Since 2004, Denver has had independent, civilian oversight of the Police and Sheriff Departments. An Office of Independent Monitor (OIM) monitors internal investigations, provides input on discipline, and recommends policies and procedures. A Citizen Oversight Board (COB) evaluates the OIM, makes policy-level recommendations regarding discipline and use of force, and communicates regularly with the community and safety agencies. The COB collected community input over several years on areas of the OIM/COB ordinance where there has been confusion, disagreement on interpretation, and areas that have fallen behind best practices elsewhere. Councilmembers Kashmann, Kniech and López worked with the community on an ordinance to make the following changes:

1 **Citizen Oversight Board (COB):** Create a nominating committee to vet new COB members, add two members for more diverse representation, divide appointments between the Mayor (4), City Council (4), and one joint appointment, and clarify removal process and standards.

2 **Internal Investigation Monitoring:**
   
   (A) Require prompt notification to the OIM of incidents requiring monitoring and associated interviews, provide notice of criminal charges against covered personnel, ensure monitoring powers are consistent regardless of which department investigates.
   
   (B) Clarify that the Chief and Sheriff are subject to the same oversight as all other officers/deputies.

3 **Reports:** Clarify OIM’s authority to publish reports on relevant topics.

4 **Agency Response to Recommendations:** Require agencies to respond in writing to recommendations from the OIM, when requested.

5 **Transparency:** Ensure any limit on release of material is consistent with state law.

6 **Monitoring of the Disciplinary Process:** Require clearer procedures for cooperation with OIM investigations, and ensure monitor has opportunity to comment prior to closure of any disciplinary matter.

7 **Retaliation:** Prohibit retaliation for reporting to/cooperating with OIM.

8 **Policy Input:** Give OIM notice and opportunity to comment on policy changes, and an opportunity to serve on policy work groups.