



**DENVER**  
OFFICE OF THE  
INDEPENDENT MONITOR

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# 2022 Semiannual Report

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# The Office of the Independent Monitor

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The Office of the Independent Monitor (“OIM”) is charged with working to ensure accountability, effectiveness, and transparency in Denver Police and Sheriff Departments’ 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 DPD and DSD 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 Denver Police Department Monitoring

## Introduction

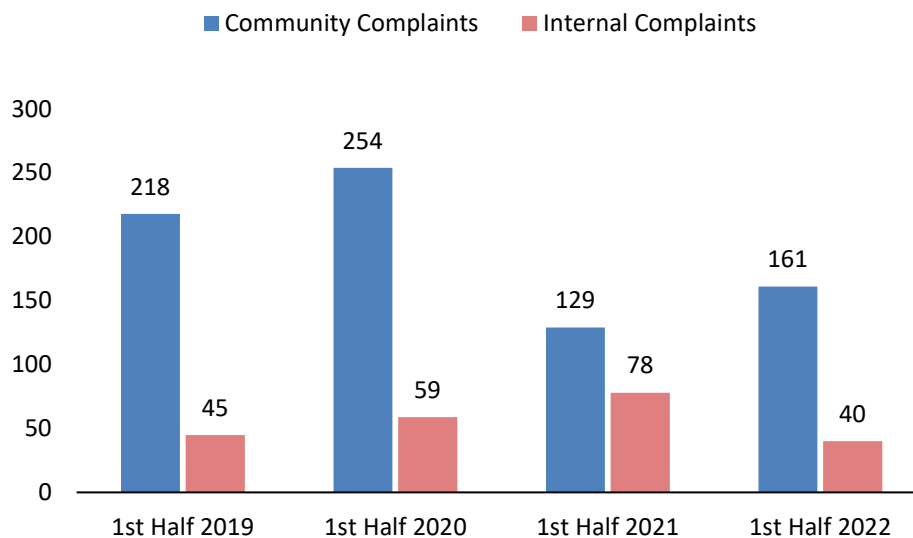
The Office of the Independent Monitor (“OIM”) is responsible for monitoring Denver Police Department (“DPD”) investigations into complaints involving sworn personnel and for ensuring that the complaint process is accessible to all community members.<sup>1</sup> Having an accessible complaint process 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 DPD and community standards of conduct. Second, complaints may provide “customer feedback” 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 education initiatives. Finally, an open complaint process fosters community confidence in the police, which enables officers to effectively perform their important public safety function.

In this chapter, we review information about the DPD’s complaints, investigations, findings, discipline, and commendations.

## Complaints Recorded in the First Half of 2022

Figure 1.1 presents the number of complaints recorded by the DPD during the first half of 2022 and the first halves of the previous three years.<sup>2</sup> 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 Body Worn Camera (“BWC”) Policy.<sup>3</sup> The DPD recorded 161 community complaints in the first half of 2022, a 25% increase from the first half of 2021. Internal complaints recorded by the DPD decreased by 49%, from 78 in the first half of 2021 to 40 in the first half of 2022.

Figure 1.1: Complaints Recorded by Complaint Type, First Halves of 2019–2022



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. Changes in community complaints over the last several years are likely due, in part, to the COVID-19 pandemic, complaints about the DPD’s response to protests prompted by the murder of George Floyd, and reductions in DPD pedestrian and traffic stops. Explanations for the decrease in internal complaints are not immediately clear, but the OIM will continue to monitor the number and source of complaints recorded by the DPD Internal Affairs Bureau (“IAB”).



## Most Common Complaint Specifications

Individual complaints can include one or more misconduct specifications, which reflect the rules that a DPD officer might be disciplined for violating. Table 1.1 presents some of the most common complaint specifications from the first half of 2022 and the first halves of the previous three years.<sup>4</sup> The most common specifications recorded by the DPD in the first half of 2022 were Duty to Obey Departmental Rules and Mayoral Executive Orders and Responsibilities to Serve Public.

*Table 1.1: Most Common Specifications, First Halves of 2019–2022*

Specification	1st Half 2019	1st Half 2020	1st Half 2021	1st Half 2022
Duty to Obey Departmental Rules and Mayoral Executive Orders	33%	33%	44%	30%
Responsibilities to Serve Public	10%	4%	3%	21%
Discourtesy	17%	17%	13%	12%
Inappropriate Force	12%	20%	6%	9%
Unassigned	11%	8%	9%	8%
Failure to Make, File, or Complete Official Required Reports	3%	2%	6%	7%
Rough or Careless Handling of City and Department Property	2%	2%	2%	3%
Conduct Prohibited by Law	3%	3%	3%	2%
Conduct Prejudicial	2%	1%	3%	1%
All Other Specifications	7%	9%	10%	7%
Total Number of Specifications	377	460	326	337

Note: Percentages may not sum to 100 due to rounding.

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’s BWC Policy.<sup>5</sup> Responsibilities to Serve Public is a specification used when officers are alleged to have violated a rule requiring them to “serve the public by direction, counsel, and in other ways that do not interfere with the discharge of their police responsibilities” and “respect the rights of individuals and perform their services with honesty, zeal, courage, discretion, fidelity, and sound judgment.”<sup>6</sup> Responsibilities to Serve Public specifications were more common in the first half of 2022 than prior years. This is

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due, in part, to an increase in recorded complaints from community members unsatisfied with officer responses to call for service.

### Complaint Screening Decisions and Outcomes

In the first half of 2022, the DPD closed a total of 143 community complaints and 44 internal complaints. Table 1.2 shows the outcomes of these complaints. The majority of community complaints closed in the first half of 2022 were declined after an initial intake investigation (55%), while a much smaller percentage of internal complaints were closed as declines (18%). Internal complaints were much more likely to result in a sustained finding than community complaints. Specifically, 59% of internal complaints closed in the first half of 2022 resulted in at least 1 sustained finding, while 14% of community complaints resulted in a sustained finding.

*Table 1.2: Outcomes of Closed Complaints, First Half of 2022*

Outcome	Community Complaints	Internal Complaints
Declined	55%	18%
Not Reviewed	0%	2%
Service Complaint	13%	0%
Mediation	5%	0%
Informal	12%	9%
Not Sustained/Exonerated/Unfounded	2%	11%
Sustained	14%	59%

Note: Percentages may not sum to 100 due to rounding.

## Significant Disciplinary Cases Closed in the First Half of 2022<sup>7</sup>

### Terminations

■ An officer had two cases alleging misconduct. In the first case, on September 27, 2020, the officer attempted to pull over a car for speeding. Before the officer caught up with the car, the driver came to a stop and ran away. When the officer found the car and the driver's seat empty, he believed that the driver had crawled into the backseat. The other passengers explained that the driver ran away and that the backseat passenger was too drunk to drive. Rather than investigate the passengers' claims, the officer arrested the backseat passenger and charged him with Driving Under the Influence ("DUI"). The officer, whose penalty was increased due to his discipline history, was suspended for 40 days for conduct prejudicial. He appealed his suspension.

In the second case, on May 28, 2021, a DPD lieutenant contacted IAB about the officer who had been seen sleeping in his patrol car after work, potentially because he had been working more hours in an off-duty capacity than policy permitted. An investigation indicated that, between January and May of 2021, the officer had regularly worked more off-duty hours than was allowed and either failed to report the off-duty jobs or reported working fewer hours to deceive his supervisor. The investigation also revealed that the officer had been paid by the DPD for at least two hours of work when he was actually working an off-duty job, which amounted to theft. The officer, whose penalty was increased due to his discipline history, was suspended for 30 days for conduct prohibited by law and terminated for conduct prejudicial. He appealed his termination.

### Resignations and Retirements

■ On September 1, 2021, an officer drove while intoxicated, got into an argument with his wife, and assaulted her. He pled guilty to second-degree assault and received a two-year deferred judgement. The officer resigned prior to a disciplinary finding in the case.

### Other Significant Cases, Including Suspensions of Ten or More Days

■ On May 28, 2020, an officer was engaged in crowd control operations during the protests prompted by the murder of George Floyd. The officer was standing at an intersection in front of a group of protestors. After a firework exploded in the street behind him, the officer lifted his oleoresin capsicum ("OC") spray, said, "I'm

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going to fog this motherfucker,” and sprayed a protestor in the face. The protestor was not throwing objects or acting aggressively, and the officer had not ordered the protestor to leave the area before deploying the OC spray. A short time later, the officer again deployed his OC spray at protestors without any apparent provocation. The officer was suspended for six days for violating the DPD Use of Force Policy when he deployed OC spray on two occasions without a justifiable need.

■ In 2020, an officer sent several text messages to a sergeant’s personal phone to complain about his assignment and the work of other officers. The sergeant asked the officer to stop, and when he did not, the officer was issued a written order directing him not to text supervisors about non-emergency issues while off duty. On April 25, 2021, the officer, while off duty, again texted the sergeant to complain about his assignment. During an investigation, the officer admitted that he was drinking when he sent the text message and that his alcohol consumption may have been a factor in his decision to send the message. The officer entered a settlement agreement with the Department of Safety (“DOS”), pursuant to which he was suspended for a total of 10 days, with 5 days held in abeyance for one year, on the condition that he, among other things, commit no sustained rule violations involving the use of alcohol.

■ An officer (“Officer A”) had two cases alleging misconduct. In the first case, on February 2, 2021, Officer A was driving a patrol car with another officer (“Officer B”) sitting in the passenger seat. They tried to stop a vehicle that was missing a rear license plate, but the vehicle drove off. Officers A and B pursued the vehicle from Denver to a neighboring jurisdiction and reached speeds of more than 90 miles an hour. The vehicle eventually came to a stop, the driver got out, and Officers A and B attempted to block the vehicle from moving again. The driver then returned to the vehicle, drove into two parked cars, and nearly struck another officer who had arrived at the incident. Throughout the pursuit, Officers A and B did not notify dispatch or a supervisor and failed to activate their BWCs. Officer A was fined 6 days’ pay and Officer B was fined 2 days’ pay for violating the DPD’s Pursuit Policy when they engaged in a pursuit when there was no compelling need. They also received written reprimands for entering another jurisdiction and oral reprimands for failing to activate their BWCs during the pursuit.

In the second case, on March 7, 2021, Officer A was blocking a highway on-ramp, because of a serious accident. Two vehicles attempted to drive around the roadblock. When the officer drove his vehicle away from the roadblock to stop the first car, he collided with the second. After he collided with the second car, he insisted the other driver was at fault and shouted at her. He also served a citation

to the other driver rather than allowing two other officers (“Officer C” and “Officer D”) who arrived on the scene to do so. Officers A, C, and D also failed to immediately notify a supervisor about the accident, pursuant to policy. Officer A was suspended for 10 days for conduct prejudicial. Officer A appealed his suspension. Officers C and D received written reprimands for violating the DPD’s Traffic Accident Investigation Policy when they failed to request a supervisor’s response to the scene.

■ On February 21, 2021, a corporal and two officers responded to a domestic violence call where a woman reported that her boyfriend fired a gun inside the apartment. After speaking with the woman, they allowed her to leave the scene without obtaining a written statement, despite a policy requiring officers obtain one from victims of domestic violence incidents. The corporal and officers searched the apartment and spoke with the boyfriend, who was intoxicated. The boyfriend had a box of ammunition in his pocket and two guns. There was also ammunition scattered within the apartment. The corporal and officers determined that he had not fired a gun and transported him to a detox center. At different times, the corporal and officers all entered the bathroom, failing to see a small bullet hole that was visible on the wall. The following day, the woman returned to the apartment to retrieve her belongings, saw the bullet hole in the bathroom, and contacted the DPD again. Other DPD officers returned to the apartment and collected the relevant evidence, but the Denver District Attorney declined to file charges against the boyfriend, in part, because of how the corporal and officers initially handled the incident. The officers were each suspended for 10 days for conduct prejudicial. Because he was the senior officer on the scene of the incident, the corporal was suspended for 14 days for conduct prejudicial. The corporal and officers appealed their suspensions.

■ On March 25, 2021, officers stopped a car in a parking lot as part of a homicide investigation. One of the officers (“Officer A”) learned that the passenger was known to carry firearms and had been flagged by another jurisdiction as possibly connected to an attempted murder case. Officer A contacted the other jurisdiction to respond to the parking lot. Officer A did not relay information about the passenger being known to carry firearms to another officer (“Officer B”) who was watching the passenger. When he got out of the car, Officer A checked the passenger’s pockets for anything illegal, and Officer B checked one side of his waistband but not the other. Approximately 30 minutes later, officers from the other jurisdiction arrived, and the passenger whispered to Officer A to check his waistband. Officer A reached into the person’s waistband and pulled out a loaded handgun. Officer A was suspended for 10 days and Officer B was suspended for 4

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days for violating the DPD's General Arrest Procedures Policy when they failed to conduct a thorough pat down of the passenger.

### 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. Table 1.3 presents the number and type of commendations awarded to DPD officers in the first half of 2022. The most common commendations recorded in the first half of 2022 were Commendatory Action Reports and Official Commendations. Table 1.4 provides definitions for select commendations.

*Table 1.3 DPD Commendations and Awards, First Half of 2022*

Commendation Type	Count	Percentage
Commendatory Action Report	59	44%
Official Commendation	45	34%
Unassigned	9	7%
Merit Award	6	4%
STAR Award	6	4%
Life Saving Award	4	3%
Commendatory Letter	3	2%
Community Service Award	2	1%
Total	134	100%

Note: Percentages may not sum to 100 due to rounding.

Table 1.4: Select 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 his or her 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 his or her 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 his or her 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 his or her 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**

### **Merit Award**

■ During the summer of 2021, a detective received a tip regarding a person potentially involved with manufacturing illegal narcotics and identity theft. The detective conducted extensive surveillance for several weeks and collected enough information to obtain a search warrant. During the search of the apartment, the detective found the dismantled components of a methamphetamine lab and documents related to unauthorized credit accounts and stolen identities. The detective was able to reach out to numerous victims across the country that were unaware that their identities had been compromised. A federal grand jury indicted the person on multiple counts related to illegal narcotics and identity theft. The detective was awarded a Merit Award for his extensive investigative efforts.

### **Commendatory Action Letter**

■ On February 14, 2022, a woman from out of state reported that her son texted her saying he was going to take his life. An officer went to her son's apartment and worked with the Denver Fire Department ("DFD") to get him to a hospital. The officer called the woman several times to provide updates and visited her son in the hospital. The woman said that her son survived due to the officer's actions. The officer received a Commendatory Action Report.

### **Lifesaving Award**

■ On October 18, 2021, a corporal responded to the rooftop of a parking structure where a young woman made verbal indications that she intended to jump. The corporal asked her to come down from the ledge. An officer arrived a short time later and attempted to establish a rapport with the woman. Although they were unsuccessful in convincing the woman to climb down from the ledge, the corporal and officer were able to pull the woman off the ledge to safety. The woman was placed into protective custody without further incident. The corporal and the officer received Lifesaving Awards.

### **Community Service Award**

■ On December 20, 2021, two officers responded to a young man's call of a stolen bicycle. The officers were not able to recover the bicycle or locate the person who stole it, but they purchased a new bicycle for the young man using their own money. The officers received Community Service Awards for their thoughtfulness and for raising the spirits of a young man and his family.



### Official Commendation

■ On May 29, 2022, community members flagged down officers after a man collapsed outside the front door of a store. The officers found the man on the ground, who was blue, unresponsive, and bleeding from a head injury due to the fall. After discovering the man was not breathing, one of the officers initiated cardiopulmonary resuscitation (“CPR”) and continued chest compressions until the DFD arrived. The man was transported to the hospital after 12 minutes of CPR at the scene. The man survived the medical emergency, and the officer was awarded an Official Commendation for his prompt emergency efforts that saved the man’s life.

## **Chapter 1 :: DPD Monitoring**

# 2 Denver Sheriff Department Monitoring

## Introduction

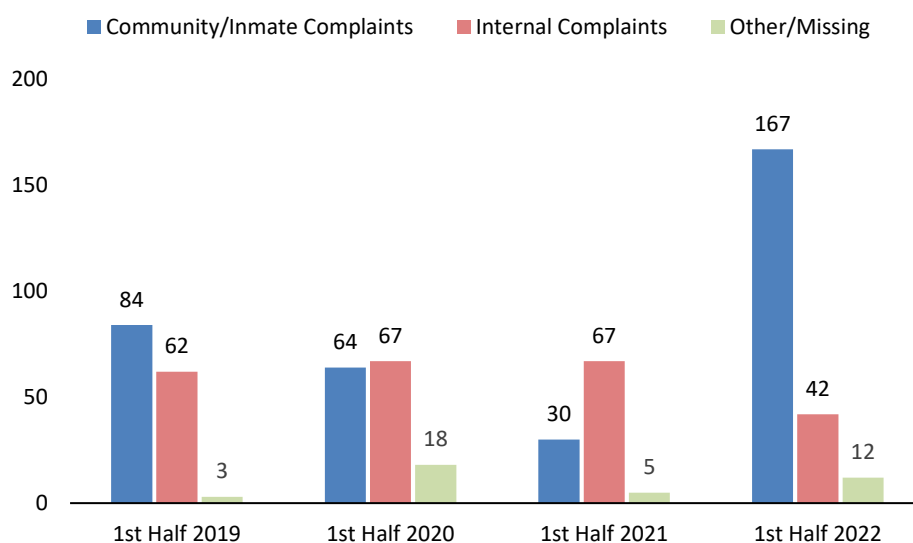
The OIM is responsible for monitoring and reporting on patterns in Denver Sheriff Department (“DSD”) complaints and commendations.<sup>8</sup> In this chapter, we review information about the DSD’s complaints, investigations, findings, discipline, and commendations.

## Complaints Recorded in the First Half of 2022

Figure 2.1 reports the number of complaints recorded in the Department of Safety Administrative Investigations Unit (“AIU”) records management database in the first half of 2022 and the first halves of the previous three years.<sup>9</sup> These numbers do not include most scheduled discipline cases, such as when DSD deputies misuse leave time or fail to participate in firearms training or qualification.<sup>10</sup> AIU recorded 167 community and inmate complaints in the first half of 2022, more than 5 times as many as were recorded in the first half of 2021. Internal complaints recorded by AIU decreased by 37%, from 67 in the first half of 2021 to 42 in the first half of 2022.

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Figure 2.1: Complaints Recorded by Complaint Type, First Halves of 2019–2022



The increase in community and inmate complaints is driven, in part, by updates to AIU’s approach to complaint triage. 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. As a result, these misconduct complaints were not included in the data presented in previous OIM reports.

In the second half of 2021, the OIM worked closely with AIU and other DOS staff to update this triage process. In the first half of 2022, AIU recorded all complaints, even those referred to the DSD, into IAPro. OIM staff reviewed the complaints referred to the DSD and identified those that alleged deputy misconduct. These misconduct complaints referred to the DSD, which were generally filed by community members and inmates, are included in Figure 2.1 and throughout the rest of this chapter.

### 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.<sup>11</sup> Table 2.1 reports the most common specifications recorded against DSD deputies in the first half of 2022 and the first halves of the previous three years. The most common specification was “unassigned.” Because AIU does not currently enter a specification for

complaints it refers to the DSD, 42% of the specifications associated with complaints recorded in the first half of 2022 were “unassigned” at the time the OIM extracted data for this report.

*Table 2.1: Most Common Specifications, First Halves of 2019–2022*

Specification	1st Half 2019	1st Half 2020	1st Half 2021	1st Half 2022
Unassigned	19%	17%	15%	42%
Sexual Misconduct with a Prisoner	0%	3%	14%	12%
Inappropriate Force on a Person	11%	11%	5%	11%
Disobedience of Rule	13%	12%	10%	7%
Discourtesy	3%	2%	3%	6%
Humiliating, Cruel, or Harassing Treatment of Prisoners	1%	3%	1%	3%
Performance of Duties	1%	1%	0%	3%
Conduct Prohibited by Law	1%	5%	4%	2%
Discrimination, Harassment, and Retaliation	1%	1%	5%	2%
Negligent Operation of Motor Vehicle or Equipment	1%	3%	6%	2%
All Other Specifications	50%	42%	39%	11%
<b>Total Number of Specifications</b>	<b>149</b>	<b>149</b>	<b>102</b>	<b>221</b>

Note: Percentages may not sum to 100 due to rounding.

The second most common specification was Sexual Misconduct with a Prisoner.<sup>12</sup> This specification was more common in the first halves of 2021 and 2022 than in previous years. This increase appears to be driven, in part, by a procedural change, rather than an actual increase in complaints alleging sexual misconduct. In previous years, the DSD and AIU were more likely to use the general Sexual Misconduct specification than they were to use the Sexual Misconduct with a Prisoner specification.<sup>13</sup> Overall, however, the combined percentage of specifications related to sexual misconduct was not substantially larger in the first halves of 2021 and 2022 than in prior years.

## Complaint Screening Decisions and Outcomes

In the first half of 2022, AIU closed a total of 189 complaints. Table 2.2 reports the final disposition of the complaints filed by community members and inmates and internal complaints filed by AIU and DSD employees.<sup>14</sup> The majority of community/inmate complaints closed in the first half of 2022 were declined after an initial intake investigation (84%), while a much smaller percentage of internal complaints were closed as declines (19%).<sup>15</sup> Internal complaints were much more likely to result in a sustained finding than community/inmate complaints. Specifically, 52% of internal complaints closed in the first half of 2022 resulted in at least 1 sustained finding, while 7% of community/inmate complaints resulted in a sustained finding.

*Table 2.2: Outcomes of Closed Complaints, First Half of 2022*

Outcome	Community/Inmate Complaints	Internal Complaints
Declined	84%	19%
Resolved/Transferred to HR	1%	3%
Mediation	1%	0%
Informal	3%	10%
Not Sustained/Exonerated/Unfounded	4%	16%
Sustained	7%	52%

Note: Percentages may not sum to 100 due to rounding.

## Significant Disciplinary Cases Closed in the First Half of 2022<sup>16</sup>

### Terminations

■ On July 30, 2021, a deputy who was transporting an inmate scraped a van's side panel against a pillar in the DDC parking garage, leaving several large scratches. She stopped the van, finished parking, and examined the side panel. After escorting the inmate into the DDC intake area, the deputy backed the van out of its parking spot, struck the driver's side mirror against the pillar, abruptly stopped, and drove out of the parking garage. She did not file a report or tell her supervisor about the damage to the van. During the investigation into the incident, the deputy claimed to have no knowledge that she caused the damage. The deputy was suspended for a total of four days for negligent operation of a motor vehicle and failing to report damage of city property and was terminated for commission of a deceptive act. The deputy appealed and entered into a settlement agreement with the DOS that reduced her penalty to a 90-day suspension.

■ On August 6, 2021, AIU received a complaint alleging that a deputy was bringing drugs and cell phones into the jail. During an investigation into the allegation, AIU discovered that, on at least two separate occasions, a deputy allowed two inmates to have food delivered from outside the jail. The deputy exchanged text messages with a family member of one of the inmates prior to the deliveries and gave the contents of the deliveries to the two inmates. The second delivery contained drugs, and another inmate in the housing unit used the drugs and attempted suicide. The investigation also revealed that the deputy had extended additional privileges to the two inmates and had contact with the family member after the second delivery about potential employment opportunities. The deputy was terminated for prohibited associations, favors, and transactions; failing to prevent the introduction of contraband to the jail; and conduct prejudicial. The deputy appealed and entered into a settlement with the DOS that allowed the deputy to resign in lieu of termination.

### Other Significant Cases, Including Suspensions of Ten or More Days

■ On April 10, 2021, an off-duty deputy used his DSD badge to enter a hospital through an entry that was not open to the public. The deputy was not in uniform and carried a firearm. He demanded to speak with his son-in-law, who was a security officer working in the hospital, in order to obtain a key that the son-in-law had to his home. The deputy used profanity when discussing his son-in-law and,

## Chapter 2 :: DSD Monitoring

when asked for his name, refused to provide it. The deputy was suspended for 10 days for conduct prejudicial.

■ On April 26, 2021, a deputy drove a motorcycle while intoxicated and was injured in an accident. A test determined that his blood alcohol content was 0.271. The deputy did not report to the DSD or AIU that he was under investigation for DUI until approximately three months after the accident. He entered into a settlement agreement with the DOS, pursuant to which he was suspended for a total of 30 days for conduct prohibited by law and failing to report that he was under criminal investigation. The settlement agreement held 20 days of the suspension in abeyance for two years on the condition that he, among other things, maintain sobriety and commit no other serious misconduct.

■ A sergeant had two cases alleging misconduct. In the first case, on May 11, 2021, the sergeant responded to a housing unit where inmates were fighting. The sergeant grabbed one of the involved inmates from behind and briefly placed his forearm on the inmate's neck. The sergeant then moved his arm lower on the inmate's body and continued escorting the inmate out of the housing unit. In his report, the sergeant did not include the fact that his arm made contact with the inmate's neck. He received a written reprimand for using inappropriate force and for failing to file a complete report.

In the second case, on December 28, 2021, a deputy ordered an inmate to return to a cell on the second floor of a housing unit. The inmate walked halfway up the stairs and then refused to lock down. The deputy called for support, and the sergeant entered the housing unit. The deputy told the sergeant that the inmate refused to return lock down. The sergeant grabbed the inmate around the chest and carried him up the stairs. At the top of the stairs, the inmate went limp, and the sergeant dragged the inmate by his arm and then his shirt collar to the cell. During the incident, the sergeant failed to activate his BWC. The sergeant was suspended for 10 days for using inappropriate force when he did not attempt to de-escalate the situation before carrying the inmate up the stairs or reassess the situation once the inmate had gone limp at the top of the stairs. He also received a notice of improvement for failing to activate his BWC.

■ On September 23, 2021, a deputy attempted to evict a resident from an apartment. When the resident did not open the door to the apartment, the deputy had a maintenance worker drill the lock and kick the door open. The deputy ordered the resident out of the apartment and allowed the apartment complex staff to move all of her property to the front lawn. Later that day, it was discovered that the writ of restitution ordering the eviction stated that it was not to be executed



until September 25, 2021, two days later. The deputy was suspended for 10 days for violating a rule requiring deputies to confirm key dates on writs of restitution before executing them.

## **Appeals of Significant Discipline Imposed Prior to 2022 and Filed with or Decided by the Career Service Board in the First Half of 2022<sup>17</sup>**

■ 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 A appealed that decision to the Career Service Board. 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.

■ 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 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.

## Chapter 2 :: DSD Monitoring

He appealed, and a Hearing Officer affirmed the termination. Deputy A appealed that decision to the Career Service Board.

### 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. Table 2.3 presents the number and type of commendations awarded to DSD personnel in the first half of 2022.<sup>18</sup> The most common commendations recorded in the first half of 2022 were Lifesaving Awards and Community Service Awards. Lifesaving Awards are given to “any employee who, through exceptional behavior, performs a physical act which saves or prolongs the life of another person, and there is no immediate danger to the employee’s life.”<sup>19</sup> Community Service Awards are given to “any employee who sacrifices their time and expense, contributes to a successful program in the community, or who repeatedly performs an act or actions to improve Department or community relations.”<sup>20</sup>

*Table 2.3 Commendations Awarded to DSD Deputies, First Half of 2022*

Commendation Type	Count	Percentage
Lifesaving Award	6	55%
Community Service Award	3	27%
Merit Award	2	18%
Total	11	100%

Note: Percentages may not sum to 100 due to rounding.

### Highlighted Commendations

- Two sergeants developed forms, reports, and a process to allow DSD facilities to create rosters in the absence of a scheduling system that had been compromised by a cyber-attack. The sergeants received Merit Awards.
- Two deputies notified a man that he was being evicted from his apartment. The man became upset and attempted to jump out of a fourth-floor window. The deputies were able to grab the man and pull him to safety. The deputies received Lifesaving Awards.
- Two sergeants and a deputy found an inmate hanging by a sheet in her cell. They moved her to the ground and administered chest compressions until nursing staff arrived. The sergeants and deputy received Lifesaving Awards.

■ A deputy entered a cell and found an inmate who was unresponsive. The deputy administered chest compressions, and the inmate began to breathe again. The deputy received a Lifesaving Award.

## **Chapter 2 :: DSD Monitoring**

# 3 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.<sup>21</sup> 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.

## Critical Incidents: Denver Police Department

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.<sup>22</sup> 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 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 Conduct Review Office ("CRO") for a disciplinary recommendation. If the CRO recommends discipline greater than a written reprimand, the involved officer is given the option to present mitigating information at a Chief's Hearing. 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, the OIM recommendation will be forwarded to the Chief of Police or to the DOS, which makes the final decision regarding critical incidents.

## **DPD Officer-Involved Shootings in the First Half of 2022**

### **Incident #1**

On March 2, 2022, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

### **Incident #2**

On June 4, 2022, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

## **Deaths During DPD Contact in the First Half of 2022**

### **Incident #1**

On May 21, 2022, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

### **Incident #2**

On June 13, 2022, 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 the First Half of 2022<sup>23</sup>**

### **Closed Incident #1**

On January 1, 2020, DPD officers responded to a 911 call regarding a weapons complaint at a house. The officers spoke with an individual who had fled the house after being threatened and assaulted by a roommate. The individual asked the officers for assistance getting back into the house and informed the officers that two others lived there. After receiving no response from inside the house, officers entered with their guns drawn and began to ensure that it was safe for the individual and other residents to return. As one officer (“Officer A”) moved from a mud room toward the garage, a man charged him with a knife. Officer A fired his weapon at the man. Another officer (“Officer B”) had just entered the mud room when he heard the gunshots. Officer B saw the man continue to move toward Officer A and fired. The man dropped the knife and fell to the ground. He had been struck several times and died of the wounds.

## Chapter 3 :: Critical Incidents

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.<sup>24</sup> The DPD's Use of Force Review Board met on January 26, 2022 and determined the shooting to be in-policy.

### Closed Incident #2

On January 6, 2020, DPD officers followed a stolen vehicle into a neighboring jurisdiction. When a person left the vehicle, an officer ("Officer A") chased him into a street. Two other officers and a sergeant joined Officer A and attempted to arrest the person. The person disobeyed the officers' commands, pulled a handgun from his jacket pocket, and pointed it at his own head. He backed away from the officers, crossed a median, and attempted to carjack a vehicle. The vehicle drove away, and the person turned and pointed his handgun at the sergeant and Officer A. The sergeant attempted to fire his weapon, but it had a mechanical malfunction and did not fire. Officer A fired his weapon at the person. The person was struck and died from the wounds.

The District Attorney for the 18<sup>th</sup> Judicial District reviewed the incident and declined to file charges against the involved officers. The District Attorney prepared a [detailed letter](#) reviewing the shooting.<sup>25</sup> The DPD's Use of Force Review Board met on January 26, 2022 and determined the shooting to be in-policy.

### Closed Incident #3

On January 26, 2020, DPD officers located a vehicle driven by a person who was suspected of multiple aggravated robberies and had four active arrest warrants. The vehicle sped away, and the DPD used a helicopter ("Air One") to maintain visual contact with the vehicle. The vehicle drove into a neighboring jurisdiction and stopped at an apartment complex. When a DPD patrol car approached the vehicle, it sped off, began driving into oncoming traffic, and collided with another car. The suspect jumped out of the vehicle and carjacked a different car at gunpoint. He drove off in the stolen car until he lost control and hit a curb. He then exited that car, pointed a gun at the driver of a minivan, and attempted to open the driver's door. After failing to open the minivan door, the suspect approached an SUV and held that driver at gunpoint. A nearby officer left his patrol car, ran towards the suspect, and fired his weapon at the suspect who was still holding the SUV driver at gunpoint. The driver moved away from the SUV, and the suspect then pointed his gun at the officer. The officer continued firing his weapon. The suspect was struck and died from the wounds.



The District Attorney from the 17<sup>th</sup> Judicial District reviewed the incident and declined to file charges against the involved officer. The District Attorney prepared a [detailed letter](#) reviewing the shooting.<sup>26</sup> The DPD's Use of Force Review Board met on January 26, 2022 and determined the shooting to be in-policy.

### Closed Incident #4

On May 1, 2020, an officer observed a vehicle driving at a high rate of speed and requested assistance from Air One to help track it. A corporal heard the request and drove to the area to provide support. The officer followed the vehicle and attempted to stop it. The vehicle slowed to a stop, a passenger got out, and the vehicle sped away. The officer stopped to identify the passenger, and Air One continued to monitor the vehicle. The vehicle stopped in a parking lot, and the driver and another passenger exited and began walking. The corporal drove to the area, got out of his patrol car, and told the driver and passenger to put their hands in the air. The driver put his hands up, turned, and began to run. The corporal pursued the driver on foot. The driver reached for a handgun, and the corporal drew and discharged his weapon. The driver 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.<sup>27</sup> The DPD's Use of Force Review Board met on January 26, 2022 and determined the shooting to be in-policy.

## **Critical Incidents: Denver Sheriff Department**

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 may respond 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 AIU to commence the administrative review. The OIM confers with AIU to determine whether further investigation is necessary. Once all relevant evidence is gathered, the case may be submitted to the Department of Safety Conduct Review Unit ("CRU") to determine whether there were any violations of DPD 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") or if the OIM disagrees with the CRU's recommended findings, the case may be 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.

## **DSD Critical Incidents in the First Half of 2022**

### **Incident #1**

On February 9, 2022, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

## **DSD Critical Incidents Closed in the First Half of 2022**

### **Closed Incident #1**

On June 4, 2021, a deputy found an inmate sitting on the floor of his cell with one end of a bed sheet tied around his neck and the other tied around the top of a bunkbed. The deputy announced a medical emergency and requested assistance. The inmate was cut free from the bed sheet, and the deputy began administering chest compressions. Paramedics transported the inmate to Denver Health Medical Center (“DHMC”), where he died as a result of the incident. AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures.

### **Closed Incident #2**

On June 21, 2021, a man was injured in a motorcycle accident and transported to DHMC. The man had an outstanding warrant and was placed in DSD custody while being treated at DHMC. Several hours later, the man died as a result of his injuries. AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures.

### **Closed Incident #3**

On June 23, 2021, a deputy began working in a housing unit but did not immediately conduct a round to check on inmates. Approximately 20 minutes later, the deputy began conducting a round and found an unresponsive inmate. The deputy announced a medical emergency and requested assistance. Paramedics transported the inmate to DHMC, where she died from the combined effects of alcohol, drugs, and several preexisting health conditions. The deputy received a written reprimand for disobeying a rule requiring deputies to conduct a round immediately after assuming a post.

## **Chapter 3 :: Critical Incidents**

### **Closed Incident #4**

On September 24, 2021, a deputy found an inmate hanging from bed sheets tied to the top of a bunkbed. The deputy announced a medical emergency and requested assistance. The inmate was cut free from the bed sheet, and another deputy began administering chest compressions. Paramedics transported the inmate to DHMC, where she died as a result of the incident. AIU investigated the incident and determined that the deputies involved did not violate any policies or procedures.

# Endnotes

<sup>1</sup> Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-386.

<sup>2</sup> The data reported in this chapter, which do not include complaints against DPD civilian employees, 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 a dynamic, live database, the recorded complaint, allegation, and outcome numbers will fluctuate over time and are subject to revision. Changes in coding or analysis of complaints, specifications, findings, and discipline may also lead to discrepancies between historical data presented in this report and data presented in previous OIM reports. A significant change in this report is how the OIM handles complaints that are not linked to a subject officer in IAPro. The OIM excluded these complaints in previous reports but includes them in this report. The data included in this chapter were last retrieved from IAPro on August 9, 2022.

<sup>3</sup> Scheduled discipline violations include Failure to Appear in Court, Failure to Shoot for Efficiency, Photo Radar, Safety Restraining Devices, Required Minimum Annual Continuing Education, Continuing Education Programs Cancellation/Continuing Education Programs 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).

<sup>4</sup> Many reports related to police 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 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.

<sup>5</sup> DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, at 12 (effective Jan. 12, 2022).

<sup>6</sup> DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, at 14 (effective Jan. 12, 2022).

<sup>7</sup> Complaints with significant discipline closed in the first half of 2022 may not be included in this section if they were summarized in the OIM's [2021 Annual Report](#).

<sup>8</sup> Denver Revised Municipal Code Article XVIII §§ 2-371(b), 2-375(a).

<sup>9</sup> Unless otherwise noted, the data for this chapter, which do not include complaints against DSD civilian employees, were obtained from the AIU 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 internal affairs 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. Changes in coding or analysis of complaints, allegations, findings, and discipline may also lead to discrepancies between historical data presented in this report and data presented in previous OIM reports. A significant change in this report is how the OIM handles complaints that are not linked to a subject deputy in IAPro. The OIM excluded these complaints in previous reports but includes them in this report. The data included in this chapter were last retrieved from IAPro on August 5, 2022.

<sup>10</sup> Scheduled discipline violations include Unauthorized Leave, Failure to Participate in Required Firearms Qualification/Training, and Refusals to Work Mandatory Overtime. *See* DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendices G, H, J (updated Apr. 14, 2022).

<sup>11</sup> 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. 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.

<sup>12</sup> DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 7 (updated Apr. 14, 2022).

<sup>13</sup> The DSD Discipline Handbook defines 300.10.2 Sexual Misconduct as:

While on duty, deputy sheriffs and employees shall not engage in any conduct or solicit another to engage in any conduct for the purpose of sexual gratification, sexual humiliation, or sexual abuse. The same conduct is also prohibited while off duty, either in uniform in a public place or in any vehicle or facility to which a Deputy or employee has access by virtue of his/her authority. The consent of another to engage in such sexual conduct or sexual acts is immaterial to finding a violation of the rule.

It defines 300.10.3 Sexual Misconduct with a Prisoner as:

Deputy sheriffs and employees shall not engage in any sexual act or other conduct for the purpose of sexual gratification, sexual humiliation, or sexual abuse with any person in the care and custody of the Denver Sheriff Department or any other law enforcement or correctional agency. Deputy sheriffs and employees shall not solicit any person in the care and custody of the Denver Sheriff Department or any other law enforcement or correctional agency to become involved in any such sexual activity. The consent of any person to engage in any such sexual conduct or sexual act is immaterial to finding a violation of the rule.

DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F, at 7 (updated Apr. 14, 2022).

<sup>14</sup> Nine of the complaints closed in the first half of 2022 are not included in Table 2.2 because they had a complaint type of “Other/Missing.” These complaints had outcomes of Declined (5), Not Sustained/Exonerated/Unfounded (1), and Sustained (3).

<sup>15</sup> In IAPro, complaints that AIU referred to the DSD had a variety of dispositions, including “DSD Handled” and “Resolved.” The OIM recoded all of these complaints as “Declined” to reflect the fact that the DSD determined that there was no credible evidence of misconduct and that further investigation was unlikely to reveal any such evidence.

<sup>16</sup> 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. Complaints with significant discipline closed in first half of 2022 may not be included in this section if they were summarized in the OIM’s 2021 Annual Report.

<sup>17</sup> 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 July 12, 2022.

<sup>18</sup> Data on DSD commendations were provided by the DSD.

<sup>19</sup> DSD Department Order 1.00.2001 § (6)(C)(2)(a) (effective Apr. 2022).

<sup>20</sup> DSD Department Order 1.00.2001 § (6)(C)(2)(b) (effective Apr. 2022).

<sup>21</sup> 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.

<sup>22</sup> DPD Operations Manual Section 105.4(5).

<sup>23</sup> Critical incidents closed in the first half of 2022 may not be included in this section if they were summarized in the OIM’s 2021 Annual Report.

<sup>24</sup> Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (Aug. 24, 2020), <https://www.denverda.org/wp-content/uploads/news-release/2020/082420-Decision-Letter-for-OIS-of-Gerardo-Antonio-Conchas-Bustos-FINAL.pdf>.

<sup>25</sup> Decision Letter from District Attorney George H. Brauchler to Denver Police Chief Paul Pazen (June 24, 2020), <https://www.da18.org/2020/07/report-of-jan-6-2020-shooting-in-aur/>.

<sup>26</sup> Decision Letter from District Attorney Dave Young to Denver Police Chief Paul Pazen (Apr. 13, 2020), <https://adamsbroomfieldda.org/userfiles/2358/files/OIS-01-26-20.pdf>.

<sup>27</sup> Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (June 18, 2020), <https://www.denverda.org/wp-content/uploads/decision-letter/2020/Decision-Letter-Officer-Involved-Shooting-of-William-Debose-May-1-2020-B.pdf>.









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