are cases that would be weak on appeal.
  • Are there cases where you wouldn't settle?
    • DOS doesn't have a policy on cases they wouldn't settle.
    • DOS indicates that, if there is a settlement, the national best practice is that, if the officer violates the settlement terms, the discipline imposed should be stronger than if there hadn't been a settlement.
    • Riggs doesn't think we should have settlement conversations until after the OIM has weighed in on the discipline.
    • They're willing to discuss setting a policy for how settlements go, if necessary, but believe that the number of cases may not warrant a policy.
    • Monitor voices concern that there could be incidents where the settlement process affects the outcome of the discipline, or creates the appearance of it.
• Marshall Report / Recommended Reforms
  • One recommendation was civilianizing the leadership of IAB. Eric Williams, new deputy director, is working on this topic. DOS does have a job description finalized for the major that they mentioned in their city council report, and they're beginning the recruiting process for that job. They're looking at how to civilianize other positions as well.
• Officer Election (11:27am)
  o Chair: Katina Banks
  o Vice Chair: Molly Gallegos
  o Secretary: Nikki Braziel
• Board Updates and New Business
  o QPF: November 29th is time; location TBD in District 6
• Executive Session (11:44am)
• Session Adjourned (12:00pm)
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Mark Brown, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis, Immediate Past President
Pastor Paul Burleson
Molly Gallegos

AGENDA
Friday, November 16, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Approval of Minutes: November 2, 2018

4. Guest: Chief of Police, Paul Pazen

5. Update: Quarterly Public Forum, November 29, 2018

6. Board Updates and New Business

7. Discussion with Independent Monitor Nicholas Mitchell

8. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

9. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver's community and law enforcement.
Citizen Oversight Board Meeting Minutes
November 2, 2018
Location: Office of the Independent Monitor

Board Members:

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

Staff:

Independent Monitor Nick Mitchell, Gia Irlando

Guests:

Carla Burns

Guest:

• Call to Order (10:07am)
• Approval of Meeting Minutes from October 19, 2018 (10:08am)

• Discussion of Together Colorado Request
  • Executive Session (10:12am)

• Board Updates and New Business
  • Quarterly Public Forum (10:41am)
  • Board Training (11:10am)
    • Goal is to have a formal training program in place for new board members by the beginning of the year.

• Discussion of DSD Discipline Process (11:14am)
  • Since September, OIM has attended two meetings of the Discipline Process Improvement Group (Denver Sheriff Department).

• Executive Session (11:16am)

• Session Adjourned (12:02pm)
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Molly Gallegos, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis
Pastor Paul Burleson
Mark Brown

QUARTERLY PUBLIC FORUM

THURSDAY, November 29, 2018
6:00 – 8:00 PM
Denver Justice High School
300 E. 9th Ave.
Denver, CO 80203

AGENDA

6:00 – 6:30 PM  Special Student Presentations, Denver Justice High School
6:30 – 7:30 PM  Panel Discussion on Policing and Safety in Denver Public Schools with
               • Denver Public Schools
               • Denver Police Department
               • Community Panelists
7:30 – 8:00 PM  Community Q & A
8:00 PM         Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver's community and law enforcement.
CITIZEN OVERSIGHT BOARD

MEETING AGENDA

Friday, December 7, 2018, 10:00 AM

Office of the Independent Monitor
Denver Post Building
101 W. Colfax Avenue, Suite 100
Denver, CO 80202

Cancelled

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver’s community and law enforcement.
CITIZEN OVERSIGHT BOARD

Katina Banks, Chair
Molly Gallegos, Vice Chair
Nikki Braziel, Secretary
Cisco Gallardo

Dr. Mary Davis
Pastor Paul Burleson
Mark Brown

AGENDA
Friday, December 21st, 2018
10:00 AM
Office of the Independent Monitor
Denver Post Building
101 West Colfax, Suite 100
Denver, CO 80202

1. Call to Order & Determine Quorum

2. Executive Session (In accordance with D.R.M.C.2-34(a) (3)

3. Approval of Minutes: November 16th, 2018

4. Guest: Denver Sheriff Department, Sheriff Patrick Firman by way of conference call

5. Board Updates and New Business

6. Discussion with Independent Monitor Nicholas Mitchell

7. Adjourn

COB Mission Statement: To foster change towards cooperative, just and accountable relationships between Denver’s community and law enforcement.
Citizen Oversight Board Meeting Minutes
November 16, 2018
Location: Office of the Independent Monitor

COB Minutes 11/16/2018

Present: Mark Brown, Molly Gallegos, Mary Davis, Katina Banks

    Phone: Gia Irlando, Nikki Braziel, Cisco Gallardo, Pastor Paul Burelson

    Staff: Nina Horton, Nick Mitchell

Community: Roz Heise

Guest: DPD Chief Pazen

1. Call to Order: 10am
2. Executive Session (10am)
3. Police Chief Paul Pazan (10:35)
    a. Discussed progress of Use of Force Training, implementation of a new domestic violence
       prevention program, and a school diversion program.
4. Approval of the Minutes (11:21)
5. Update: Quarterly Public Forum (11:22)
    a. Still looking for panel members
    b. Need a decision on food. Will provide childcare.
6. Board Updates (11:45)
    a. Mark working on training curriculum
    b. Discussion of Together CO Letter.
7. Executive Session (11:55)
8. Adjourn (12:00pm)