



DENVER
OFFICE OF THE
INDEPENDENT MONITOR

2021 Annual Report

The Office of the Independent Monitor

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

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

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1 Overview

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

The OIM’s 2021 Annual Report is presented in four chapters. Chapter 1 provides an overview of key information related to OIM operations in 2021. Chapters 2 and 3 discuss OIM monitoring of the DPD and the DSD, respectively, and summarize patterns in complaint and disciplinary trends in each department. Finally, Chapter 4 contains information about critical incidents, including officer-involved shootings and deaths during contact with DPD officers and DSD deputies that occurred in 2021.¹

Administrative Investigation and Discipline Oversight

A core OIM function is reviewing administrative investigations of misconduct complaints to ensure that they are thorough, complete, and fair to community members, officers, and deputies.² In 2021, the OIM reviewed 397 investigations of DPD complaints.³ The OIM also reviewed 230 investigations of DSD complaints. These reviews included examining a large amount of evidence, including recorded interviews, video footage, police reports, and facility records. When we identified a need for further investigation, we returned those cases with recommendations for additional work. We also reviewed 217 DPD and DSD complaints as they went through the discipline process, making recommendations on the appropriate disciplinary outcome, if any, under the departmental discipline matrices. In Chapters 2 and 3, we provide more information about complaints involving DPD officers and DSD deputies.

In 2021, the OIM continued to monitor and review complaints alleging DPD misconduct during the protests prompted by the murder of George Floyd (“George Floyd Protests” or “GFP”). The OIM will provide an analysis of these complaints after all of their investigations are closed.

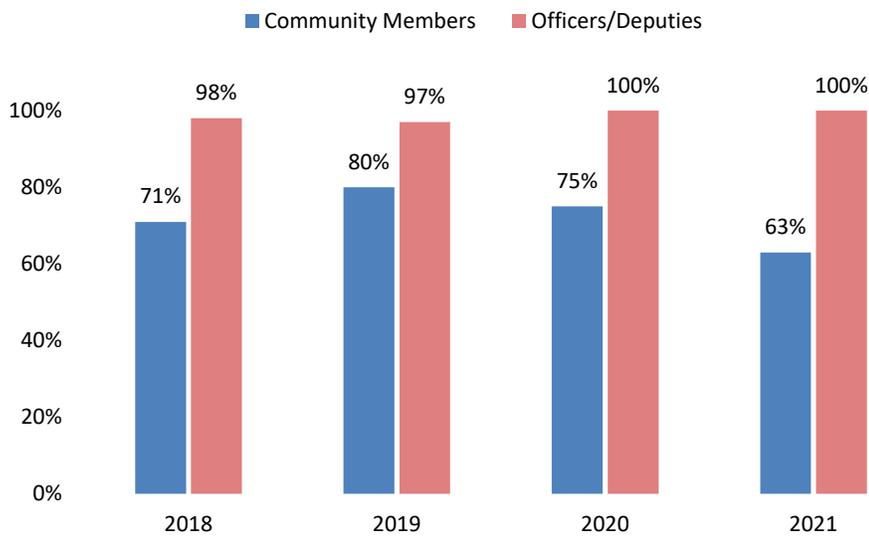
Critical Incident Investigations

Pursuant to Denver Revised Municipal Code, the OIM responds to and monitors the investigation and administrative review of every DPD and DSD officer-involved shooting that occurs within the City and County of Denver.⁴ In 2021, there were 7 officer-involved shootings and no duty-related shootings involving DSD deputies.⁵ There was 1 death of a community member during DPD contact where no officer-involved shooting occurred and 9 nonmedical deaths of community members in DSD custody.⁶ In Chapter 4, we provide information about each of the shootings and deaths and their current status in the administrative review process.

Mediation

Since 2006, the OIM has facilitated 658 mediations between community members and DPD officers, and among DSD sworn staff, including 17 completed mediations in 2021.⁷ Due, in part, to the COVID-19 pandemic and associated public health orders, the OIM facilitated fewer mediations in 2021 than it did in previous years. Among those who participated in a 2021 mediation and completed a survey, 63% of the community members and 100% of the officers/deputies reported feeling satisfied with the mediation process.⁸ Community member satisfaction dropped in 2021, and the OIM is working closely with its mediation partner, Community Mediation Concepts, to better understand the drop and to identify opportunities for improvement in 2022.

Figure 1.1: Satisfaction with Mediation Process, 2018–2021



Community and Officer Engagement

The COVID-19 pandemic and associated public health orders reduced the OIM's ability to conduct outreach. However, in 2021, OIM staff held or attended a total of 91 presentations or events. These included 65 in-person and virtual meetings with neighborhood associations, advocacy groups, and representatives of community organizations and 26 in-person and virtual events that included outreach to members of law enforcement.

The Youth Outreach Project

Since 2015, the OIM has delivered its *Bridging the Gap: Kids and Cops*TM program ("Youth Outreach Project" or "YOP") to communities throughout Denver.^{9,10} The YOP trains officers on key aspects of adolescent development and de-escalation techniques geared toward youth and educates youth about their rights and responsibilities when in contact with law enforcement. In 2021, the COVID-19 pandemic continued to impact the YOP's ability to conduct its important work, yet also provided an opportunity to think outside the box and find new ways to interact with community. The YOP is excited about upcoming partnership opportunities, including hosting a Spanish-only forum, continued implicit bias trainings with the University of Denver's Colorado Women's College, and the reengagement of the Denver Teen Empowerment Program.

2 Denver Police Department Monitoring

Introduction

The OIM is responsible for monitoring DPD investigations into complaints involving sworn personnel and for ensuring that the complaint process is accessible to all community members.¹¹ Having an accessible complaint process is critical for several reasons. First, complaints provide the DPD with information it may use to hold officers accountable when they do not live up to the DPD and community standards of conduct. Second, complaints may provide information that can be used to improve police services through the refinement of policies, procedures, and training. Third, complaints can identify points of friction between officers and the community, which can support the development of outreach and community education initiatives. Finally, an open complaint process tends to foster community confidence in the police, which enables officers to effectively perform their important public safety function.

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

Complaints Against DPD Officers

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

Community Complaints

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

Internal Complaints

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

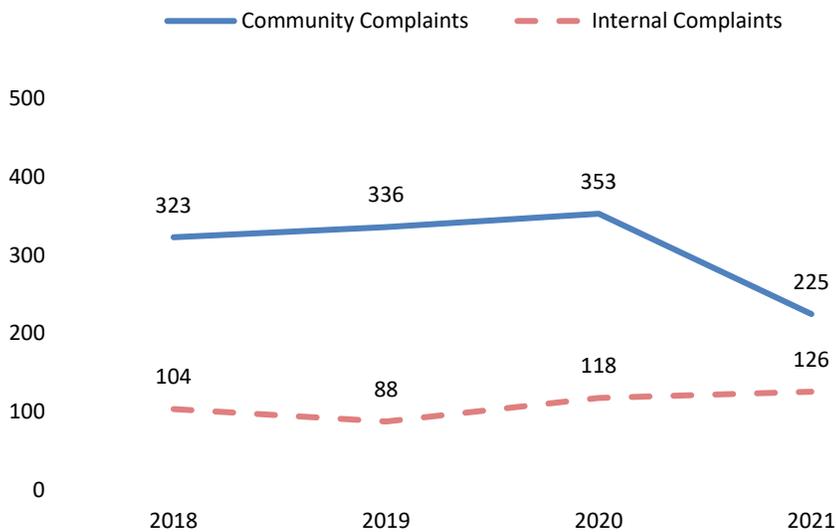
Scheduled Discipline Complaints

Scheduled discipline complaints are generally minor, such as when a DPD officer misses a court date, shooting qualification, or continuing education class.¹² Discipline for these types of minor offenses is imposed according to a specific, escalating schedule. With the exception of Body Worn Camera ("BWC") complaints, the OIM has opted not to monitor or report on these types of cases. As a result, this chapter does not report patterns in scheduled discipline.

Complaints Recorded in 2021

Figure 2.1 presents the number of complaints recorded by the DPD during 2021 and the previous three years.¹³ These numbers do not include most scheduled discipline cases, such as when a DPD officer violates a traffic law or misses a court date, but they do include complaints involving violations of the DPD’s BWC Policy. The DPD recorded 225 community complaints in 2021, a 36% decrease from 2020. Internal complaints recorded by the DPD increased by 7%, from 118 in 2020 to 126 in 2021.

Figure 2.1: Complaints Recorded, 2018–2021



As we have noted in previous reports, it is very difficult to explain fluctuations in the number of complaints filed over time. Patterns in complaints can change as the result of developments in organizational policy, practice, or training. Complaint numbers can also increase or decrease in response to a range of other factors, including, but not limited to, media coverage, changes in complaint-triage practices, and changes in the types of complaints that are recorded or not recorded. The decrease in community complaints in 2021 may be due, in part, to the COVID-19 pandemic and a reduction in pedestrian and traffic stops by the DPD. These were factors last year as well but were likely offset by an increase in complaints related to the DPD response to the GFP. The OIM will continue to monitor this trend.

Most Common Complaint Specifications

Individual complaints can include one or more specifications, which reflect the rules that a DPD officer might be disciplined for violating.¹⁴ Table 2.1 presents some of the most common complaint specifications from 2021 and the previous three years. The most common specifications recorded by the DPD in 2021 were Duty to Obey Departmental Rules and Mayoral Executive Orders and Discourtesy.

Table 2.1: Most Common Specifications, 2018–2021¹⁵

Specification	2018	2019	2020	2021
Duty to Obey Departmental Rules and Mayoral Executive Orders	28%	38%	39%	45%
Discourtesy	15%	20%	17%	14%
Inappropriate Force	17%	14%	18%	8%
Failure to Make, File, or Complete Official Required Reports	2%	4%	3%	8%
Conduct Prohibited by Law	3%	3%	3%	4%
Responsibilities to Serve Public	21%	8%	5%	4%
Conduct Prejudicial	2%	2%	2%	3%
Careless Handling of Firearms or Less Lethal Weapons	0%	0%	0%	2%
Rough or Careless Handling of City and Department Property	5%	2%	3%	2%
All Other Specifications	6%	8%	10%	10%
Total Number of Specifications	642	652	698	593

Duty to Obey Departmental Rules and Mayoral Executive Orders is a specification that covers a wide range of possible violations, including, but not limited to, unconstitutional search and seizure, improper handling of evidence and personal property, and violations of the DPD BWC Policy.¹⁶ Discourtesy is a specification used when officers are alleged to have violated a rule requiring them to “be orderly, attentive, respectful, and exercise patience and discretion in the performance of their duties.”¹⁷ The decrease in community complaints recorded in 2021 may have contributed to the results presented in Table 2.1, including the percentage increase in Duty to Obey Departmental Rules and Mayoral Executive Orders specifications and the decrease in Discourtesy and Inappropriate Force specifications.

Intake Investigations, Screening Decisions, and Outcomes

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

Decline

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

Informal

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

Service Complaint

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

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Mediation

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

Formal

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

To make disciplinary findings, the CRO examines the evidence, evaluates the appropriateness of the specifications assigned by IAB, and makes findings on each specification. There are generally four findings on formal investigations:¹⁸

- Sustained - The subject officer's actions were found to have been in violation of the DPD policy, procedure, rule, regulation, or directive in question.
- Not Sustained - There was insufficient evidence to either prove or disprove the allegation as described in the complaint.
- Unfounded - The investigation indicates that the subject officer's alleged actions relating to the DPD policy, procedure, rule, regulation, or directive in question did not occur.
- Exonerated - The investigation indicates that the alleged actions of the subject officer were within the policies, procedures, rules, regulations, and directives of the DPD.

In 2021, a total of 228 community complaints and 119 internal complaints were closed. Table 2.2 shows the outcomes of these complaints. There were clear differences in outcomes between complaints filed by community members and internal complaints filed by DPD personnel. The majority of community complaints closed in 2021 were declined after an initial intake investigation (68%),

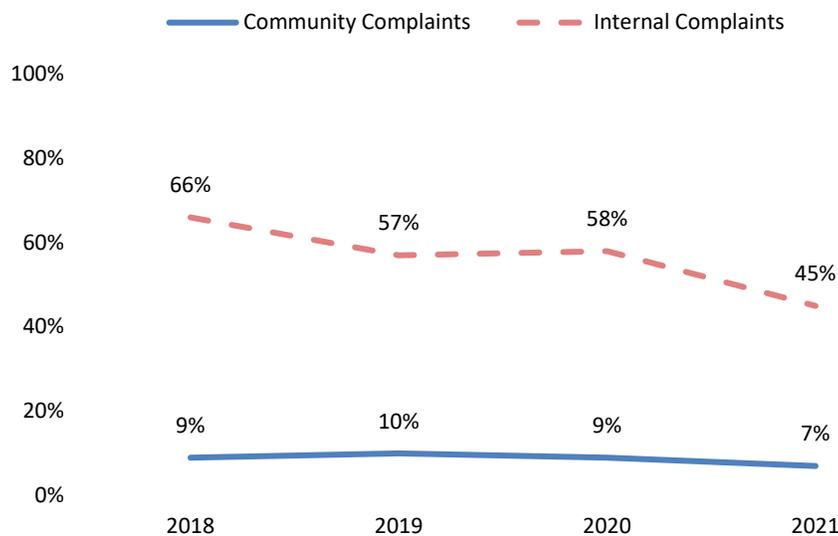
while a much smaller percentage of internal complaints were closed as declines (13%). Internal complaints were much more likely to result in a sustained finding than community complaints. Specifically, 45% of internal complaints closed in 2021 resulted in at least 1 sustained finding, while 7% of community complaints resulted in a sustained finding.

Table 2.2: Outcomes of Complaints Closed in 2021

Outcome	Community Complaints	Internal Complaints
Declined	68%	13%
Inactive/Administrative Review/Not Reviewed/Unassigned	4%	12%
Informal/Service Complaint	12%	18%
Mediation	6%	0%
Not Sustained/Exonerated/Unfounded	2%	13%
Sustained	7%	45%

Figure 2.2 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. The percentage of internal complaints with one sustained specification decreased from 58% in 2020 to 45% in 2021.

Figure 2.2: Complaints that Resulted in One or More Sustained Specifications, 2018–2021



Discipline on Sustained Cases

After the CRO makes an initial finding regarding policy or procedural violations, the OIM reviews the CRO findings. When the CRO or the OIM initially recommend that discipline be imposed, a Chief’s meeting will be held.¹⁹ At this meeting, the Chief, Independent Monitor (or his representative), representatives from IAB and the CRO, a representative from the Department of Safety (“DOS”), an Assistant City Attorney, and a number of DPD command officers discuss the case and provide input to the Chief to assist him in making his disciplinary recommendations, if any, to the DOS.

If discipline greater than a written reprimand is contemplated following the Chief’s meeting, the officer is entitled to a pre-disciplinary meeting. At this meeting, the officer can present their side of the story and any mitigating evidence to explain the alleged misconduct. After this meeting, the Chief and the Independent Monitor each make a final recommendation to the DOS, independently. The DOS provides input to the Chief as he formulates his recommendation. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.²⁰ The DOS then makes a final decision as to findings and discipline. If the officer disagrees with the discipline imposed by the DOS, the officer may file an appeal with the Civil Service Commission.

Table 2.3 reports the number of officers who retired or resigned prior to a disciplinary finding or who were disciplined for sustained specifications from 2018 through 2021.²¹ The most common forms of discipline were suspensions and written reprimands.

Table 2.3: Discipline Imposed by Year Complaint Closed, 2018–2021²²

Discipline	2018	2019	2020	2021
Termination	0	2	5	1
Resigned/Retired Prior to Discipline	5	2	9	7
Suspension	25	18	16	18
Fined Time	32	22	33	16
Written Reprimand	63	44	30	37
Oral Reprimand	26	24	28	14

Significant Disciplinary Cases Closed in 2021²³

Terminations

■ On September 7, 2020, two officers (“Officer A” and “Officer B”) responded to reports of gunfire at an apartment complex. When Officers A and B arrived, they were assisted in locating a man who had been noticeably shot in the leg and was laying on the ground in the parking lot. Officer A requested an ambulance, and Officer B placed crime scene tape around the surrounding area. Officer A began asking the man questions about himself and the shooting. The man responded to these questions by stating that he was dying and needed help. Officer A asked additional questions but did not make any attempt to look at the wound, place pressure on the wound, apply a tourniquet to the man’s leg, or provide any other medical aid. More than 10 minutes later, Denver Fire Department personnel arrived and began providing aid to the man, who ultimately died from his injuries. Officer A was terminated for failing to take adequate action or render aid to a gunshot victim. Officer B resigned before a disciplinary finding in the case.

Resignations and Retirements

■ In May 2017, an officer working in a different jurisdiction applied for a job with the DPD. He allegedly provided false information in his application documents and failed to notify the Denver Civil Service Commission that he was the subject of an active internal affairs investigation in the job he was leaving. During the DPD IAB investigation into the case, the officer also allegedly misrepresented information about the original investigation conducted by his former employer. He resigned prior to a disciplinary finding in the DPD IAB case.

■ On April 12, 2020, a corporal reported that her supervisor, a sergeant, had been making unwanted advances at work. During the investigation into the complaint, the sergeant allegedly made deceptive statements to IAB. The sergeant resigned prior to a disciplinary finding in the case.

■ On May 16, 2020, officers responded to a call and attempted to take two juveniles into custody. They resisted, and an officer kicked one of them in the head. After the arrest, the officer allegedly reviewed body-worn camera footage of the kick and discussed it with other officers. During the initial investigation into the incident, the officer denied kicking the juvenile. In a subsequent IAB interview, the officer denied that he discussed the kick with other officers or reviewed relevant BWC video. The officer resigned prior to a disciplinary finding in the case.

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- On May 30, 2020, a lieutenant working during the GFP allegedly ordered officers to fire their pepperball launchers in a manner that was possibly inconsistent with DPD policy. The lieutenant retired prior to a disciplinary finding in the case.
- On June 3, 2020, an off-duty sergeant was stopped by an officer from another jurisdiction after driving his department-issued vehicle into an area that had been closed down due to a fatal car accident. Officers from the other jurisdiction found an open container of alcohol and a loaded handgun in the vehicle. The sergeant submitted to a preliminary breath test that indicated his blood alcohol content (“BAC”) was 0.19. He was charged with Driving Under the Influence, Careless Driving, Open Container in Vehicle, and Prohibited Use of Weapons. The sergeant pled guilty to Driving Under the Influence and was sentenced to, among other things, five days of at-home detention and twelve months of supervised probation. The sergeant resigned prior to a disciplinary finding in the case.
- On September 3, 2020, an officer was involved in an incident where he allegedly slapped and dented a truck and got into an argument with the truck’s owner while working an unapproved off-duty traffic-control job. He also allegedly failed to notify a DPD supervisor of the incident and made deceptive statements during the IAB investigation. The officer retired prior to a disciplinary finding in the case.
- On January 13, 2021, officers from another jurisdiction found a DPD officer asleep in a vehicle on a public road. A DPD sergeant responded to the other jurisdiction and ordered the officer to take a breathalyzer test, and the officer allegedly refused. The officer was charged with Driving Under the Influence and Impeding Traffic. At the time, he was in possession of two loaded handguns and was also charged with Prohibited Use of Weapons. Following the incident, the sergeant requested that the officer keep IAB updated as to developments in his case. The officer allegedly failed to do so. He resigned prior to a disciplinary finding in the case.

Other Significant Cases, Including Suspensions of Ten or More Days

■ On June 21, 2019, officers responded to a disturbance call at an address previously associated with drug use and hostility toward police. Because of this, DPD records recommended four officers and a supervisor respond to future incidents at the location. While on her way to meet two other officers who had arrived at the location, an officer activated her patrol vehicle's lights, but not the siren, as she drove through a red light into an intersection. A sedan collided with the patrol vehicle in the intersection. Both vehicles were significantly damaged, and the sedan's driver suffered a fractured wrist. The officer was charged with Careless Driving but pleaded to reduced charges of Failure to Yield the Right of Way and Offenses by Persons Controlling Vehicles. According to the DOS Departmental Order of Disciplinary Action, a Chief of Police Written Command recommended an 18-day suspension for conduct prohibited by law. The DOS modified this Written Command and suspended the officer for four days.

■ On October 21, 2019, two officers ("Officer A" and "Officer B") responded to the location of a reported carjacking. Officer A arrived at the location, exited his vehicle with his gun drawn, and ordered a man who matched the carjacking suspect's description to the ground. Officer B drove to the area and exited her patrol car, leaving the car's keys and a department-issued utility rifle unsecured in the car. The man began walking toward Officer B. Officer B backed up, and Officer A holstered his gun, drew his Taser, and fired it at the man. The Taser had no effect, and the man got into Officer B's patrol car and drove away. Shortly after, other officers saw the man point the utility rifle at officers and fired their guns at him. He was struck and died as a result of the wounds. The outcome of the administrative review of the officer-involved shooting was pending during this reporting period.²⁴ Officer B was suspended for 18 days for violating the DPD's Storage and Carrying of Utility Weapons Policy when she did not store her utility rifle in either a locked rack or trunk of the patrol car.

■ On April 17, 2020, an officer working an off-duty assignment at a grocery store attempted to stop a man previously identified by security guards as someone who had possibly threatened customers. When the officer attempted to contact the man, he was walking away from the store holding a container of potato salad and saying that he was hungry. The officer ordered him to stop. The man eventually stopped, and the officer ordered him to get on the ground. The man began to run away from the officer, and the officer fired a Taser at the man's back.²⁵ The officer was suspended for four days for inappropriate force when he deployed his Taser at someone running away from him.

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■ On May 29, 2020, officers were engaged in crowd control operations during the GFP while riding along the side of a Rapid Deployment Vehicle (“RDV”). The RDV passed two men walking down the sidewalk away from the protest activity. The officers told the men to go home. In response, one of the men stated that he “didn’t do anything” and asked, “where should I go?” An officer (“Officer A”) then fired his pepperball launcher toward one of the men as the man continued to walk down the sidewalk. Shortly after this interaction, the RDV stopped and the officers got off. A woman ran past the officers as they stood by the RDV. She yelled obscenities at the officers, and Officer A fired his pepperball launcher at her. Shortly after that incident, a car drove through an intersection near where Officer A was standing, and a passenger pulled himself out of a window and yelled at officers. Officer A fired his pepperball launcher at the car three times as it continued driving away from the officers. According to the DOS Departmental Order of Disciplinary Action, a Chief of Police Written Command recommended a six-day suspension for Officer A for violating the DPD Use of Force Policy when he fired his pepperball launcher at the car in the third incident. The DOS modified this Written Command and suspended Officer A for 10 days for violating the DPD Use of Force Policy in all three incidents. He appealed, and a Hearing Officer affirmed the suspension. Officer A appealed that decision to the Denver District Court.

■ On June 1, 2020, officers responded to a disturbance during the GFP. A driver, who was stuck in traffic near the officers, rolled down her window and yelled at them for firing less-lethal munitions at a crowd. An officer walking by the car stopped and sprayed his oleoresin capsicum (“OC”) fogger, a hand-held canister that emits an OC aerosol or “pepper spray,” twice at the windshield of the driver’s vehicle. The officer was suspended for six days for using inappropriate force when he sprayed the OC fogger at the windshield of a person’s car, who was not part of the protest or resisting the officer in any way, but operating a vehicle.

■ In July 2020, a community member complained about an officer’s interactions with her 17-year-old employee. An investigation revealed that, after being told the employee’s age, the officer exchanged texts with the employee, brought her coffee and energy drinks at work, took her to lunch, and shared personal details about his marriage and dating preferences. The officer was suspended for 10 days for conduct prejudicial.

■ On October 8, 2020, officers were dispatched to the report of an assault in progress. After arriving at the location, officers placed a man in handcuffs and put him into the back of a patrol vehicle. A short time later, another officer noticed

that the man had slipped the handcuffs to the front of his body. The officer told the man to get out of the vehicle and attempted to pull him out by the handcuffs. The man headbutted the officer once, and, as he appeared to attempt to do so a second time, the officer punched the man twice in the head. The officer then grabbed the man's throat and said "[i]f you ever do that again..." but did not finish the sentence. The man made sounds indicating that his breathing was restricted. The officer removed his hand from the man's throat but grabbed it again while moving him away from the vehicle. The officer was suspended for 10 days for using inappropriate force by applying force to the man's throat and restricting his breathing.

■ On January 20, 2021, an officer drove approximately 35 to 40 minutes from his residence to work while intoxicated. Approximately two hours later, a test determined that he had a BAC of 0.208. The officer entered into a settlement agreement with the DOS, pursuant to which he was suspended for 14 days, with 7 days held in abeyance for one year on the condition that he, among other things, participate in the DPD's Resiliency program and attend support groups for alcohol abuse.

■ On January 31, 2021, an officer drove to work while intoxicated and fell asleep in his car in the parking lot. Approximately 7 hours later, a test determined that he had a BAC of 0.149. The officer entered into a settlement agreement with the DOS, pursuant to which he was suspended for 10 days, with 5 days held in abeyance for one year on the condition that he, among other things, participate in the DPD's Resiliency program and attend support groups for alcohol abuse.

■ On February 7, 2021, an officer ("Officer A") messaged another officer ("Officer B") and asked her if he could take her on a date. Officer B indicated that she did not date other police officers. Officer A responded negatively and sent her numerous text messages, included ones stating that Officer B was dumb and that she pissed him off sometimes. The next day, Officer A sent additional text messages to Officer B stating that he was going to punch her and that she "pissed off the wrong person." Officer B asked Officer A to stop texting her and blocked his number on her phone. Officer A then continued to send messages to Officer B through a social media application. According to the DOS Departmental Order of Disciplinary Action, a Chief of Police Written Command recommended a 42-day suspension for violating a DOS Equal Employment Opportunity Policy and a Workplace Violence Executive Order.

The DOS modified this Written Command, finding that there was not a preponderance of evidence that Officer A violated the Equal Employment

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Opportunity Policy and that the penalty associated with the violation of the Workplace Violence Executive Order was not appropriate. Instead, the DOS suspended Officer A, whose penalty was increased due to his disciplinary history, for seven days for violating the Workplace Violence Executive Order.

■ On February 23, 2021, a sergeant took a picture of a safety bulletin that warned officers about a particular individual's activities and criminal history. The sergeant sent the picture of the bulletin to a family member who was not a member of law enforcement. That family member then shared the picture with the individual described in the bulletin. The bulletin contained sensitive material and was not to be released to the public. The sergeant was suspended for 10 days for violating the DPD rules related to the communication of confidential information.

Appeals of Significant Discipline Imposed Prior to 2021, and Filed with or Decided by the Civil Service Commission in 2021²⁶

■ On November 19, 2019, an officer ("Officer A") observed a vehicle with a taillight out and began to follow it. Without pursuit authorization from a supervisor or activating his patrol car's lights and siren, Officer A followed the vehicle at over 80 miles per hour. Officer A contacted a second officer ("Officer B"), and Officer B also began following the vehicle without authorization, lights, or siren. During the pursuit, Officer A observed the vehicle turn into a driveway and crash into a garage door. Officers A and B arrived at the scene, and Officer A parked at the bottom of the driveway. Officers A and B approached the vehicle and realized no one was inside. Officer A reached into the vehicle to turn the engine off, at which time the vehicle reversed down the driveway, eventually striking Officer A's patrol car.

Officers A and B did not activate their BWCs during the incident and failed to complete vehicular pursuit and traffic accident reports, as required by policy. Instead, Officer A advised the resident of the home where the vehicle had crashed to file an accident report online. Officer A then generated a report indicating that he found a wrecked car on the side of the road and had the vehicle towed. Upon returning to the station, Officer A attempted to cover his vehicle's damage with white out and parked his vehicle with the damage facing a fence in an apparent attempt to avoid discovery of the damage. Officer B did not notify a supervisor about Officer A's failure to follow policy.

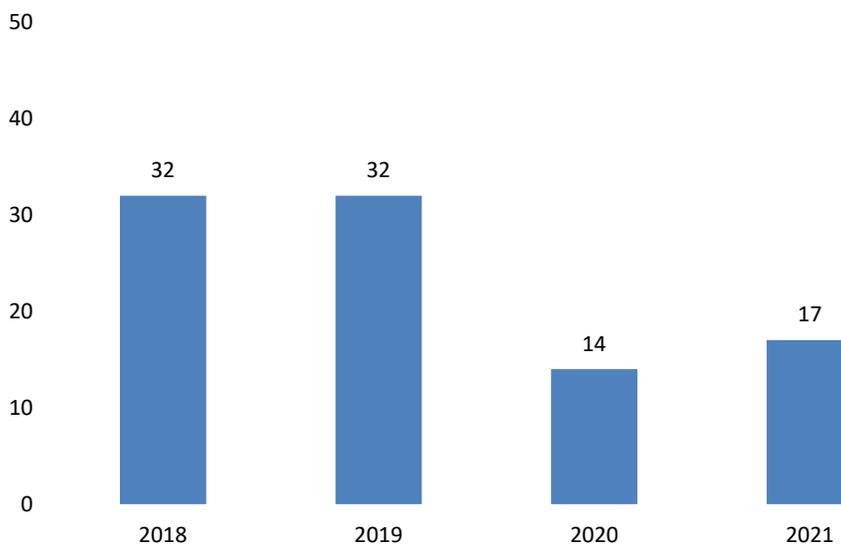
Officer A received an oral reprimand for failing to activate his BWC, was suspended for a total of seven days for violating the DPD's Pursuit Policy and failing to complete required reports, and was terminated for making misleading and inaccurate statements and conduct prejudicial. Officer A appealed, and a Hearing Officer affirmed the discipline. Officer A appealed that decision, and the Civil Service Commission affirmed it.

Officer B received an oral reprimand for failing to activate his BWC, was fined a total of 3-days' pay for violating the DPD's Pursuit Policy and failing to complete required reports, and was suspended for 22 days for violating the DPD Complaint and Discipline Procedures.

Mediation

The complaints handled by IAB and the OIM range from allegations of criminal conduct to less serious misunderstandings between community members and police officers, including alleged rudeness. Although allegations of inappropriate force or serious constitutional violations require the investment of significant investigative resources, complaints alleging discourtesy and other less serious conduct can often be resolved more effectively through mediation. Figure 2.3 presents the number of completed community-police mediations in 2021 and the previous three years. In 2020 and 2021, the number of completed officer mediations decreased from previous years, in part, because the COVID-19 pandemic and associated public health orders eliminated the possibility of in-person mediations.²⁷

Figure 2.3: Completed Community-Police Mediations, 2018–2021



Timeliness

Table 2.4 reports the mean processing time, in days, for complaints recorded by IAB in 2021 and the previous three years.²⁸ These figures exclude the number of days required for the OIM to review investigations and discipline. In 2021, the mean processing time for all IAB cases was 82 days, compared to 71 days in 2020. Complaints still open when the OIM extracted data for this report had an average age of 104 days.

Table 2.4: Mean Case Processing Times in Days for Recorded Complaints, 2018–2021

Case Type	2018	2019	2020	2021
All IAB Cases	41	39	71	82
Declined/Administrative Review/ Informal/ Service Complaint/Mediation	28	25	50	63
Full Formal Investigations	63	81	101	116

Complainant Demographics and Complaint Filing Patterns

Table 2.5 presents the demographic characteristics of the 240 community members who filed complaints against DPD officers in 2021 (note that a single complaint can be associated with multiple complainants).²⁹ The majority of complainants filed only a single complaint, while 2% filed 2 or more complaints.³⁰

Table 2.5: Complainant Demographics and Filing Patterns, 2021

Gender	Count	Percentage
Male	96	40%
Female	76	32%
Unknown	68	28%
Total	240	100%
Race	Count	Percentage
White	66	28%
Black	22	9%
Hispanic	18	8%
Unknown	134	56%
Total	240	100%
Age	Count	Percentage
18 and Under	2	1%
19 - 24	8	3%
25 - 30	22	9%
31 - 40	49	20%
41 - 50	24	10%
51+	14	6%
Unknown	121	50%
Total	240	100%
Number of Complaints Filed	Count	Percentage
One Complaint	236	98%
Two or More	4	2%
Total	240	100%

Officer Complaint Patterns

Complaints per Officer

Table 2.6 reports the number of complaints recorded against individual DPD officers from 2018 through 2021. This table includes community and internal complaints (regardless of the findings) but excludes most scheduled discipline complaints and complaints against non-sworn employees. In 2021, 77% of DPD sworn officers did not receive any complaints, 18% received 1 complaint, and approximately 5% received 2 or more complaints.

Table 2.6: Complaints per Officer by Year Recorded, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	75%	78%	77%	77%
1	20%	17%	18%	18%
2	4%	4%	3%	4%
3	1%	1%	1%	1%
4	< 1%	< 1%	< 1%	< 1%
5	< 1%	0%	0%	0%
Total Sworn Officers	1,509	1,542	1,543	1,472

Inappropriate Force Complaints per Officer

Table 2.7 shows the number of inappropriate force complaints recorded against individual DPD officers from 2018 through 2021. In 2021, about 2% of DPD officers received 1 inappropriate force complaint and less than 1% of officers received 2 or more inappropriate force complaints.

Table 2.7: Inappropriate Force Complaints per Officer by Year Recorded, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	94%	96%	96%	98%
1	5%	4%	4%	2%
2	1%	< 1%	< 1%	< 1%
3	< 1%	0%	< 1%	0%
Total Sworn Officers	1,509	1,542	1,543	1,472

Sustained Complaints per Officer

Table 2.8 reports the number of complaints with at least one sustained specification for individual officers between 2018 and 2021 grouped by the year the complaints were closed. In 2021, approximately 5% of officers had 1 sustained complaint and less than 1% had 2 or more sustained complaints.

Table 2.8: Sustained Complaints per Officer by Year Closed, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	91%	94%	94%	95%
1	8%	5%	6%	5%
2	< 1%	< 1%	< 1%	< 1%
3	0%	< 1%	0%	0%
4	0%	< 1%	0%	0%
Total Sworn Officers	1,509	1,542	1,543	1,472

Commendations and Awards

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

Table 2.9 presents the number and type of commendations awarded to DPD officers in 2021.³¹ The most common commendations recorded in 2021 were Commendatory Action Reports and STAR awards. Table 2.10 provides definitions for select commendations.

Table 2.9 Commendations Awarded to DPD Officers in 2021

Commendation Type	Count	Percentage
Commendatory Action Report	124	38%
STAR Award	52	16%
Official Commendation	43	13%
Unassigned	21	6%
Station-Level Award	16	5%
Commendatory Letter	14	4%
Lifesaving Award	13	4%
Medal of Valor	12	4%
Merit Award	7	2%
Chief's Unit Citation	5	2%
Purple Heart	5	2%
Citizen Letter	4	1%
Distinguished Service Cross	4	1%
Preservation of Life	3	1%
Community Service Award	2	1%
Citizens Appreciate Police Award	1	< 1%
Excellence in Crime Prevention	1	< 1%
Medal of Honor	1	< 1%
Total	328	100%

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Table 2.10: Commendation Types and Descriptions

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

Highlighted Commendations

Excellence in Crime Prevention Award

A lieutenant recognized a dramatic increase in incidents involving the theft of catalytic converters from vehicles and proposed an initiative to etch vehicle identification numbers onto converters. This would allow officers to link stolen converters to the vehicle from which it was stolen. The lieutenant worked with a local technology school to test the etching process and to host two events that marked over 250 vehicles. He received an Excellence in Crime Prevention Award for his personal initiative and great effort.

Lifesaving Award

Three officers (“Officer A,” “Officer B,” and “Officer C”) responded to a reported shooting at an apartment complex. Officers A, B, and C could hear screaming from inside an apartment and, when they entered, found a man with multiple gunshot wounds on the ground. Officer A began rendering aid to the man, including applying a tourniquet to his right leg. Officer B found a second gunshot victim on a bed, and Officers B and C applied a tourniquet to the man’s left thigh. Paramedics took both men to the hospital, and medical staff indicated both would have died had it not been for the actions of Officers A, B, and C. They each received a Lifesaving Award.

Official Commendation

Officers responded to a report that a child was inside a vehicle that had been stolen. The officers arrived at the scene, gathered information from the family of the stolen vehicle, and searched the area for the child. They found the vehicle abandoned by the suspect with the child safe inside. In total, eight officers received Official Commendations for demonstrating exceptional teamwork and unwavering determination.

Merit Award

A corporal led an initiative to improve response times to medical emergencies and enhance officer safety when approaching high risk calls for service. He began by collecting and cataloguing data about apartment complexes, business centers, and schools within Denver. The data included maps showing the best routes of ingress and egress, building numbers and apartment locations, and details about which school doors could be accessed by an emergency key fob. The final product was added to the DPD’s intranet and shared with the Denver Fire Department and

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Denver Health Paramedic Division. The corporal received a Merit Award for his dedication and commitment to the initiative.

Citizen Letter

A woman sent a letter to commend a sergeant for his help with her credit card hacking case. The sergeant's instructions and quick response put the woman at ease during a difficult time. The woman appreciated the sergeant's professionalism and his respectful and kind attitude in their email correspondence. She said that it meant a lot to her to know that the DPD cares for and respects its citizens.

Commendatory Action Report

A woman submitted a commendation for an officer who responded to her home after she was robbed. The officer was very patient, handled the situation very professionally, and worked beyond the end of his shift. The woman noted that the officer made a horrible, scary situation much easier and did not treat it as just another call. The officer received a Commendatory Action Report.

Commendatory Action Report

A police chief from another jurisdiction wrote a letter thanking a DPD lieutenant for assisting his department with a promotional exam. The police chief appreciated the lieutenant taking a week from his other assignments to help. Others in the department were impressed with the questions the lieutenant asked and his dedication to the assessment. The lieutenant received a Commendatory Action Report.

3 Denver Sheriff Department Monitoring

Introduction

The OIM is responsible for monitoring and reporting about patterns in DSD complaints and commendations.³² In this chapter, we review information about the DSD’s complaints, investigations, findings, discipline, and commendations.

Complaints Against DSD Deputies

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

Community Complaints

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

Inmate Complaints

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

Internal Complaints

Internal complaints are those filed by DSD employees and the Administrative Investigations Unit (“AIU”).

Complaints Recorded in 2021

Figure 3.1 reports the number of complaints recorded in the AIU records management database (“IAPro”) in 2021 and in the previous four years.³³ These numbers do not include complaints that did not result in a formal case investigated by AIU or most scheduled discipline cases, such as when DSD deputies misuse leave time or fail to participate in firearms training or qualification.³⁴ In 2021, the AIU recorded 237 total complaints against deputies, which is an 7% decrease compared to 2020.

Figure 3.1: Complaints Recorded in 2018–2021

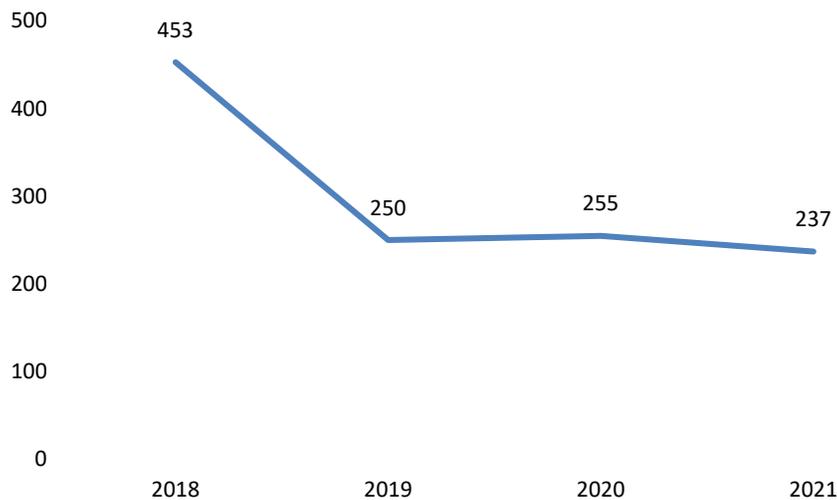
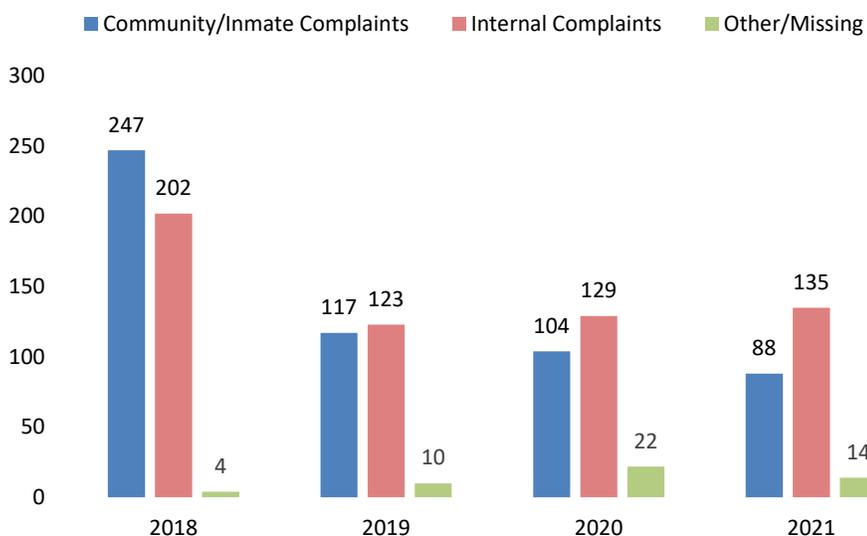


Figure 3.2 shows the number of complaints recorded against deputies by complaint type and year. The number of community/inmate complaints that were recorded in 2021 decreased by 15% when compared to 2020, and the number internal complaints increased by 5%.

Figure 3.2: Complaints Recorded by Complaint Type, 2018–2021



In March 2021, the OIM learned that AIU had been employing a triage process through which it referred certain misconduct complaints to the DSD, rather than opening them into formal cases. The complaints referred to the DSD were not entered into IAPro and instead were recorded in separate spreadsheets. In the second half of 2021, the OIM worked closely with AIU and other DOS staff to update this triage process. Going forward, AIU will enter all misconduct complaints, even those referred to the DSD, into IAPro. The OIM will continue to review and report on complaints opened into formal AIU cases and will also begin to review and report on misconduct complaints referred to the DSD.

Most Common Complaint Specifications

Individual complaints may include one or more specifications, which reflect the rules that a DSD deputy might be disciplined for violating.³⁵ Table 3.1 reports the most common specifications recorded against DSD deputies in 2021 and the previous three years. The most common specification was Disobedience of Rule, which prohibits deputies from violating “any lawful Departmental rule (including [Career Service Authority] rules), duty, procedure, policy, directive, instruction, or order (including Mayor’s Executive Order)” and covers a wide range of potential misconduct.³⁶ The second most common specification was Use of Inappropriate Force Against Persons.³⁷

Table 3.1: Most Common Specifications, 2018–2021

Specification	2018	2019	2020	2021
Disobedience of Rule	19%	21%	21%	18%
Use of Inappropriate Force Against Persons	12%	10%	15%	13%
Disobeying Lawful Order	1%	1%	1%	9%
Sexual Misconduct with a Prisoner	0%	1%	3%	7%
Unassigned	16%	12%	6%	5%
Complete Reporting	0%	0%	2%	4%
Negligent Operation of Motor Vehicle or Equipment	0%	0%	1%	3%
Discrimination, Harassment, and Retaliation	4%	2%	3%	2%
Conduct Prohibited by Law	1%	2%	3%	2%
Respect for Fellow Deputies, Employees, and Members of the Public	1%	2%	3%	2%
All Other Specifications	46%	50%	42%	34%
Total Number of Specifications	934	554	514	443

Disobeying Lawful Order specifications were more common in 2021 than in previous years. The majority of these specifications were associated with complaints about deputies refusing to work mandatory overtime. In June 2021, the DSD issued a directive that future overtime-related complaints would be handled, in part, as scheduled discipline.³⁸

Complaint Location

Table 3.2 reports the location of the incidents about which complaints were recorded in 2021 and the previous three years. The largest percentage of recorded complaints (63%) related to incidents occurring at the Van Cise-Simonet Detention Center (“DDC”). This is not unexpected since the DDC houses the greatest number of inmates in DSD custody.³⁹

Table 3.2: Location of Complaints, 2018–2021

Location	2018	2019	2020	2021
DDC	68%	66%	67%	63%
County Jail	19%	21%	15%	18%
Other Location	11%	11%	16%	16%
Missing Location	2%	1%	2%	3%

Intake Investigations, Screening Decisions, and Outcomes

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

If a complaint is opened into a formal AIU case, it is assigned to an AIU investigator.⁴⁰ In some serious cases, the OIM may actively monitor and make recommendations about the investigation. In the majority of cases, the OIM will review and make recommendations about the investigation once the AIU has completed its work. There are several common outcomes from these AIU investigations.

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Decline

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

Informal

This outcome does not necessarily indicate that the deputy engaged in misconduct, but that their conduct resulted in a debriefing to better understand the rules. These complaints can be handled as an informal.

Resolved

A complaint is considered resolved if the subject deputies resigned, retired, or were otherwise determined to be disqualified from sworn service while the investigation was pending.⁴¹ No further action was deemed necessary for these complaints.

Mediation

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

Disciplinary Review

Complaints that are not declined, mediated, or addressed in another manner are generally given to the Conduct Review Unit (“CRU”) to make an initial finding regarding whether there are any potential policy or procedural violations. To make disciplinary findings, the CRU examines the evidence, evaluates the appropriateness of the specifications assigned by the AIU, and makes recommendations on findings for each specification. There are generally four findings on formal investigations:⁴²

- Sustained - The subject deputy's actions were found by a preponderance of the evidence to have been in violation of the policy, procedure, rule, regulation, or directive in question.
- Not Sustained - There is insufficient evidence to either prove or disprove the allegation.
- Unfounded - The evidence indicates that the subject deputy's alleged actions relating to the policy, procedure, rule, regulation, or directive in question did not occur.

- Exonerated - The evidence indicates that the alleged actions of the subject deputy were within the policies, procedures, rules, regulations, and directives.

In 2021, the DOS Public Integrity Division (“PID”) closed 230 complaints. Table 3.3 reports the final disposition of those complaints and the complaints closed in the previous three years.

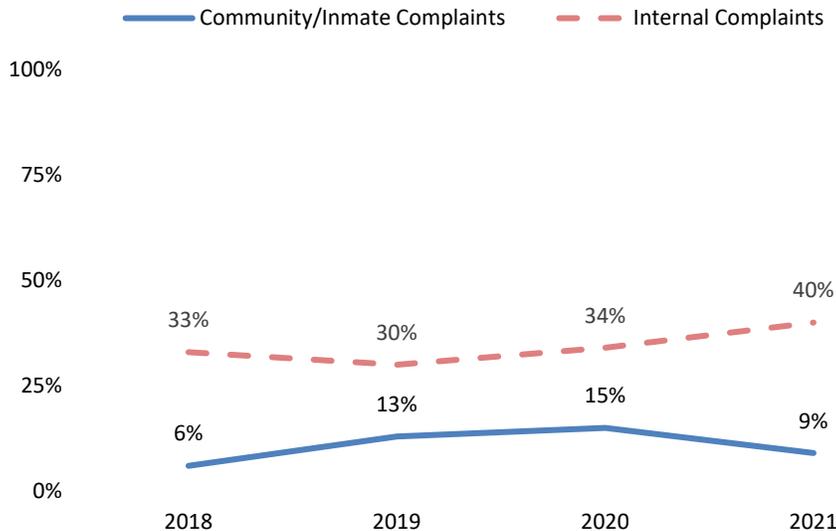
Table 3.3: Outcomes of Closed Complaints, 2018–2021⁴³

Outcome	2018	2019	2020	2021
Declined	61%	42%	44%	33%
Sustained	15%	22%	25%	28%
Not Sustained/Exonerated/Unfounded	8%	11%	13%	17%
Informal	8%	18%	11%	12%
Resolved/Not Reviewed or Finalized/ Information Only/Transferred to HR/ Unassigned	7%	6%	6%	11%
Mediation	1%	2%	1%	0%

Figure 3.3 presents the percentage of complaints with at least one sustained specification by the year complaints were closed. Internal complaints initiated by DSD employees and the AIU tend to result in sustained findings at much higher rates than complaints initiated by community members or inmates. In 2021, 40% of internal complaints had 1 or more sustained findings, compared to 9% of complaints filed by community members and inmates.

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Figure 3.3: Complaints that Resulted in One or More Sustained Specifications, 2018–2021



Discipline on Sustained Cases

After the CRU makes initial findings regarding policy or procedural violations, the OIM reviews the CRU findings. If the CRU recommends that discipline greater than a written reprimand be imposed, the deputy may have a Contemplation of Discipline Meeting. At this meeting, the deputy can present their side of the story and any mitigating evidence to explain the alleged misconduct or why discipline should not occur. The Sheriff, a DSD Deputy Chief, the Independent Monitor (or his representative), the CRU, a representative from the DOS, and an Assistant City Attorney discuss the case and provide input to the Sheriff to assist in making disciplinary recommendations, if any, to the DOS. The Sheriff and the Independent Monitor each make a final recommendation to the DOS. If the OIM disagrees with the proposed final disciplinary outcome of a case, the case is automatically forwarded to the Executive Director of Safety for review.⁴⁴ The DOS then makes a final decision as to findings and discipline. If the deputy disagrees with the discipline imposed by the DOS, the deputy may file an appeal with the Career Service Board.

Table 3.4 reports the number of deputies who retired/resigned prior to a discipline finding or who were disciplined for sustained specifications from 2018 through

2021.⁴⁵ The most common forms of discipline in 2021 were suspensions and written reprimands.

Table 3.4: Discipline Imposed by Year Complaint Closed, 2018–2021

Discipline	2018	2019	2020	2021
Termination	1	2	5	2
Resigned/Retired Prior to Discipline	7	3	6	6
Suspension	34	33	39	38
Temporary Reduction in Pay	6	0	0	0
Written Reprimand	37	59	24	24
Notice of Improvement ⁴⁶	0	0	0	8

Significant Disciplinary Cases Closed in 2021^{47, 48}

Terminations

■ On January 16, 2020, a deputy (“Deputy A”) was driving a DSD transport van containing three inmates on Interstate 25. A community member observed the van and another truck and reported to law enforcement a potential road rage incident or speeding contest based on their driving. A Colorado State Patrol aircraft located the two vehicles and recorded them driving recklessly and speeding as high as 100 miles per hour in a construction zone. Deputy A was charged with Speeding, Reckless Driving, Moving Violation in Construction Zone, Second Degree Official Misconduct, and three counts of Reckless Endangerment. During the investigation, the other deputy in the van (“Deputy B”) made deceptive statements about the incident and a prior unrelated incident when he had been stopped for speeding while driving a transport van. Deputy A ended up leaving DSD employment for an unrelated reason prior to a disciplinary finding. Deputy B was terminated for conduct prejudicial and failing to ensure the safety of persons in custody during transport when he did not intervene in Deputy A’s reckless driving and for commission of a deceptive act during the investigation into the incident.

■ On March 8, 2021, a deputy (“Deputy A”) handcuffed a man being remanded into custody behind his back. Deputy A and another deputy (“Deputy B”) escorted him out of the courtroom and into a corridor. When entering the corridor, the man turned towards Deputy A, and Deputy A pressed the man against the wall of the corridor. Deputy A then picked the man up and took him to the ground face first. The man was unable to break the fall because of the handcuffs, and Deputy

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A allowed a portion of his body weight to fall on the man during the takedown. Deputy A continued to apply pressure to the man despite his complaints that he was significantly injured. Deputy A was terminated for using inappropriate force. He appealed his termination.

Non-Medical Disqualifications

■ On May 6, 2020, a deputy was arrested and charged with two counts of Menacing following several interactions where he allegedly threatened and injured his wife. The deputy was disqualified from employment prior to a disciplinary finding.

Resignations and Retirements

■ On July 31, 2020, a deputy (“Deputy A”) attempted to search an inmate who had his hands placed on a wall. When the inmate turned, Deputy A took the inmate to ground. While the inmate was on his back, another deputy (“Deputy B”) grabbed his legs, and Deputy A placed a forearm on his throat. A third deputy (“Deputy C”) approached and began punching the inmate in the head. A fourth deputy (“Deputy D”) responded and also punched the inmate in the head. The inmate was rolled over onto his chest, and Deputy D punched him in the head again. Deputy A was suspended for four days for using inappropriate force when he applied pressure to the inmate’s throat. Deputy C resigned prior to a disciplinary finding. Deputy D was suspended for 10 days for using inappropriate force when he struck the inmate in the head, especially after the inmate had been rolled over to his chest. Deputy A appealed, and a Hearing Officer reversed the suspension. Deputy D appealed and entered into a settlement agreement with the DOS that reduced his penalty to a seven-day suspension.

■ On November 12, 2020, a deputy (“Deputy A”) was placing restraints on an inmate just outside of his cell. The inmate began threatening Deputy A. Deputy A and another deputy (“Deputy B”) returned the inmate to his cell and ordered him to lay down on the bed. The inmate refused and continued to make threats. Deputies A and B held the inmate down and removed the restraints. Deputy A exited the cell, and Deputy B began to do the same. The inmate began to lift himself off the bed. Deputy B ordered him to stop and then pushed him down onto the bed instead of leaving the cell. Deputy A reentered the cell. Deputy B began placing pressure on the inmate’s head and back. Deputy A then put pressure on the inmate’s legs. Deputies A and B held the inmate in place until he agreed to stay on the bed, released pressure from the inmate, and exited the cell.

During the incident, neither Deputies A or B nor two other deputies (“Deputy C” and “Deputy D”) who observed the incident contacted a supervisor for support. Deputy A was suspended for a total of 10 days for using inappropriate force and failing to use discretion and sound judgement in the performance of his duties. Deputy B resigned prior to disciplinary finding. Deputies C and D received written reprimands for failing to use discretion and sound judgement in the performance of their duties.

■ On November 27, 2020, a deputy (“Deputy A”) working in the Lindsey-Flannigan Courthouse conducted a preliminary search of an individual who had been remanded into DSD custody. Deputy A removed items from the individual and placed them into a property bag being held by another deputy (“Deputy B”). Deputies A and B escorted the individual to the inmate processing area, and Deputy A conducted another search and placed several additional items into a property bag. Another deputy (“Deputy C”) reviewed the contents of these property bags, including syringes and empty methadone bottles, moved them into a different property bag, and finished processing the individual’s property. Deputies A, B, and C did not remove and dispose of these items as required by policy. When the individual was released several days later, a DSD employee who was handling the property bag was stuck by one of the syringes. Deputy A was suspended for four days. He appealed, and a Hearing Officer affirmed the suspension. Deputy B retired prior to a disciplinary finding. Deputy C, whose penalty was increased due to her discipline history, entered into a settlement agreement with the DOS and was suspended for 30 days. Deputy C served a 15-day suspension and the other 15 days were held in abeyance on the condition that she not appeal her suspension and commit no other serious misconduct for 2 years.

■ A deputy had two cases alleging misconduct. In the first case, on December 15, 2020, an inmate was working through the intake process when he became upset about clothing that had been taken away from him. The deputy approached the inmate and grabbed his arm. The inmate pulled away from the deputy and hit him. The deputy grabbed the inmate around the neck. The inmate broke free of the deputy, and the deputy, with the assistance of two other deputies, took the inmate to the ground. While on the ground, the deputy struck the inmate several times on the head and neck. The deputy was suspended for 10 days for using inappropriate force.

In the second case, on February 24, 2021, a sergeant received information that the deputy had been sexually harassing multiple female employees, including asking for

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nude photos and sending unsolicited pictures of his genitals. The deputy resigned before a disciplinary finding in the case.

■ On January 18, 2021, an inmate dumped the contents of a trash can out on a housing unit shower floor. Deputies put the inmate on lockdown in his cell, restricted his time out of the cell for the next day, and cleaned up the shower floor. During the next mealtime, one of the deputies allegedly dumped the contents of a food tray in the trash and gave the empty tray to the inmate, causing the inmate to miss the meal. Following the incident, the deputy allegedly made deceptive statements to a sergeant and an AIU investigator about his actions. The deputy resigned prior to disciplinary finding in the case.

■ On March 2, 2021, a deputy was arrested in another jurisdiction for Driving Under the Influence, Careless Driving, Child Abuse, and Prohibited Use of Weapons. The deputy resigned prior to disciplinary finding in the case.

Other Significant Cases, Including Suspensions of Ten or More Days

■ On September 4, 2019 a deputy gave a nurse his phone number and asked her to contact him. Several days later, the deputy approached the nurse, kissed her on each cheek, and said, “I’m doing this because no one else is around.” He asked the nurse why she had not texted him, and she told him that she had a boyfriend. He then pressed her further by saying he did not see her wearing a ring. The deputy’s actions were unsolicited and made the nurse uncomfortable. The deputy was suspended for 10 days for violating a DSD Department Order prohibiting sexual harassment. He appealed, and a Hearing Officer affirmed the suspension.

■ On January 7, 2020, a chief filed a complaint that a deputy (“Deputy A”) had harassed and made unwanted advances towards another deputy (“Deputy B”). Deputy A had sergeants assign Deputy B to work shifts with her, sent unwanted texts and photos to Deputy B, purchased a gift card for Deputy B, and sent harassing texts to other staff who interacted with Deputy B. Deputy A also accessed documents with personal information about Deputy B and sent them to other staff. Deputy A was suspended for a total of 38 days for violating DSD rules regarding sexual harassment, access to records, and use of confidential information. Deputy A appealed the suspension and entered into a settlement agreement with the DOS, pursuant to which she was suspended for 30 days.

■ On April 30, 2020, a Denver Health employee requested an investigation into a DSD captain about inappropriate comments he had made over prior months. The captain stated, among other things, that he wanted to “pimp her out” at a

conference and that, if he were her husband, he would make her have children. The captain was suspended for a total of 14 days for violating DSD rules regarding sexual harassment and employee relationships. He appealed, and a Hearing Officer affirmed the suspension. The captain appealed that decision to the Career Service Board.

■ A deputy had two cases alleging misconduct. On June 7, 2020, the deputy ordered two inmates (“Inmate A” and “Inmate B”), who were arguing, to separate. Inmate A did so, but Inmate B continued to argue and confront Inmate A. The deputy tried to step in between Inmates A and B several times and eventually ordered Inmate B to return to his cell or be placed in handcuffs. Inmate B refused, and the deputy grabbed him by the wrist. Inmate B pulled away and raised his hand, making a fist as if he was going to punch the deputy. The deputy moved around the inmate and grabbed Inmate B around the neck area and pulled him backwards, causing him to fall on top of the deputy. The deputy was suspended 10 days for using inappropriate force when he did not call for assistance before physically engaging Inmate B and used a takedown that risked applying pressure to Inmate B’s neck. He appealed the suspension and entered into a settlement agreement with the DOS, pursuant to which he was suspended for five days.

In the second case, on October 18, 2020, the deputy ordered an inmate to exit his cell so that it could be searched for contraband. The inmate refused to exit the cell and began threatening the deputy. Because the inmate was confined to his cell, the deputy had the opportunity to contact a supervisor and develop a plan to extract him, as is required by DSD policy. Instead, the deputy entered the cell, pulled the inmate off the cell bed, placed him against the wall, handcuffed him, and escorted him from the cell. The deputy was suspended for 10 days for violating a rule requiring deputies to develop a planned course of action in such circumstances. He appealed the suspension and entered into a settlement agreement with the DOS, pursuant to which he was suspended for five days.

■ On July 6, 2020, a major witnessed a deputy preparing to work out in the gym. The deputy had not been given permission to leave his post. An investigation into the incident revealed that the deputy had left his post without authorization for more than 11 hours over the course of 8 days. The deputy was suspended for 10 days for abandoning his post. He appealed and entered into a settlement agreement with the DOS that reduced his penalty to a seven-day suspension.

■ On July 6, 2020, a deputy and sergeant opened an inmate’s cell door to talk to him about completing the jail intake process. The inmate requested a phone call. The sergeant stepped into the doorway and explained that they needed to complete

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the intake process first. The inmate walked towards the doorway, and the sergeant told him to step back. The inmate initially stepped back, but again stepped toward the sergeant at the doorway. The sergeant shoved the inmate to the ground. Then, instead of leaving and closing the cell door, the sergeant entered the cell further and shoved the inmate to the ground again as the inmate began to stand up. The sergeant was suspended for 14 days for using inappropriate force when he entered the cell and pushed the inmate a second time. He appealed, and a Hearing Officer affirmed the suspension. The sergeant appealed that decision to the Career Service Board.

■ On August 31, 2020, a deputy (“Deputy A”) ordered an inmate to exit a nurse’s office. The inmate initially refused and then exited the room. As Deputy A began escorting the inmate to a cell, he placed his hand on the inmate’s back. Another deputy (“Deputy B”) noticed the inmate leaning back against Deputy A’s hand and joined the escort. At the cell door, the inmate refused to enter the cell and continued leaning back against the deputies. Deputy B placed his hand on the inmate’s neck and shoved him into the cell. In his report about the incident, Deputy B indicated that he placed his hand on the inmate’s back and pushed him into the cell. Deputy B was suspended for a total of 10 days for using inappropriate force when he applied force to the inmate’s neck and for failing to file a complete report when he reported that he placed his hand on the inmate’s back, rather than his neck.

■ On September 2, 2020, three deputies (“Deputy A,” “Deputy B,” and “Deputy C”) were tasked with transporting 38 inmates from the DDC to the County Jail. Upon arriving at the DDC, Deputies A, B, and C learned that only 22 inmates were going to be transferred. Deputy A conducted a roll call and counted 23 total inmates in the holding cells awaiting transport. While preparing the inmates for transport in their holding cells, Deputies A, B, and C failed to properly restrain all of the inmates with leg irons and handcuffs, as is required by policy. Working in small groups of 4 to 12 inmates, Deputy C watched the inmates as they waited to board the transport bus and Deputy A secured them inside the bus. During this process, an inmate who had not been placed in leg irons hid underneath the bus. After loading the final group of inmates onto the bus, Deputy A grew concerned that the total count of inmates was off by one. Rather than verifying the count, Deputies A and C discussed the number of inmates included in each of the small groups and agreed that they totaled to 22. Deputy A began driving to the County Jail, stopped at an intersection with a red light, and saw the inmate who had hid under the bus running away. Shortly after, the DPD and DSD apprehended the inmate. Deputies A, B, and C were each suspended for two days for failing to

follow DSD transportation management procedures. They entered into settlement agreements with the DOS whereby the penalties would be held in abeyance for two years on the condition that they commit no further serious rule violations.

■ A deputy had three cases alleging misconduct. In the first case, on September 9, 2020, the deputy was working in a housing unit and twice allowed more than an hour to pass between conducting rounds. The deputy was suspended for two days for disobeying rules requiring deputies to conduct an inspection of their assigned area at least twice per hour.

In the second case, on October 21, 2020, two inmates (“Inmate A” and “Inmate B”) were involved in a verbal argument. A deputy overheard the argument, escorted Inmate A out of the housing unit, told him to calm down, and then allowed him to return. Several minutes later, the deputy entered a supply closet, and Inmate A took a mop from another inmate and struck Inmate B with it. Inmates A and B fought, and other deputies broke up the fight using OC spray. Inmates A and B were both injured during the fight. In his report about the incident, the deputy failed to include the fact that he had spoken to Inmates A and B about their argument prior to the fight, that both were injured and seen by medical staff, and that deputies deployed OC spray to break up the fight. During the investigation into the incident, it was revealed that some inmates in the housing unit were not properly dressed and that a bed sheet had been hung up on rails in the housing unit, which DSD policy prohibits. The deputy received a notice of improvement for violating a post order requiring deputies to ensure that housing units are clean and orderly, and inmates are properly dressed. He was also suspended for a total of 10 days for failing to protect prisoners from harm and filing a complete report.

In the third case, on October 22, 2020, the deputy was working in a housing unit and did not require the inmates to return to their cells before meals were served, as is required by policy. Shortly after, an inmate told the deputy that he had not received a meal because he had been on the phone. The deputy told the inmate to ask a tier porter if there were any extra meals available. The deputy and inmate started to argue, and the deputy used profanity and referred to the inmate as “homie.” The inmate was transferred to a different housing unit, and the deputy allowed the inmate’s cellmate to collect the inmate’s belongings rather than doing so himself, as is required by policy. During the investigation into the incident, it was revealed that some inmates in the housing unit were not properly dressed pursuant to policy. The deputy was suspended for a total of three days for discourtesy and for violating a post order describing requirements related to inmate meal service, property collection, and clothing.

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■ On September 15, 2020, a deputy led an orientation training for Denver Health employees who would be working with the DSD. The deputy began the training by saying he would share stories from his experience and that, if the attendees were easily offended, he was “sorry but get the fuck over it.” During the training, he made comments about “flaming homosexuals,” cracking an inmate’s head open, and the potential consequences of shooting and killing a former inmate. He also made comments that appeared to excuse the use of inappropriate force exhibited in videos shown to the attendees. The deputy was suspended for 10 days for conduct prejudicial. He appealed his suspension.

■ On September 17, 2020, a deputy (“Deputy A”) told an inmate to answer the phone on the housing unit’s desk despite rules prohibiting inmates from using such phones. The inmate answered the phone and then hung it up. A second deputy (“Deputy B”) saw the inmate answer the phone and placed the inmate in a 23-hour lockdown in his cell as punishment. Deputy A did not inform Deputy B that she had told the inmate to answer the phone and instead allowed the inmate to be locked down. Deputy A was suspended for 10 days for humiliating, cruel, or harassing treatment of prisoners. She appealed, and a Hearing Officer affirmed the suspension. Deputy A appealed that decision to the Career Service Board.

■ On September 19, 2020, two deputies (“Deputy A” and “Deputy B”) escorted an inmate, whose hands were cuffed behind his back, into an elevator. Deputy A ordered the inmate to face the back wall of the elevator. The inmate refused and began to turn to face Deputies A and B. Deputy B shoved the inmate into the back corner of the elevator, pressed his face into the wall, and held it there until the elevator door opened. Deputy B then pulled the inmate from the wall by the back of his shirt collar. Deputy B was suspended for 10 days for using inappropriate force.

Appeals of Significant Discipline Imposed Prior to 2021 and Filed With and/or Decided by the Career Service Board in 2021⁴⁹

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

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

■ On September 15, 2019, a deputy assigned to the DDC intake area left her post and went to the facility medical unit. While there, she spoke to staff and used her personal cell phone to take pictures of two deputies who had sustained injuries during incidents with inmates. It was unclear if the deputy obtained permission for leaving her post and if her post was covered during her visit to the medical unit. A major indicated that the deputy did not have authorization to take pictures of the deputies. The deputy, whose penalty was increased due to her discipline history,

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was suspended for 10 days for failing to use sound judgment and discretion in the performance of her duties. She appealed, and a Hearing Officer affirmed the suspension. The deputy appealed that decision, and it was affirmed by the Career Service Board.

■ On January 18, 2020, a deputy assigned to the DDC intake unit directed an inmate to leave a bathroom so that others could use it. When the inmate did not leave the bathroom, the deputy pulled her out by the arm. Although the inmate returned to the intake seating area, she began yelling at the deputy, and the deputy ordered her to move into a cell. The inmate complied, and, as they approached the cell, was directed to remove her jacket, shoes, and socks. The inmate removed her jacket and shoes, but then stopped, reportedly refused to remove her socks, and tried to pick up the jacket. The deputy grabbed the inmate, pushed her into the cell, and ordered her to kneel on a bench. The inmate pushed off the wall towards the deputy. Rather than restraining the inmate, the deputy grabbed the inmate around the neck, lifted her off her feet, and then slammed her onto the floor. The deputy, whose penalty was increased because of her discipline history, was suspended for 18 days for using inappropriate force.⁵⁰ She appealed, and a Hearing Officer affirmed the suspension. The deputy appealed that decision to the Career Service Board.

Timeliness

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

Table 3.5 shows mean processing times, in days, for different case types recorded in 2021 and during the previous three years.⁵¹ These figures exclude the number of days required for the OIM to review investigations and discipline. Cases recorded in 2021 were closed within an average of 80 days, compared to 76 days for cases recorded in 2020. Complaints still open at the time the OIM extracted data for this report had an average age of 102 days.

Table 3.5: Mean Case Processing Times in Days for Recorded Complaints, 2018–2021

Case Type	2018	2019	2020	2021
All Cases	107	90	76	80
Declined/Informal/Referred/Resolved/Mediation	66	53	53	50
Full Formal Investigations	172	175	103	102

Complainant Demographics and Complaint Filing Patterns

Table 3.6 presents the demographic characteristics for the 88 inmates and community members whose complaints were recorded and opened into AIU cases in 2021.⁵² Table 3.6 also reports the number of complainants with multiple complaints against DSD deputies. Most complainants filed only a single complaint (91%).⁵³

Table 3.6: Complainant Demographic and Filing Patterns, 2021

Gender	Count	Percentage
Male	56	64%
Female	26	30%
Unknown	6	7%
Total	88	100%
Race	Count	Percentage
Black	35	40%
White	25	28%
Hispanic	14	16%
Asian/Pacific Islander	1	1%
Unknown	13	15%
Total	88	100%
Age	Count	Percentage
19 - 24	6	7%
25 - 30	17	19%
31 - 40	27	31%
41 - 50	23	26%
51+	3	3%
Unknown	12	14%
Total	88	100%
Number of Complaints Filed	Count	Percentage
One Complaint	80	91%
Two or More	8	9%
Total	86	100%

Deputy Complaint Patterns

Complaints per Deputy

Table 3.7 reports the number of complaints recorded against DSD deputies from 2018 through 2021. In 2021, 67% of DSD deputies had no complaints recorded against them, 23% received 1 complaint, and 9% had 2 or more complaints.

Table 3.7: Complaints per Deputy by Year Recorded, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	53%	72%	71%	67%
1	27%	19%	20%	23%
2	11%	7%	6%	7%
3	5%	1%	2%	1%
4 or More	4%	1%	1%	1%
Total Sworn Deputies	798	749	720	640

Inappropriate Force Complaints per Deputy

Table 3.8 shows the number of inappropriate force complaints recorded against individual DSD deputies from 2018 through 2021. In 2021, 5% of DSD deputies received 1 complaint that included an inappropriate force specification.

Table 3.8: Inappropriate Force Complaints per Deputy by Year Recorded, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	89%	95%	93%	93%
1	10%	5%	5%	5%
2	2%	< 1%	1%	1%
3 or More	< 1%	< 1%	< 1%	< 1%
Total Sworn Deputies	798	749	720	640

Sustained Complaints per Deputy

Table 3.9 reports the number of complaints with at least one sustained specification for individual deputies between 2018 and 2021 grouped by the year the complaints were closed. In 2021, 90% of DSD deputies had no sustained complaints, 9% had 1 sustained complaint, and fewer than 2% had more than 1 sustained complaint.

Table 3.9: Sustained Complaints per Deputy by Year Closed, 2018–2021

Number of Complaints	2018	2019	2020	2021
0	91%	89%	92%	90%
1	8%	10%	7%	9%
2	1%	1%	1%	1%
3 or More	< 1%	0%	< 1%	<1%
Total Sworn Deputies	798	749	720	640

Commendations and Awards

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

Table 3.10 presents the number and type of commendations awarded to DSD personnel in 2021.⁵⁴ The most common commendations recorded in 2021 were Unit Citations.

Table 3.10 Commendations Awarded to DSD Deputies in 2021

Commendation Type	Count	Percentage
Unit Citation	16	38%
PRIDE Certificate of Recognition	14	33%
Lifesaving Award	7	17%
Community Service Award	4	10%
Medal of Valor	1	2%
Total	42	100%

Highlighted Commendation

- Two deputies received Lifesaving Awards for rendering aid to an inmate who attempted suicide. The deputies were able to slow the bleeding of a large cut until medical staff arrived and the inmate could be transported to the hospital.
- A deputy received a Lifesaving Award for attending to the injuries of victims of a car accident he witnessed. The deputy rendered first aid to a woman trapped in a car until other emergency personnel arrived.
- A deputy received a Community Service Award for his continued community service throughout 2020. He volunteered at many community events and was able to help raise money from DSD employees for various community causes.
- A deputy received a Medal of Valor for her swift action and bravery when attacked by an inmate while working in a housing unit. Other inmates came to the

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deputy's aid, and she promptly gained control of the housing unit before other deputies arrived to assist her.

4 Critical Incidents

Introduction and Overview

Officer-involved shootings (“OISs”) and deaths during DPD or DSD contact (collectively “critical incidents”) have a profound impact on the lives of community members, officers, deputies, and on the overall relationship between law enforcement and the community.⁵⁵ All investigations into critical incidents should be completed thoroughly and efficiently with a goal of determining whether the incidents were handled lawfully and according to departmental policy. To promote transparency in the investigation and review of critical incidents, the OIM publishes regular reports regarding the status of critical incident investigations.

Patterns in Officer-Involved Shootings

In this chapter, we summarize every shooting that either occurred in 2021 or which the DPD’s Use of Force Review Board evaluated in 2021 for adherence to DPD policy. Prior to describing each shooting, we examine patterns in the number of intentional OISs of community members by the DPD annually and key characteristics of shootings that occurred in 2021.⁵⁶

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Figure 4.1 reports the number of DPD OISs from 2017 to 2021. In 2021, there were 7 shootings involving DPD officers. Table 4.1 presents characteristics of the officers involved in the intentional OISs that occurred in 2021, and Table 4.2 contains results, locations, and characteristics of community members involved in those shootings.

Figure 4.1: DPD Intentional Officer-Involved Shootings by Year, 2017–2021

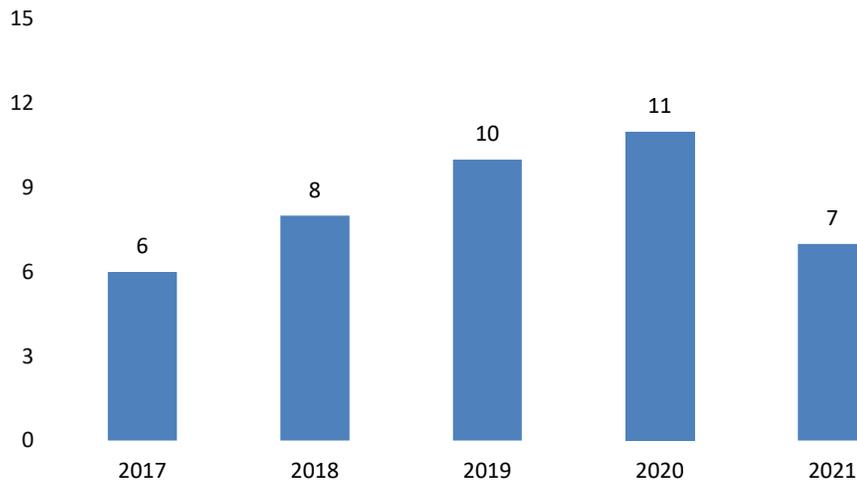


Table 4.1: 2021 Officer-Involved Shootings, DPD Officer Characteristics

Intentional Shootings	Count
Total Officer-Involved Shooting Incidents	7
Officers Involved	21
Officer Rank	Count
Officer	18
Corporal	3
Officer Years of Service	Count
0-5 years	17
6-10 years	2
11-15 years	2
16-20 years	0
21+ years	0
Officer Assignment	Count
District 1	2
District 2	6
District 3	0
District 4	12
District 5	0
District 6	1
Officer Race/Gender	Count
White Male	15
Hispanic Male	3
White Female	2
Asian Male	1

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Table 4.2: 2021 Officer-Involved Shootings, Results, Locations, and Community Member Characteristics

Intentional Shootings	Count
Total Officer-Involved Shooting Incidents	7
Community Members Involved	7
Results of Shots Fired	Count
Community Member Fatalities	5
No Community Member Injuries	2
Shooting Location	Count
District 1	2
District 2	2
District 3	0
District 4	3
District 5	0
District 6	0
Community Member Race/Gender	Count
Hispanic Male	3
Black Male	1
White Male	2
Unknown	1

Critical Incidents: Denver Police Department

Critical Incident Investigation and Review Protocol

In all critical incidents occurring in Denver, the DPD Major Crimes Unit and the Denver District Attorney's Office immediately respond to the scene to begin an investigation to determine whether any person should be held criminally liable. For OISs, a representative from the Colorado Department of Public Safety may respond as well.⁵⁷ The OIM also may respond to the scene for a walk-through and debriefing from command staff. Major Crimes detectives interview civilian witnesses and involved officers and collect video and documentary evidence. The OIM monitors interviews by video and may suggest additional questions at the conclusion of each officer interview. After the criminal investigation is complete, the administrative review process begins.

Administrative Review of Critical Incidents Involving DPD Officers

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

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

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

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

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

DPD Officer-Involved Shootings in 2021

Incident #1

On May 8, 2021, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #2

On May 14, 2021, officers responded to calls about a man who stole a car at gunpoint and shot at people in the area. Officers located the stolen car and followed it. During the pursuit, the man drove recklessly, shot at officers from the car, collided with two other vehicles, and ultimately crashed. Officers responded to the intersection where the car came to a stop. The man pointed a gun out of the car window in their direction and fired. Nine officers returned gunfire. The man was struck and died from his wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁵⁸ The administrative review into the incident was pending during this reporting period.

Incident #3

On May 19, 2021, two officers ("Officer A" and "Officer B") responded to a call of a man with a knife who was cutting himself. Before Officers A and B could approach the man, he noticed the officers and began walking toward them with a knife in his hand. Officers A and B ordered the man to stop and drop the knife, but the man continued to rapidly walk toward them. Officer A shot the man several times with her pepperball launcher. The pepperballs had little effect, and the man continued to walk towards Officers A and B. Officer B deployed his Taser, but only one of the two Taser probes hit the man and it had no effect. The man continued to walk toward Officers A and B. As he closed in on Officer B, Officer A unholstered her gun and fired at him. The man was struck and died from his wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁵⁹ The administrative review into the incident was pending during this reporting period.

Incident #4

On May 30, 2021, two officers (“Officer A” and “Officer B”) responded to a call about a man with a rifle stealing several items from a store and making a comment about shooting police. While responding to the area, Officers A and B found a man walking with a rifle slung over his shoulder. Officer A exited the patrol car with his rifle and ordered the man to drop the gun. Officer B got out of the patrol car and drew his gun. The man unslung the rifle from his shoulder and began raising it toward Officers A and B. Officers A and B fired at the man, who was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁰ The administrative review into the incident was pending during this reporting period.

Incident #5

On June 4, 2021, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

Incident #6

On June 13, 2021, DPD officers responded to the area where a person had reportedly fired a handgun at a car. Two officers (“Officer A” and “Officer B”) drove past a man who matched the description of the person with a handgun tucked into the waistband of his pants near the small of his back. They turned their patrol car around and parked facing the man. Two other officers (“Officer C” and “Officer D”) parked next to them, and all four officers exited with their guns drawn. They ordered the man to put his hands in the air and explained that he was being stopped because he was in possession of a gun. The man ignored the order to put his hands up, pulled out a bottle, and drank from it. He let the bottle fall to the ground and began reaching toward the small of his back where his gun was located. Officers A, C, and D fired their guns at the man, who was struck and died as a result of the wounds.

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The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶¹ The administrative review into the incident was pending during this reporting period.

Incident #7

On December 27, 2021, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

DPD Accidental Discharges in 2021

Incident #1

On December 23, 2021, an officer accidentally discharged his firearm. The administrative review into the incident was pending during this reporting period.

Deaths During DPD Contact in 2021

Incident #1

On January 1, 2021, an individual died of an apparent self-inflicted gunshot wound during an interaction with DPD officers. The administrative review into the incident was pending during this reporting period.

DPD Critical Incidents Closed in 2021⁶²

Closed Incident #1

On October 28, 2018, officers responded to the area of a reported shooting. They found a woman who had been shot, and she told officers that her son had shot her. Several officers established a perimeter around her home. While they were discussing who would cover the rear of the home, the son fired his gun from inside and struck an officer (“Officer A”) in the leg. Officer A fell and moved toward cover. Officer A and another officer (“Officer B”) returned gunfire toward the home. The son was not struck, and officers were later able to enter the home and arrest him without incident.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers.⁶³ The DPD’s Use of Force Review Board met on November 7, 2019 and determined the shooting to be in-policy.⁶⁴ The shooting was referred to the Tactics Review Board.

Closed Incident #2

On January 27, 2019, officers responded to an area where reports indicated that a man had fired a gun at two bicyclists. The officers learned that the man may have entered a nearby home after firing the gun. Officers entered the home to search for the man and discovered a door that led to a crawl space. An officer (“Officer A”) walked down the crawl space stairs to find the man and alerted others by yelling, “[h]e’s down here!” The man shot Officer A in the midsection, and Officer A, another officer (“Officer B”), and a sergeant fired their guns in the direction of the man. As Officer A was pulled out of the crawl space, he left his handgun on the floor outside the crawl space. He was dragged outside and then placed behind a car providing cover between officers and the front of the home. The man climbed out of the crawl space, approached the front door from inside the home, and shot another officer (“Officer C”) who was standing between the other officers and the home. Officer B, another officer (“Officer D”), and a corporal returned gunfire toward the front door of the home, and Officer C was moved behind cover. The man was not struck by any of these rounds. The Metro/SWAT Unit took control of the scene and introduced chemical agents into the home that appeared to start a fire. Officers then heard a single gunshot from inside the home and found the man with a self-inflicted gunshot wound. The man later died from the self-inflicted gunshot wound.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers.⁶⁵ The DPD’s Use of Force Review Board met on April 16, 2020 and determined the shooting to be in-policy.⁶⁶ The shooting was referred to the Tactics Review Board.

Closed Incident #3

On February 12, 2019, officers were dispatched to a house where a caller reported that her husband had “pistol whipped” and threatened to kill her. As the officers approached the house, two officers took positions near the front door, three officers (“Officer A,” “Officer B,” and “Officer C”) positioned themselves near a side door next to the driveway, and another officer (“Officer D”) positioned himself behind a vehicle parked in the driveway. Officer A knocked on the side door, and officers ordered the occupants of the house to “come out of the house” and “show your hands.” Shortly after, a woman opened the side door, and a man standing behind her looked at Officer D and ran back into the house. Officer D approached the side door and saw the man point a gun at the woman. Officer D fired his weapon at the man. Thinking that Officer D had just been shot, Officer B stepped into the

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side door and fired at the man as well. The man was wounded in the abdomen and both legs, but survived.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁷ The DPD's Use of Force Review Board met on April 16, 2020 and determined the shooting to be in-policy.⁶⁸

Closed Incident #4

On February 25, 2019, officers arrived at an apartment where a caller reported a disturbance and heard a person yelling death threats and what sounded like a round being chambered in a shotgun. The officers evacuated the neighboring apartments. A sergeant and corporal stood in a foyer with a view of the apartment door, an officer ("Officer A") positioned himself behind a ballistic shield down the hallway from the apartment, and another officer ("Officer B") stood next to him in the doorway of an adjacent apartment. The sergeant talked with the person on the telephone and asked him to come out. The person threatened to come out with a gun and shoot the officers. The person opened the door and walked into the hallway, holding a handgun. He turned and walked down the hallway toward Officers A and B. Officer A ordered the person to stop walking and drop the gun. The person continued walking toward the officers, and the sergeant yelled, "We can't let him get close. We have to shoot." Officer A, Officer B, and the corporal all fired their weapons at the person. The person was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁶⁹ The DPD's Use of Force Review Board met on April 16, 2020 and determined the shooting to be in-policy.⁷⁰

Closed Incident #5

On April 10, 2019, two officers ("Officer A" and "Officer B") identified and followed a car that had been stolen at gunpoint in another jurisdiction. Shortly afterwards, the car accelerated away, and Officers A and B pursued in their patrol vehicle until the car left the road and stopped. Two individuals got out of the car and ran away. Before Officers A and B exited their patrol vehicle, one of the individuals turned toward the patrol vehicle and fired a handgun at Officers A and B. Officer A exited the patrol vehicle and chased the individual. During the chase, Officer A fired his weapon and struck the individual in the shoulder. Officer A lost sight of the individual, and officers from the DPD and another jurisdiction set up

a perimeter. They heard a single gunshot and later found the individual in a window well in the vicinity, suffering from a self-inflicted gunshot wound. The individual later died from the self-inflicted gunshot wound.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷¹ The DPD's Use of Force Review Board met on January 27, 2021 and determined the shooting to be in-policy.

Closed Incident #6

On July 1, 2019, a Regional Transportation District ("RTD") officer responded to a disturbance on a bus. The RTD officer identified the person responsible and ordered him to show his hands. The person drew a handgun and pointed it at the RTD officer. 911 was called, and the person walked away and fired his handgun into the air. A DPD corporal and recruit officer arrived at the scene, and the corporal ordered the person to put down the gun. The person refused and appeared to try to pull the trigger while pointing the gun toward other responding officers. A short time later, the person cleared a possible malfunction in the gun, fired in the air, and lowered the gun to point it at the corporal. The corporal fired his weapon, and the person fell to the ground. While on the ground, the person appeared to reach toward the gun, and the corporal fired again. The person was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷² The DPD's Use of Force Review Board met on January 27, 2021 and determined the shooting to be in-policy.

Closed Incident #7

On July 4, 2019, DPD officers were advised that a homicide suspect was believed to be driving a car westbound on Interstate 70. The suspect drove out of the City and County of Denver while DPD officers and officers from other jurisdictions pursued him. A DPD officer caught up with the suspect and executed a pursuit intervention technique ("PIT") maneuver that disabled the suspect's car. The suspect got out of the car and ran away with a gun in his hand. The DPD officer followed the suspect on foot, while other officers, including a DPD sergeant, began arriving to the area to assist. Soon after, the DPD sergeant saw the suspect running down an embankment and fired at him. The DPD officer heard the shots and fired at the suspect as well. The DPD sergeant and officer did not strike the suspect, and he continued to flee. A sergeant from another jurisdiction drove his patrol

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vehicle into a nearby parking lot and found the suspect. The suspect pointed his gun at the sergeant, and the sergeant fired at the suspect from inside the patrol vehicle. The suspect was struck and died from the wounds.

The 1st Judicial District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷³ The DPD's Use of Force Review Board met on June 23, 2021 and determined the shooting to be in-policy.

Closed Incident #8

On July 31, 2019, an officer responded to a report of someone trying to open the door to a residence without permission. The officer attempted to talk with a person outside the residence, and when the person ran away, the officer followed and ordered him to stop. The person turned and fired at the officer. The officer drew his firearm and returned fire. The person ran away with a limp, and the officer ordered him to give up and drop his gun. The person again shot at the officer, and the officer returned fire. The person fell to the ground, jumped up, continued to run, and then shot himself in the head. The person had been shot by the officer, but an autopsy confirmed that he died from the self-inflicted gunshot wound.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁴ The DPD's Use of Force Review Board met on June 23, 2021 and determined the shooting to be in-policy.

Closed Incident #9

On August 15, 2019, an officer and a corporal completed a call for service and decided to meet at a nearby convenience store. When the officer pulled into the parking lot, he noticed a vehicle that had eluded officers several days earlier and parked his patrol car behind the vehicle. The officer approached a man putting air into one of the vehicle's tires and, after a discussion and pat-down search, began placing the man into handcuffs. A woman got out of the vehicle and began to walk away, despite the officer's commands for her to stay in the vehicle. The corporal arrived in the parking lot, and the officer told him to stop the woman. She reached into her purse, pulled out a handgun, fired at the officer and corporal, and began running away. The corporal returned fire and moved towards cover. The officer pushed the man down, took cover behind a nearby dumpster, and fired at the woman. The woman was struck and died from the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer and corporal. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁵ The DPD's Use of Force Review Board met on June 23, 2021 and determined the shooting to be in-policy.

Closed Incident #10

On August 31, 2019, officers responded to reports of a man harassing women and firing a gun into the air. A manager of a nearby restaurant pointed him out to two officers ("Officer A" and "Officer B") searching the area. Officers A and B had a short discussion with the man and collected his name and birthdate. Officer A stepped several feet away to use his radio, and the man pulled out a gun and shot at Officer B. Officer B took cover, and Officer A drew his firearm and fired at the man. The man was struck and died of the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.⁷⁶ The DPD's Use of Force Review Board met on August 26, 2021 and determined the shooting to be in-policy.

Closed Incident #11

On October 21, 2019, two officers ("Officer A" and "Officer B") responded to the location of a reported carjacking. Officer A arrived at the location, exited his vehicle with his gun drawn, and ordered a man who matched the carjacking suspect's description to the ground. Officer B drove to the area and exited her patrol car, leaving the car's keys and a department-issued utility rifle unsecured in the car. The man began walking toward Officer B. Officer B backed up, and Officer A holstered his gun, drew his Taser, and fired it at the man. The Taser had no effect, and the man got into Officer B's patrol car and drove away with the utility rifle.

The man drove through an intersection and pointed the utility rifle at two officers ("Officer C" and "Officer D") who were blocking traffic. Officers C and D pursued the man in separate patrol vehicles. Officer C drove his vehicle into the stolen patrol car. From the driver's seat of the stolen patrol car, the man pointed the rifle at officers. Officer D and two other officers who had arrived at the scene of the crash ("Officer E" and "Officer F") all fired their weapons at the man. He was struck and died as a result of the wounds.

The Denver District Attorney reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#)

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reviewing the shooting.⁷⁷ The DPD's Use of Force Review Board met on August 26, 2021 and determined the shooting to be in-policy.

As described on page 15 of this report, Officer B was suspended for 18 days for violating the DPD's Storage and Carrying of Utility Weapons Policy when she did not store her utility rifle in either a locked rack or trunk of the patrol car.

Closed Incident #12

On December 18, 2019, an off-duty detective parked an unmarked DPD vehicle at a convenience store in another jurisdiction. As he got out of the vehicle, a community member approached the detective and stated that the clerk was being robbed inside the store. The detective drew his gun and approached the store entrance. A man walked out of the store, and the detective called out to him. The man pointed a handgun at the detective. The detective and man exchanged gunfire. The detective was struck, and his handgun malfunctioned. When the detective moved behind cover to clear the malfunction, the man, who was not struck by the gunfire, got into a vehicle and drove away. The DPD's Use of Force Review Board met on August 26, 2021 and determined the shooting to be in-policy.

DPD Accidental Discharges Closed in 2021⁷⁸

Closed Incident #1

On May 2, 2019, a detective accidentally fired a round into a clearing barrel at the shooting range while attempting to reload his handgun. The Use of Force Review Board met on January 27, 2021 to review the incident and determined the accidental shooting to be out-of-policy. The detective received a written reprimand for carelessly handling his firearm.

Closed Incident #2

On June 13, 2019, an officer responded to a call related to a residential burglar alarm. The officer checked the home for open windows and doors. One of the homeowners thought the officer was an intruder and slammed a hand against a sliding glass door near the officer to scare him off. The homeowner's actions startled the officer, and the officer fired one round into the door frame near the homeowner. The Use of Force Review Board met on January 27, 2021 to review the incident and determined the accidental shooting to be out-of-policy. The officer was suspended for four days for carelessly handling his firearm.

Critical Incidents: Denver Sheriff Department

Critical Incident Investigation and Review Protocol

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

Administrative Review of Critical Incidents Involving DSD Deputies

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

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

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DSD Critical Incidents in 2021

Incident #1

On March 30, 2021, a deputy (“Deputy A”) conducted rounds in a housing unit and did not observe any issues. Approximately 30 minutes later, another deputy (“Deputy B”) conducted rounds in the same housing unit and found an inmate hanging by a bedsheet in his cell. Deputy B announced a medical emergency and requested assistance. Other deputies cut the inmate down and began chest compressions. The inmate died as a result of the incident. AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures.

Incident #2

On June 4, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #3

On June 21, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #4

On June 23, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #5

On July 7, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #6

On July 31, 2021, an inmate in an intake unit yelled at deputies and refused medication being distributed by nurses. Approximately 80 minutes later, a deputy conducted rounds, and a cellmate directed her to the inmate, who was struggling to breathe. The deputy announced a medical emergency, and the inmate was taken to Denver Health Medical Center. The inmate had concealed drugs inside his body and died of an overdose. AIU investigated the incident and declined it for further action.

Incident #7

On September 24, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #8

On November 25, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

Incident #9

On December 7, 2021, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

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Endnotes

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

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

³ The OIM also reviewed 61 DPD Internal Affairs Bureau investigations into complaints about DSD deputies.

⁴ Denver Revised Municipal Code Art. XVIII § 2-373(a).

⁵ The OIM does not generally report on incidents where an officer or deputy discharges a firearm at an animal.

⁶ The OIM does not generally report on incidents where a community member dies of natural causes.

⁷ Due to security concerns, the DSD has not historically mediated complaints filed by inmates. DSD mediations typically involve staff member complaints lodged against other staff.

⁸ Community member and officer satisfaction rates are calculated by OIM analysts based on surveys administered by Community Mediation Concepts and provided to the OIM (on file with author).

⁹ This project was supported by Grants #2014-DJ-BX-0792, #2015-MU-BX-0390, and #2016-DJ-16-013928-03-3 awarded by the Bureau of Justice Assistance. The Bureau of Justice Assistance is a component of the Office of Justice Programs, which also includes the Bureau of Justice Statistics, the National Institute of Justice, the Office of Juvenile Justice and Delinquency Prevention, and the Office for Victims of Crime. Points of view or opinions in the document are those of the author and do not represent the official position or policies of the United States Department of Justice.

¹⁰ See the OIM’s [2016 Semiannual Report](#) for more information about the development and implementation of the YOP.

¹¹ Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-374, 2-386.

¹² Scheduled discipline violations include Failure to Appear in Court, Failure to Shoot for Efficiency, Photo Radar, Safety Restraining Devices, Required Minimum Annual Continuing Education, CEP Cancellation/CEP Failure to Attend, Preventable Accidents, and Punctuality. See *DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines*, Appendix F, at 8-9 (effective Jan. 12, 2022).

¹³ The data reported in this chapter were extracted from the DPD’s Internal Affairs records management database (“IAPro”). The OIM is not an IAPro administrator and has limited control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the accuracy of the DPD’s Internal Affairs data. Finally, because the OIM is not the final arbiter of what allegations to record in IAPro and against which officers, the OIM cannot certify that the data presented (with respect to specific complaint allegations) are what they would be if the OIM were making these decisions. Since the data were drawn from dynamic, live databases, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. The figures reported in this chapter do not include complaints against DPD civilian employees or complaints that were not linked to a subject officer in IAPro. Unless otherwise noted, the data included in this chapter were

Endnotes

last retrieved from IAPro on February 4, 2022. Because of changes in coding or analysis of complaints, allegations, findings, and discipline, there may be slight discrepancies between historical data presented in this report and data presented in previous OIM reports.

¹⁴ Many reports related to police oversight and IAB processes refer to complainant allegations. In this chapter, “allegations” refer to assertions, in a complainant’s own words, of particular kinds of purported misconduct by an officer. The DPD does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks “specifications” that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which an officer might be punished, rather than the precise allegations communicated in the complaint.

¹⁵ Percentages presented in Table 2.1 and other tables and figures in this report may not sum to 100 due to rounding.

¹⁶ DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, Appendix G, at 12 (effective Jan. 12, 2022).

¹⁷ DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, Appendix G, at 16 (effective Jan. 12, 2022).

¹⁸ Formal investigations may not receive a finding in cases where an officer resigns or retires prior to the completion of the investigation or a final finding determination. Such cases fall into the “Inactive/Administrative Review/Not Reviewed/Unassigned” category in Table 2.2.

¹⁹ A Chief’s meeting may also be held in certain other cases where no discipline is recommended.

²⁰ Memorandum from Executive Director of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

²¹ Note that several cases are under appeal with the Civil Service Commission, as well as the courts. As a result, these totals are subject to revision until all appeals have been exhausted.

²² The actual number of officers who resigned or retired while an investigation or discipline was pending is higher than the total reported in Table 2.3. The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not report resignations or retirements of officers with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

Also, an additional four officers were terminated in 2021 due to a failure to comply with a Public Health Order requiring vaccination of City and County of Denver employees. Vaccine mandate cases was handled as scheduled discipline, and the OIM does not traditionally report on scheduled discipline cases.

²³ Complaints with significant discipline closed in 2021 may not be included in this section if they were summarized in the OIM’s 2020 Annual Report.

²⁴ The Denver District Attorney reviewed the officer-involved shooting and declined to file charges against the involved officers. Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 3, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/080320-OIS-Decision-Ltr-Adam-Martinez-Oct-21-2019.pdf>.

²⁵ The Taser had little effect, and the man continued to run until another officer ordered him to the ground. The man initially stopped and got down on his knees. He then stood up and began walking away. The officer who initially fired his Taser did so again, which immobilized the man and allowed officers to take him into custody.

²⁶ Summary data on appeals filed by DPD officers or by the DOS regarding DPD officers were provided to the OIM by the Civil Service Commission on January 4, 2022.

²⁷ Data on completed mediations come from Community Mediation Concepts, the organization that conducts police/community member mediations.

²⁸ DPD timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either investigative or disciplinary review and the number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date. Performance measures for the timeliness of OIM investigation reviews are discussed in the Citizen Oversight Board's Annual Reports.

²⁹ Regarding the "unknown" data category in Table 2.5, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

³⁰ DPD IAB will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant's issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

³¹ The data presented in Table 2.9 were compiled from IAPro and data shared directly by the DPD from its Commendation Board activities. The OIM combined data from both sources and removed duplicates to create a table summarizing the number of commendations and awards recorded in 2021.

³² Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-375(a).

³³ Unless otherwise noted, the data for this chapter were obtained from the PID's administrative investigation records management database ("IAPro"). The OIM is not an IAPro administrator and has no control over data entry into the database. The OIM does not conduct governmentally approved audits of the database for accuracy. As a result, the OIM is unable to certify the complete accuracy of the DSD's administrative investigation data. Finally, because the OIM is not the final arbiter of what allegations to record in IAPro and against which deputies, the OIM cannot certify that the data presented (with respect to specific complaint allegations) is what it would be if the OIM were making these decisions. Since the data were drawn from dynamic, live databases, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. The figures reported in this chapter do not include complaints against DSD civilian employees, complaints that were not linked to a subject deputy in IAPro, or complaints not investigated by AIU. The data included in this chapter were last retrieved from IAPro on February 4, 2022. Because of changes in coding or analysis of complaints, allegations, findings, and discipline, there may be slight discrepancies between historical data presented in this report and data presented in previous OIM reports.

Endnotes

³⁴ Scheduled discipline violations include Unauthorized Leave and Failure to Participate in Required Firearms Qualification/Training. See DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendices G and H (updated Oct. 1, 2021).

In 2021, cases related to the Public Health Order requiring vaccination of City and County of Denver employees were also handled as scheduled discipline. They are not included in the counts and percentages presented in this chapter.

³⁵ Many reports related to law enforcement oversight and internal-affairs processes refer to complainant allegations. In this chapter, “allegations” refer to assertions, in a complainant’s own words, of particular kinds of purported misconduct by a deputy. The AIU does not systematically track the detailed allegations made by complainants in IAPro. Instead, it tracks “specifications” that are based upon the departmental rules and disciplinary policies implicated by a complaint. Thus, a specification captures the rule under which a deputy might be punished, rather than the precise allegations communicated in the complaint.

³⁶ DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 9 (updated Oct. 1, 2021).

³⁷ DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 10 (updated Oct. 1, 2021).

³⁸ Directive from DSD Sheriff Elias Diggins to All Sworn Staff, Refusal to Work Overtime (June 11, 2021).

³⁹ DSD, *Jail Population Data* (last accessed Feb. 9, 2022), <https://www.denvergov.org/content/denvergov/en/sheriff/research-policy.html>.

⁴⁰ If a case involves allegations of criminal conduct, the investigation is conducted by the DPD’s IAB. The DPD IAB will investigate the case and present it to the District Attorney’s Office for a charging decision. If the District Attorney decides to file charges, the case will generally be retained by DPD IAB until the conclusion of any criminal proceedings. Once the criminal proceedings are concluded or if the District Attorney decides not to file charges, the case will be turned over to the PID for completion of the administrative investigation to determine if any internal procedures or policies were violated.

⁴¹ On November 23, 2021, the Department of Safety issued a directive requiring that when subjects of complaints resign before the complaints are closed, the investigations be completed and findings made.

⁴² Formal investigations may not receive a finding in cases where a deputy resigns or retires prior to the completion of the investigation or a final finding determination.

⁴³ In 2021, AIU closed 15 complaints alleging sexual misconduct as “unfounded,” even though the complaints were not reviewed by the CRU for a formal finding. In prior years, complaints such as these have been closed as declines. If these 15 complaints had been closed as declines, the 2021 percentages presented in Table 3.3 would be similar to those for prior years.

⁴⁴ Memorandum from Executive Director of Safety Murphy Robinson to Deputy Director of Safety Mary Dulacki, et al. (June 3, 2020) (on file with author).

⁴⁵ Note that several cases are under appeal with the Career Service Board and the courts. As a result, these totals are subject to revision until all appeals have been exhausted. The number of deputies

who resigned or retired while an investigation or discipline was pending is actually higher than the total reported in Table 3.4. The OIM reports only those resignations and retirements that are likely directly related to a pending investigation or pending discipline. For example, the OIM does not report resignations or retirements of deputies with pending investigations alleging misconduct that, if sustained, would result in a low-level of discipline such as a reprimand.

Also, an additional deputy was terminated in 2021 due to a failure to comply with a Public Health Order requiring vaccination of City and County of Denver employees. Cases related to the vaccine mandate were handled as scheduled discipline, and the OIM does not traditionally report on scheduled discipline cases.

⁴⁶ The DSD created notices of improvement as a possible penalty in September 2020. DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix E, at 9 (updated Sept. 1, 2020).

⁴⁷ In this section, “deputy” refers only to those personnel with the title “deputy” at the time of the incident. Sworn staff with other titles, such as “captain” or “sergeant,” are noted throughout the summaries.

⁴⁸ Complaints with significant discipline closed in 2021 may not be included in this section if they were summarized in the OIM’s [2020 Annual Report](#).

⁴⁹ Summary data on appeals filed by DSD deputies or by the DOS regarding DSD deputies were provided to the OIM by the Career Service Hearing Office on February 17, 2022.

⁵⁰ The deputy was also required to serve two additional suspended days associated with a previous case. The discipline for that case had been partially held in abeyance under the condition that the deputy not engage in other serious misconduct.

⁵¹ Timeliness figures were calculated by measuring the number of days between the date a case was received and the date a case was completed, and subtracting the total number of days the case was with the OIM for either investigative or disciplinary review, and the total number of days the case was suspended. For cases that opened in a given year but were not yet completed by the end of the year, OIM analysts used the date of data extraction as the end date. Performance measures for the timeliness of OIM investigation reviews are discussed in the Citizen Oversight Board’s Annual Reports.

⁵² Regarding the “unknown” data categories in Table 3.6, it should be noted that complainants can choose not to provide their demographic information when filing complaints.

⁵³ The AIU will sometimes combine multiple complaints made by one individual under a single case number, particularly if the complainant’s issue stems from issues of mental health or if the complainant has a significant history of filing numerous false/trivial complaints.

⁵⁴ Data on DSD commendations were provided directly by the DSD.

⁵⁵ The OIM does not generally report on incidents where a community member dies of natural causes or an officer or deputy discharges a firearm at an animal.

⁵⁶ The Denver Sheriff Department did not have any OISs during the time period under consideration.

⁵⁷ DPD Operations Manual Section 105.4(5).

Endnotes

⁵⁸ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Sept. 16, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/091621-Decision-Letter-for-Cedrick-Vick-051421.pdf>.

⁵⁹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (July 6, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/070621-Decision-Letter-for-Raul-Rosas-Zarsosa-by-Officer-Phillips-May-19-2021.pdf>.

⁶⁰ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 4, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/080421-OIS-Decision-Letter-Shannon-Wright-May-30-2021-FINAL.pdf>.

⁶¹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 4, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/080421-OIS-Decision-Letter-Duane-Manzanas-June-13-2021-FINAL.pdf>.

⁶² Critical incidents closed in 2021 may not be included in this section if they were summarized in the OIM's [2020 Annual Report](#).

⁶³ When an officer shoots and wounds or kills a person in Denver, the Denver District Attorney's Office investigates the incident and releases a decision letter on its website. *See* Denver District Attorney Beth McCann, Officer-Involved Shooting Protocol, at 1-2 (2017). The District Attorney likely did not issue a public letter about the investigation of this shooting because the involved officers did not wound or kill the suspect.

⁶⁴ The shooting was determined to be in-policy in November 2019 and was closed in March 2021.

⁶⁵ When an officer shoots and wounds or kills a person in Denver, the Denver District Attorney's Office investigates the incident and releases a decision letter on its website. *See* Denver District Attorney Beth McCann, Officer-Involved Shooting Protocol, at 1-2 (2017). The District Attorney likely did not issue a public letter about the investigation of this shooting because the involved officers did not wound or kill the suspect.

⁶⁶ The shooting was determined to be in-policy in April 2020 and was closed in March 2021.

⁶⁷ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (June 21, 2019), <https://www.denverda.org/wp-content/uploads/2019/06/Decision-Letter-for-Officer-Involved-Shooting-of-Juan-Sanchez-Jimenez-Feb-12-2019-00000002-1.pdf>.

⁶⁸ The shooting was determined to be in-policy in April 2020 and was closed in March 2021.

⁶⁹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (July 2, 2019), <https://www.denverda.org/wp-content/uploads/2019/07/070319-Decision-Letter-for-Officer-Involved-Shooting-Death-of-David-Litton-Feb-25-2019.pdf>.

⁷⁰ The shooting was determined to be in-policy in April 2020 and was closed in March 2021.

⁷¹ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 12, 2019), <https://www.denverda.org/wp-content/uploads/decision-letter/2019/Decision-Letter-for-Officer-Involved-Shooting-of-Anthony-Solano-Vasquez-April-10-2019.pdf>.

⁷² Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Dec. 17, 2019), <https://www.denverda.org/wp-content/uploads/decision-letter/2019/121719-Officer-Scott-Mattos-Decision-LTR-Re-Death-of-Christopher-Barela-1.pdf>.

⁷³ Decision Letter from 1st Judicial District Attorney Peter A. Weir to Jefferson County Sheriff Jeff Shrader and Denver Police Chief Paul Pazen (Jan. 16, 2020), <https://www.jeffco.us/DocumentCenter/View/20044/19-03-Decision-Letter-Officer-Involved-Shooting-07-04-2019>.

⁷⁴ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Jan. 6, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/010620-Decision-Letter-Officer-Involved-Shooting-Death-of-T-Johnson-July-31-2019.pdf>.

⁷⁵ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (July 20, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/072020-DA-Decision-Letter-for-Officer-Involved-Shooting-of-Jamie-Fernandez-Aug-15-2019.pdf>.

⁷⁶ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Jan. 15, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/011520-Decision-Letter-Officer-Involved-Shooting-of-Juan-Carlos-Macias-Aug-31-2019.pdf>.

⁷⁷ Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 3, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/080320-OIS-Decision-Ltr-Adam-Martinez-Oct-21-2019.pdf>.

⁷⁸ Accidental discharges closed in 2021 may not be included in this section if they were summarized in the OIM's 2020 Annual Report.

Appendix A
How to File a
Complaint/Commendation

How to File a DPD Complaint/Commendation

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

How to File a DSD Complaint/Commendation

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

Appendix B
Complaint /Commendation
Form Locations

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

City Council Offices

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

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

Other Locations:

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

Government Agencies

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

Community-Based Locations

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

Jails

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

Police Stations

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

Schools

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

Courts/Criminal Justice Locations

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



DENVER
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INDEPENDENT MONITOR

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