Citizen Oversight Board (COB)
Meeting Minutes – Jan 15, 2021

Present: Apryl Alexander, Katina Banks, Nikki Braziel, Terrance Carroll, Karen Collier, Al Gardner, Molly Gallegos

Absent: Julia Richman

Staff: Gregg Crittenden, Interim Independent Monitor; Nicole Taylor, Community Relations Director OIM

Guests: Nicholas Mitchell

1. Call to Order
   a. Chair Gardner called the meeting to order

2. Approved minutes for December 18, 2020 meeting

3. Moved into executive session

4. Meeting adjourned

Action Items

1. N/A
Present: Apryl Alexander, Nikki Braziel, Terrance Carroll, Karen Collier, Stefan Stein, Molly Gallegos, Katina Banks

Absent: Al Gardner, Julia Richman

Staff: Greg Crittenden, Interim Independent Monitor, Nicole Taylor, Community Relations Director OIM

Guests: Sheriff Elias Diggins, Vince Line, DSD Chief of Operations, and Dr. Nikki Johnson, DSD Chief of Mental Health Services

1. Call to Order at 10:06
2. Board Updates and New Business
   a. Meeting minutes from last meeting were discussed
   b. Discussion about Board Administrator and Independent Monitor recruitment
3. Visit from representatives from the Denver Sheriff Department
4. Meeting was adjourned at 10:47 and moved into executive session
Citizen Oversight Board (COB)
Meeting Minutes – Feb 19, 2021

Present: Apryl Alexander, Nikki Braziel, Terrance Carroll, Karen Collier, Al Gardner, Julia Richman, Stefan Stein

Absent: Molly Gallegos, Katina Banks

Staff: Greg Crittenden, Interim Independent Monitor, Nicole Taylor, Community Relations Director OIM

Guests: DOS Chief Executive Director of Safety Mary Dulacki

1. Call to Order by Chair Gardner at 10:05
2. Board Updates and New Business
   a. Meeting minutes from last meeting were approved
   b. Discussion about open positions of board administrator and OIM
   c. Board report underway
3. Visit from a Representative from Public Safety Department
4. Meeting was adjourned at 11:08 and moved into executive session

Action Items

1. Quarterly Public Forum
   a. Confirm date with Chief Pazen (3/16)
2. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
3. Hire new board administrator:
4. Sheriff Follow-Ups
   a. Get training schedule for new BWCs
   b. Possibility of free phone calls
5. Director Murphy follow ups:
   a. Confirm new EAB meeting has been scheduled to close out process with Director Murphy
   b. Find time in a new meeting to discuss the transformation group with Director Murphy
   c. Get list of transformation focus items and strategic plans from Director Murphy
   d. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
   e. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
6. On Hold:
   a. Board to decide on video recording for meetings
Citizen Oversight Board (COB)
Meeting Minutes – Mar 5, 2021

Present: Apryl Alexander, Katina Banks, Nikki Braziel, Terrance Carroll, Karen Collier, Molly Gallegos, Al Gardner, Julia Richman, Stefan Stein

Absent:

Staff: Matthew Buttice, Office of Independent Monitor, Nicole Taylor, Community Relations Director OIM

Guests: DOS Chief Executive Director of Safety Mary Dulacki; Fran Gomez, Director of Public Integrity Division; Daelene Mix, Deputy Director Dept. of Safety

1. Call to Order by Chair Gardner at 10:06
2. Board Updates and New Business
   a. Meeting minutes from last meeting were approved
   b. Discussion about hiring for OIM
      i. Appointed panel
      ii. Rubric development
      iii. Community engagement
   c. Board report underway
3. Discussion with Fran Gomez (including a presentation)
   a. Complaint process
   b. Metrics on outcomes
4. Meeting was adjourned at 11:32 and moved into executive session

Action Items

1. Quarterly Public Forum
2. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
3. Hire new board administrator
4. Sheriff Follow-Ups
   a. Get training schedule for new BWCs
   b. Possibility of free phone calls
5. Director Murphy follow ups:
   a. Confirm new EAB meeting has been scheduled to close out process with Director Murphy
   b. Find time in a new meeting to discuss the transformation group with Director Murphy
   c. Get list of transformation focus items and strategic plans from Director Murphy
   d. Get in writing the new directives and policy changes the Director has put in place - Obtain from Cindy and Armando.
   e. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
6. On Hold:
a. Board to decide on video recording for meetings
Meeting Minutes – Mar 19, 2021

Present: Katina Banks, Nikki Braziel, Karen Collier, Molly Gallegos, Al Gardner, Julia Richman, Stefan Stein

Absent: Apryl Alexander, Terrance Carroll

Staff: Nicole Taylor, Community Relations Director OIM

Guests: Police Chief Paul Pazen, Director of Public Safety Murphy Robinson, Emily Lauck Public Safety Transformation

1. Call to Order by Chair Gardner at 10:02
2. Discussion with Chief Pazen
   a. Discussed significant increase in crime in the city in the past year particularly with homicide
   b. Answered questions from the group including:
      i. Multi-jurisdictional response to officer involved shooting
      ii. Response prep to OIM George Floyd protests
         1. Training and costs
         2. Working through list of actions in response to recommendations
3. Discussion with Director Robinson
   a. Discussed transformation plans and alignment with COB
      i. Director Robinson highlighted his commitment to engage COB in the work
      ii. Highlighted dashboards and tools for public accountability
4. Board Updates and New Business
   a. Discussion about hiring COB administrator
   b. Discussion about hiring for OIM
5. Meeting was adjourned at 11:45

Action Items

1. Quarterly Public Forum
2. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
3. Hire new board administrator
4. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
5. Director Murphy follow ups:
   a. Confirm new meeting has been scheduled to close out process with Director Murphy
   b. Find time in a new meeting to discuss the transformation group with Director Murphy
   c. Get list of transformation focus items and strategic plans from Director Murphy
d. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.

e. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations

6. On Hold:

  a. Board to decide on video recording for meetings
Present: Apryl Alexander, Nikki Braziel, Terrance Carroll, Karen Collier, Julia Richman, Stefan Stein

Absent: Katina Banks, Molly Gallegos, Al Gardner

Staff: Gregg Crittenden, Interim Monitor; Nicole Taylor, Community Relations Director OIM

Guests: Police Chief Paul Pazen, Director of Public Safety Murphy Robinson

1. Call to Order by Chair Gardner at 10:09
2. Board Updates and New Business
   a. Discussion about hiring for Office of the Independent Monitor (OIM)—looking for funding for a search firm
   b. Discussion about hiring Citizen Oversight Board (COB) administrator—finalizing the recruitment
   c. Discussion about making improvements to board capacity and effectiveness
3. Meeting was adjourned at 10:27 and moved into executive session

Action Items

1. Connect with city attorney on method of procuring support for board development-Confirmed under 10K
2. Continue to build out community distribution list
3. Complete Quarterly Public Forum
4. Hire new board administrator
5. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
7. Director Murphy follow ups:
   a. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
   a. Board to decide on video recording for meetings
Present: Apryl Alexander, Nikki Braziel, Terrance Carroll, Karen Collier, Molly Gallegos, Al Gardner, Julia Richman, Stefan Stein

Absent: Katina Banks

Staff: Gregg Crittenden, Interim Monitor; Nicole Taylor, Community Relations Director OIM

Guests: Emily Lauck, Director of Transformation and Policy; Mary Dulacki, Deputy Executive Director Department of Public Safety

1. Call to Order by Chair Gardner at 10:01
2. Board Updates and New Business
   a. Approved minutes
   b. Discussed hiring actions
3. Update on transformation from Department of Public Safety
   a. Discussed performance management process and dashboard
   b. Discussed current thinking/planning of the Public Safety Department including
      i. Incorporating and adopting recommendations of the OIM
      ii. Training
      iii. Discipline reporting to the public
   c. Discussed creating better pathways for the public to access data
      i. Dashboard
      ii. Consolidating all the recommendations from OIM into a single easy to navigate site
      iii. Understanding data and systems of record
   d. Discussed more inclusionary operating procedures around engaging with people carrying religious items
   e. Discussed mental health and well-being of officers
4. Meeting was adjourned at 11:01 and moved into executive session

Action Items

1. Connect with city attorney on method of procuring support for board development-Confirmed under 10K
2. Continue to build out community distribution list
3. Complete Quarterly Public Forum
4. Hire new board administrator
5. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
7. Director Murphy follow ups:
   a. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations

8. On Hold:
   a. Board to decide on video recording for meetings
1. Call to Order by Chair Gardner at 10:01
2. Board Updates and New Business
   a. Minutes from April 16th meeting were approved.
   b. Discussed search progress for new Independent Monitor
      i. Hiring committee formed including council members and city staff
      ii. Got money from city to hire search firm
      iii. Position is posted
   c. Discussed transformation and policy division
      i. Board agreed to meet monthly to learn about progress in the development of
         the transformation strategy and implementation
   d. Officer suspensions and other disciplinary actions
      i. Board discussed making public statements on disciplinary actions
      ii. Conversed on the challenges of learning about incidents after they’ve been
          communicated to the media
         1. Per our charter we are entitled to information about this as processes
            are happening
         2. Next step is another conversation with Director Robinson and Interim
            OIM to confirm process
   e. Community engagement
      i. Board discussed a need to pick back up on the development of the community
         engagement list
3. Update from Sheriff’s Office
   a. Discussed mental health of people in custody; competency restoration completed by
      office of public health
   b. Vaccines
      i. Discussed the office offering these voluntarily to people being taken into
         custody
      ii. Discussed vaccination of staff
   c. Discussed the recent Damien Lynch escape incident and disciplinary action that was not
      taken with the Deputies involved in the situation
4. Meeting was adjourned at 11:00 and moved into executive session

Action Items

1. Reengage around community list development-Julia, Molly
2. Connect with OIM and Dir. Public Safety on process for Board participating in and learning of disciplinary actions
3. Continue to build out community distribution list
4. Hire new board administrator
5. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
7. Director Murphy follow ups:
   a. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
   a. Board to decide on video recording for meetings
Citizen Oversight Board (COB)
Meeting Minutes – May 21st 2021

Present: Apryl Alexander, Karen Collier, Molly Gallegos, Julia Richman, Stefan Stein

Absent: Katina Banks, Nikki Braziel, Terrance Carroll, Al Gardner

Staff: Gregg Crittenden, Interim Monitor

Guests: NA

1. Call to Order by Member Alexander at 10:02
2. Board Updates and New Business
   a. Minutes from April 16th meeting were approved
   b. Board discussed a need to pick back up on the development of the community engagement list
3. Meeting was adjourned at 10:08 and moved into executive session

Action Items

1. Reengage around community list development-Julia, Molly
2. Connect with OIM and Dir. Public Safety on process for Board participating in and learning of disciplinary actions
3. Continue to build out community distribution list
4. Hire new board administrator
5. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
7. Director Murphy follow ups:
   a. Get in writing the new directives and policy changes the Director has put in place-Obtain from Cindy and Armando.
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
   a. Board to decide on video recording for meetings
Citizen Oversight Board (COB)
Meeting Minutes – May 21st 2021

Present: Apryl Alexander, Karen Collier, Molly Gallegos, Julia Richman, Stefan Stein

Absent: Katina Banks, Nikki Braziel, Terrance Carroll, Al Gardner

Staff: Gregg Crittenden, Interim Monitor

Guests: NA

1. Call to Order by Member Alexander at 10:02
2. Board Updates and New Business
   a. Minutes from April 16th meeting were approved
   b. Board discussed a need to pick back up on the development of the community engagement list
3. Meeting was adjourned at 10:08 and moved into executive session

Action Items

1. Reengage around community list development-Julia, Molly
2. Connect with OIM and Dir. Public Safety on process for Board participating in and learning of disciplinary actions
3. Continue to build out community distribution list
4. Hire new board administrator
5. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls
7. Director Murphy follow ups:
   a. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
   a. Board to decide on video recording for meetings
Citizen Oversight Board (COB)  
Meeting Minutes – June 18, 2021  

Present: Apryl Alexander, Katina Banks, Nikki Braziel, Karen Collier, Molly Gallegos, Al Gardner, Stefan Stein  

Absent: Terrance Carroll, Julia Richman (joined Executive Session)  

Staff: Nate Fehrmann, Deputy Monitor, Office of the Independent Monitor (OIM); Nicole Taylor, Community Relations Director OIM  

1. Call to Order by Chair Gardner at 10:02  
2. Minutes from June 7, 2021 meeting were approved  
3. Board Updates and New Business  
   a. Molly Gallegos announced that she is resigning from the COB but will continue to serve until her replacement is appointed. Chair Gardner and Vice Chair Braziel thanked and commended Ms. Gallegos for her service on the COB.  
4. Officer Elections  
   a. Motion was approved to appoint Chair Gardner to serve another term as Chair of the COB.  
   b. Motion was approved to appoint Julia Richman as Vice Chair of the COB.  
5. Next Quarterly Public Forum (QPF)  
   a. Ms. Alexander and Ms. Collier led a discussion on the scheduling and subjects of the next QPF.  
   b. QPF will likely be scheduled for the end of July. An invitation has been extended to the Murphy Robinson (Executive Director of Department of Public Safety) to attend the QPF. COB would also like Emily Lauck (Director of Transformation & Policy at the Department of Public Safety) to attend.  
   c. Topics that the COB would like addressed at the QPF include (i) Department of Public Safety’s response to the recommendations of the Task Force to Reimagine Policing and Public Safety, (ii) an update on the development of the public facing dashboard re law enforcement policies and disciplinary proceedings and other subjects, and (iii) the process for citizen complaints re law enforcement. Community members should also be given the opportunity to ask questions at the QPF.  
6. COB Administrator  
   a. Ms. Banks and Mr. Stein provided an update on the efforts to hire a full-time COB Administrator.  
   b. Kick-off meeting was held with the City recruiter supporting the hiring process. Applications for the position will close on June 21.  
   c. Meetings will be held weekly to discuss the candidates, interviews, etc., with the goal of completing the interview process by the end of July.  
7. New Independent Monitor  
   a. Chair Gardner led a discussion on the efforts to hire a new Independent Monitor.  
   b. Affion Public (executive search firm) has been engaged by the City to support the search. Affion Public will meet with members of the search committee and others to get input on the IM position.
c. Discussion ensued concerning whether Affion Public should meet with individuals other than the search committee, and if so, suggestions were made that certain additional individuals should speak with Affion Public.

8. Meeting was adjourned and moved into Executive Session

Action Items

1. Organize next QPF-Apryl, Karen, Molly
2. Reengage around community list development-Julia, Molly
3. Connect with OIM and Director of Public Safety on process for COB participating in and learning of disciplinary actions
4. Continue to build out community distribution list
5. Hire new COB Administrator
6. Information from Chief Pazen
   a. Get documentation of training standards changes in policy manual
   b. Requested information about the amount of time de-escalation training is included at the academy
7. Sheriff Follow-Ups
   a. Get training schedule for new body worn cameras
   b. Possibility of free phone calls for inmates
8. Director Murphy follow ups
   a. Obtain in writing the new directives and policy changes the Director has put in place -- obtain from Cindy and Armando
   b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
9. On Hold:
   a. COB to decide on video recordings of meetings