



**DENVER**  
OFFICE OF THE  
INDEPENDENT MONITOR

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# 2024 Semiannual Report

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Independent Monitor



# 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 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 Denver Police Department Monitoring

## Introduction

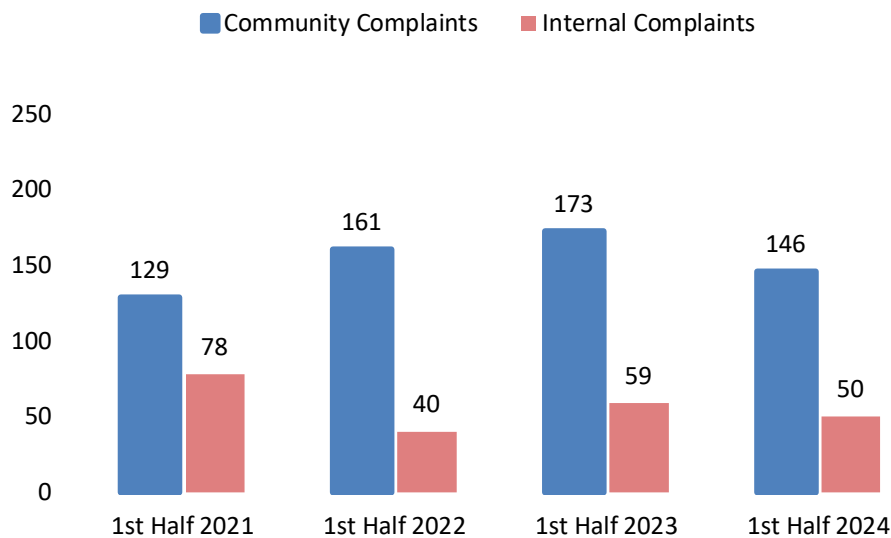
The Office of the Independent Monitor (“OIM”) is responsible for monitoring Denver Police Department (“DPD”) investigations into complaints involving sworn personnel and for ensuring that the complaint process is accessible to all community members.<sup>1</sup> Having an accessible complaint process 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.<sup>2</sup> 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 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 information about the DPD’s complaints, investigations, findings, discipline, and commendations.

## Complaints Recorded in the First Half of 2024

Figure 1.1 presents the number of complaints recorded by the DPD during the first half of 2024 and the first halves of the previous three years.<sup>3</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>4</sup> The DPD recorded 146 community complaints in the first half of 2024, an 16% decrease from the total DPD recorded in the first half of 2023. Internal complaints recorded by the DPD decreased by 15%, from 59 in the first half of 2023 to 50 in the first half of 2024.

Figure 1.1: Complaints Recorded, First Halves of 2021–2024



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.

## 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



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2024 and the first halves of the previous three years.<sup>5</sup> The most common specifications recorded by the DPD in the first half of 2024 were Duty to Obey Departmental Rules and Mayoral Executive Orders and Discourtesy. 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>6</sup> 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.”<sup>7</sup>

*Table 1.1: Most Common Specifications, First Halves of 2021–2024<sup>8</sup>*

Specification	1st Half 2021	1st Half 2022	1st Half 2023	1st Half 2024
Duty to Obey Departmental Rules and Mayoral Executive Orders	43%	33%	48%	55%
Discourtesy	13%	12%	14%	15%
Service Complaint	9%	5%	5%	7%
Failure to Make, File, or Complete Official Required Reports	6%	7%	6%	5%
Conduct Prohibited by Law	3%	2%	2%	4%
Conduct Prejudicial	3%	2%	2%	3%
Rough or Careless Handling of City and Department Property	2%	3%	3%	3%
Respect for Fellow Officer	2%	1%	1%	2%
Careless Handling of Firearms or Less Lethal Weapons	3%	1%	1%	1%
Disobedience of an Order	1%	1%	0%	1%
All Other Specifications	15%	34%	19%	5%
Total Number of Specifications	327	356	380	299

Inappropriate Force specifications continued to be less common in the first half of 2024 than the first halves of prior years. In fact, the specification does not appear in Table 1.1. This decrease is driven, in part, by a procedural change rather than an actual decrease in complaints about officers’ use of force. In the first halves of 2023 and 2024, the DPD was more likely to address force-related allegations using the Duty to Obey Departmental Rules and Mayoral Executive Orders specification and link it to specific sections of the DPD Use of Force Policy.<sup>9</sup>

## Intake Investigations, Screening Decisions, and Outcomes

In the first half of 2024, the DPD closed a total of 188 community complaints and 67 internal complaints. Table 1.2 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. Among community complaints closed in the first half of 2024, 48% were declined after an initial intake investigation, while 6% of internal complaints were closed as declines. Internal complaints were much more likely to result in a sustained finding than community complaints. Specifically, 66% of internal complaints closed in the first half of 2024 resulted in at least 1 sustained finding, while 18% of community complaints resulted in a sustained finding.

Table 1.2: Outcomes of Closed Complaints, First Half of 2024

Outcome	Community Complaints	Internal Complaints
Declined	48%	6%
Administrative Review/Not Reviewed	0%	3%
Service Complaint	9%	0%
Mediation	2%	1%
Informal	20%	10%
Not Sustained/Exonerated/Unfounded	3%	13%
Sustained	18%	66%

## Significant Disciplinary Cases Closed in the First Half of 2024<sup>10</sup>

### Resignations and Retirements<sup>11</sup>

■ On November 4, 2021, an officer drove into the front yard of a home in another jurisdiction and was cited for Driving Under the Influence and Careless Driving. Her blood-alcohol content was 0.204. Two days later, the officer arrived late to a flight and tried to use her DPD identification to board the plane. The officer resigned prior to the completion of the investigation and disciplinary process.

■ On March 11, 2022, the DPD Internal Affairs Bureau (“IAB”) received a complaint about an officer not coming into work when scheduled and a sergeant (“Sergeant A”) who was not holding her accountable. The IAB investigation revealed that the officer had routinely arrived after the start of her shift and did not work late to make up the missed time, missed meetings with community members and did not respond promptly to their requests, and failed to wear her uniform while at work. Sergeant A, who was responsible for supervising the officer, was aware of these issues and failed to address them. When another sergeant (“Sergeant B”) took over supervisory responsibilities and began holding the officer accountable, the officer complained to Sergeant A, and Sergeant A worked to reassign the officer to a training program. The investigation also revealed that Sergeant A would regularly leave work early once a week without using leave time. A commander was also aware of the issues, failed to address them as well, and lied during the IAB investigation. The officer and Sergeant A were suspended for 14 days for conduct prejudicial. They both appealed the suspensions. The officer entered into a settlement agreement with the Department of Safety (“DOS”) whereby the suspension was reduced to 10 days. The commander resigned prior to the completion of the investigation and disciplinary process.

■ On April 15, 2022, a sergeant discovered that two officers (“Officer A” and “Officer B”) were not working an off-duty shift at a convenience store to which they were scheduled to work. An investigation revealed that Officers A and B, among other things, had failed to appropriately document their off-duty work and billed the convenience store for work they had not completed. Officer B also lied during the IAB investigation. Officer A and B resigned prior to the completion of the investigation and disciplinary process.

■ On June 17, 2022, an officer drove through a parking lot in another jurisdiction and crashed into a dumpster enclosure. His blood-alcohol level was 0.238. The

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officer resigned prior to the completion of the investigation and disciplinary process.

■ An officer had two cases alleging misconduct. In the first case, on June 15, 2022, the officer did not cooperate with officers from another jurisdiction who were responding to a report of domestic violence. The officer also failed to notify a supervisor that he was detained by police in the other jurisdiction.

In a second case, on December 31, 2022, the officer pushed his wife and was arrested for Third Degree Assault—Domestic Violence in another jurisdiction. The officer resigned prior to the completion of the investigation and disciplinary process in either case.

■ On July 5, 2021, an officer aired over the radio that the driver of a vehicle she was trying to stop attempted to ram her patrol vehicle. This caused another officer to drive to the scene with emergency lights and sirens. The officer later admitted that the driver never tried to ram her. She also failed to detain the driver prior to the arrival of cover officers. The officer resigned prior to the completion of the investigation and disciplinary process.

■ On March 17, 2023, the DPD received a report that after an officer met two women during a call for service, he later sent one an inappropriate text message and responded to the home of the other without any law enforcement justification. The officer also lied during the IAB investigation into the incidents. He resigned prior to the completion of the investigation and disciplinary process.

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

■ In May 2023, IAB received a complaint about the social media content of a detective who was responsible for conducting plain-clothes surveillance operations. The investigation revealed that the detective had clearly identified herself as a DPD officer on the social media platform, recorded some of the posted content while working, and had posted content that included a video of her in the shower and pictures of her wearing a swimsuit and sleepwear. The detective was suspended for 10 days for violating the DPD Social Media Policy. She has appealed the suspension.

■ In May 2023, IAB received a complaint alleging that an officer (“Officer A”) had sexually harassed another officer (“Officer B”) while in the DPD Training Academy. The IAB investigation revealed that Officer A had told another officer

(“Officer C”) that Officer B should have sex with Officer C. When Officer B heard about the comment and confronted Officer A, Officer A told Officer B that Officer C was only friends with her because he wanted to have sex with her. Officer A received informal counseling for failing to respect a fellow officer and was suspended 10 days for violating the DOS Equal Employment Opportunity Policy. He has appealed the suspension.

■ On September 27, 2023, IAB received a complaint about a sergeant coming into work late. The IAB investigation revealed that the sergeant had failed to use compensatory time off when he arrived late to work and, in at least one case, initially entered leave time into the system but later edited it to take fewer hours of leave than appropriate. A lieutenant who supervised the sergeant had been made aware of the issues but did not address them. The sergeant was suspended for 90 days for conduct prejudicial but entered into a settlement agreement with the DOS whereby he was suspended for 30 days, and 60 suspended days were held in abeyance on the condition that he attend scheduled monthly check-ins with the DPD Resiliency Program, participate in bi-weekly counseling sessions, and not engage in any misconduct that results in sustained discipline. The lieutenant was suspended for 14 days for violating DPD policies related to supervision. He appealed the suspension and entered into a settlement agreement with the DOS whereby the suspension was reduced to 9 days.

■ In November 2022, a technician was informed that an officer he supervised accused another technician of racism and threatened to sue the DPD for racial discrimination. Human Resources and IAB investigations were opened into the issue. During interviews associated with each investigation, the officer stated that he had not experienced racism during his employment with the DPD and that he did not remember accusing the technician of racism, despite witnesses who reported hearing the accusation. The officer entered a settlement agreement with the DOS whereby he was suspended for 90 days for Commission of a Deceptive Act on the condition that he waive his right to any appeal of the discipline.

■ In the second half of 2022, a corporal failed to participate in a firearms proficiency test that the DPD requires of officers two times every calendar year. This was the third time in the previous five years that the corporal failed to participate. The corporal was suspended for 10 days.<sup>12</sup>

■ On June 6, 2023, while attempting to take a man suspected of domestic violence into custody, an officer called the man a “midget” and a “little bitch.” The officer was suspended for 10 days for a rule prohibiting officers from verbally abusing community members. He has appealed the suspension.

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■ On July 25, 2022, an off-duty sergeant working at a grocery store pushed a man suspected of shoplifting, and the man fell to the ground and started bleeding from his elbow. The sergeant called off another sergeant responding to the scene who would have been responsible for investigating the incident. He then submitted a report about the incident that omitted relevant details, such as the push and the fact that paramedics responded to the scene to address the injury. Two weeks later, the sergeant submitted a second report that denied the man had been injured, arguing that an old scab had broken open. The sergeant arrested the man during an unrelated incident about three weeks after writing the second report and took photographs of him to demonstrate to IAB that he had scabs on his arms and legs, despite a policy prohibiting officers from conducting independent investigations into complaints under IAB investigation. The sergeant was suspended for 10 days for conduct prejudicial. He has appealed the suspension.

### **Appeals of Significant Discipline Imposed Prior to 2024, and Filed with or Decided by the Civil Service Commission in the First Half of 2024<sup>13</sup>**

■ On December 28, 2020, a community member reported that several people, one of whom was armed with a gun, were attacking someone inside his neighbor's house. When two officers ("Officer A" and "Officer B") pulled up to the neighbor's house, they heard a gunshot and saw a man with a gun in his hand run out of the house. Officer B got out of the patrol vehicle and yelled at the man to stop. Officer A chased after the man, and Officer B followed. The man attempted to steal an SUV that was driving nearby, but the driver sped away. The man began running across a large median separating the northbound and southbound traffic of a busy parkway. Officer A, who was standing approximately 30 yards away, fired at the man, across the street's northbound traffic. Officer A missed the man but struck a vehicle that was driving southbound behind the individual on the other side of the median. Officer B, who was standing approximately 11 yards behind Officer A, fired her handgun, missing the man and Officer A but striking a vehicle that was driving northbound, between her and the man. The man threw his gun to the ground and continued to run away.

A corporal who had arrived at the scene saw the man walking down a street, attempting to open the doors of vehicles that were slowing down. The corporal got out of his patrol vehicle and ordered the man to get on the ground. The man ignored the commands and continued to try entering passing vehicles. The man found a vehicle's door unlocked and got into the front passenger seat with the driver of the

vehicle still seated in the vehicle. The corporal moved around to the passenger side of the vehicle and fired his handgun through the vehicle's window. 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.<sup>14</sup> On June 23, 2022, the DPD's Use of Force Review Board met and determined the shooting to be in-policy. A disciplinary case was opened and evaluated by the Conduct Review Bureau ("CRB"). Officer A was suspended for four days for violating the DPD Discharge of Firearms Policy when he fired his handgun when there was likelihood of serious injury to community members traveling in nearby traffic. Officer B was suspended for four days for violating the DPD Discharge of Firearms Policy when she fired her handgun when there was likelihood of serious injury to both Officer A and community members traveling in nearby traffic. Officers A and B appealed the suspensions. A Hearing Officer reversed Officer A's suspension in June 2024. Officer B entered into a settlement agreement with the DOS and was suspended for two days on the condition that she agree to dismiss her appeal and waive any future right to appeal.

■ On December 4, 2022, an officer working an off-duty job at a grocery store stopped a man who was attempting to shoplift. The man yelled at the officer and pointed his finger in the officer's face. The officer grabbed the man's wrist to place him in handcuffs, and the man pulled away. The officer grabbed the man's neck, forced him to the ground and, again, tried to place the man in handcuffs. A store security guard helped the officer by grabbing the man's legs, and the officer stood up and struck the man in the head with his knee, causing the man's head to hit the ground. In his report about the incident, the officer wrote that the man threw himself to the ground and that the officer's knee slipped and hit him. The officer also failed to inform a sergeant who arrived at the scene about the force that he had used during the incident. The officer was suspended for a total of 30 days for using inappropriate force and making a misleading or inaccurate statement. He appealed, and a Hearing Officer upheld the suspension in May 2024. The officer has appealed the Hearing Officer's decision to the Civil Service Commission.

## 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 2024. The most common commendations recorded in the first half of 2024 were Commendatory Action Reports and those issued to DPD officers by other law enforcement agencies (“Other than DPD Commendations”). Table 1.4 provides definitions for select commendations.

*Table 1.3 DPD Commendations and Awards, First Half of 2024*

Commendation Type	Count
Commendatory Action Report	73
Other than DPD Commendation	8
Official Commendation	7
Unassigned	4
Top Cop	2
Total	94



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 their colleagues.
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**

### **Commendatory Action Report**

On January 12, 2024, two officers cited a person for a traffic violation. The person filed a commendation with the OIM, noting that the officers were very polite, respectful of his time, and conducted their contact with him in a very safe manner. The person wanted to commend the officers on their professionalism and presenting an excellent image of the City and County of Denver and the DPD. The officers received Commendatory Action Reports.

### **Commendatory Action Report**

On March 7, 2024, A 10-year-old boy had a post-traumatic stress disorder episode at a concert. As the family was walking out, a detective stopped them and offered to stand with the boy so the family could enjoy the show. This comforted the boy, and the family was able to stay for most of the show. The mother asked the detective if he needed to be somewhere else. The detective replied, “[n]o, this is exactly where I need to be.” The mother filed a commendation with the OIM and noted that this is what a public servant looks like. The detective received a Commendatory Action Report.

### **Commendatory Action Report**

On June 12, 2024, three officers responded to a report of a person with a firearm at a local non-profit organization serving youth experiencing homelessness. A staff member of the organization filed a commendation with the OIM to commend the officers for responding within minutes to their report. He appreciated that the officers arrived onsite without stirring up a commotion and were quick enough to catch the person with the firearm. The officers received Commendatory Action Reports.

### **Commendation from Another Jurisdiction**

On November 29, 2023, a detective received information about a person who was attempting to evade arrest for attempted murder in another jurisdiction by fleeing to Colorado. The detective apprehended the person, who was subsequently extradited to the other jurisdiction. The detective received a Letter of Commendation from the police department in the other jurisdiction for demonstrating a relentless pursuit of justice.

# 2 Denver Sheriff Department Monitoring

## Introduction

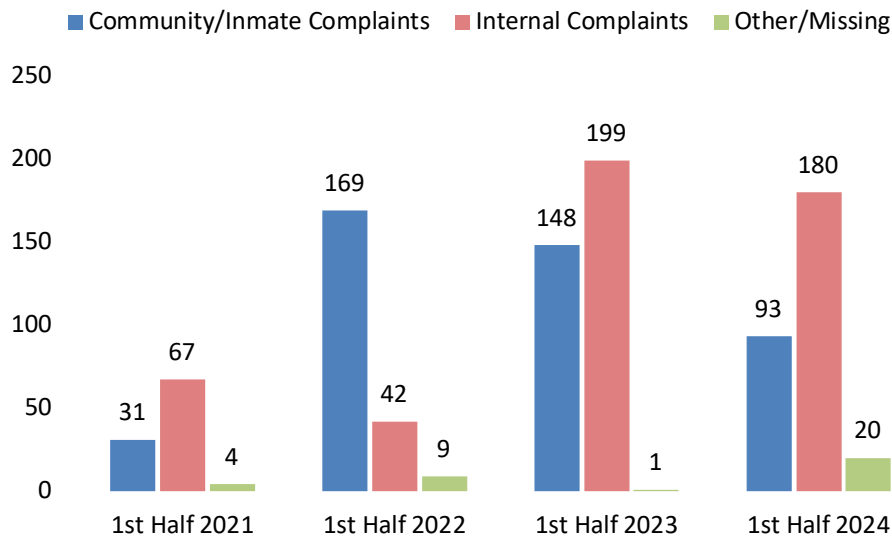
The OIM is responsible for monitoring and reporting about patterns in Denver Sheriff Department (“DSD”) complaints and commendations.<sup>15</sup> Since 2019, these complaints have been primarily handled by the DOS Public Integrity Division, with its Administrative Investigations Unit (“AIU”) conducting investigations and Conduct Review Unit (“CRU”) making initial recommendations regarding whether there were any potential policy or procedural violations. In this chapter, we review information about DSD complaints, investigations, findings, discipline, and commendations.

## Complaints Recorded in the First Half of 2024

Figure 2.1 reports the number of complaints recorded in the AIU records management database (“IAPro”) in the first half of 2024 and the first halves of the previous three years.<sup>16</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, but they do include complaints involving violations of the DSD’s BWC Policy.<sup>17</sup> AIU recorded 93 community and inmate complaints in the first half of 2024, which is a 37% decrease compared to the first half of 2023. Internal complaints recorded by AIU decreased by 10%, from 199 in the first half of 2023 to 180 in the first half of 2024.

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Figure 2.1: Complaints Recorded by Complaint Type, First Halves of 2021–2024



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.

### 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>18</sup> Table 2.1 reports the most common specifications recorded against DSD deputies in the first half of 2024 and the first halves of the previous three years.

Table 2.1: Most Common Specifications, First Halves of 2021–2024

Specification	1st Half 2021	1st Half 2022	1st Half 2023	1st Half 2024
Disobedience of Rule	16%	13%	44%	40%
Unassigned	6%	29%	14%	20%
Complete Reporting	9%	1%	3%	5%
Conduct Prejudicial	2%	2%	2%	3%
Discourtesy	1%	6%	3%	3%
Inappropriate Force on a Person	12%	10%	3%	3%
Discrimination, Harassment, and Retaliation	3%	3%	1%	2%
Failure to Perform Duties	3%	0%	3%	2%
Full Attention to Duties	2%	2%	2%	2%
All Other Specifications	44%	33%	24%	18%
Total Number of Specifications	216	284	603	496

The most common specification was Disobedience of Rule. The Disobedience of Rule specification 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.<sup>19</sup> This specification was far more common in the first halves of 2023 and 2024 than in previous years. This change was primarily driven by an increase in allegations related to the use of BWCs. Of the 200 Disobedience of Rule specifications recorded in the first half of 2024, 171 were for potential violations of the BWC Policy.

## Intake Investigations, Screening Decisions, and Outcomes

In the first half of 2024, the DOS Public Integrity Division closed 172 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>20</sup> The majority of community/inmate complaints closed in the first half of 2024 were declined after an initial intake investigation (90%), while a much smaller percentage of internal complaints were closed as declines (10%).<sup>21</sup> Internal complaints were much more likely to result in a sustained finding than community/inmate complaints. Specifically, 56% of internal complaints closed in

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the first half of 2024 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 2024*

Outcome	Community/Inmate Complaints	Internal Complaints
Declined	90%	10%
Mediation	0%	1%
Informal	0%	24%
Not Sustained/Exonerated/Unfounded	3%	10%
Sustained	7%	56%

## Significant Disciplinary Cases Closed in the First Half of 2024<sup>22</sup>

### Resignations<sup>23</sup>

■ On May 12, 2022, AIU received a complaint about drugs in the jails. The investigation identified several witnesses who stated that a deputy had brought drugs into the Van Cise-Simonet Detention Center (“DDC”). The deputy was dating a former inmate with a history of drug-related charges and, in November 2023, drove to work in a car to which narcotics-detecting dogs alerted. The deputy resigned prior to the conclusion of the disciplinary process.

■ A deputy had two cases alleging misconduct. In the first case, on March 9, 2023, deputies were attempting to remove a sweatshirt from an inmate who was not cooperating and pulling away from the deputies. The deputy grabbed the inmate’s wrist, and the inmate bit the deputy’s hand. The deputy pulled his hand away and punched the inmate three times in the face. During the incident, the deputy’s BWC fell off his uniform, and he said, “get this fucking camera out of here” and threw it.

In the second case, on June 14, 2023, the deputy was working with an intoxicated inmate during the intake process. The inmate, who was seated on a bench and had difficulty standing on his own, reached out and touched the deputy’s hand. Instead of helping the inmate stand up, the deputy forced him to the ground, handcuffed him, and escorted him to an isolation cell. The deputy resigned prior to the conclusion of the disciplinary process in either case.

■ A deputy had two cases alleging misconduct. In the first case, on July 13, 2023, the deputy was pulled over in another jurisdiction for failing to stay in her lane. She had a blood-alcohol level of 0.129 and pled guilty to Driving While Ability Impaired.

In the second case, on November 18, 2023, the deputy had her personal vehicle parked outside of a restaurant. While she was inside the restaurant, the vehicle was broken into and her duty weapon, which was left unsecured inside a backpack in the car, was stolen. The deputy resigned prior to the conclusion of the disciplinary process in either case.

■ On August 21, 2023, a deputy saw a female nurse passing by with her lunch and asked her if the food was for him. She replied “no” and then the deputy said, “come sit on daddy and tell me about it.” The nurse gave him a side hug, and the deputy pulled her onto his lap and said, “what’s all this sexual harassment bullshit going around?” As the nurse stood up, the deputy slapped her on her butt. The deputy resigned prior to the conclusion of the disciplinary process.

■ On November 7, 2023, a deputy was working in a housing unit when an inmate asked him to open the cell door of another inmate. The deputy opened the door without standing nearby to monitor the interaction. After the door was opened, multiple inmates entered the cell and assaulted the inmate housed there, breaking his nose and giving him two black eyes. When the deputy was conducting rounds later that day, he noticed that the inmate was injured but failed to write a report or notify a supervisor about the incident. The deputy resigned prior to the conclusion of the disciplinary process.

■ On November 10, 2023, a deputy spoke with an inmate for over 30 minutes while sitting at the housing unit desk when the inmate was required to be locked down for the evening. An investigation into the incident revealed that the deputy had at least 25 phone conversations with the inmate while he was in custody at the DDC and she was off work, failed to conduct required rounds during her shift, and allowed the inmate to stand too close to the housing unit desk. The deputy resigned prior to the conclusion of the disciplinary process.

■ On January 1, 2024, a deputy crashed his vehicle into a fence pole in another jurisdiction. The deputy fled the scene and filed a report with the DPD claiming that his vehicle had been stolen the day before. The deputy also told the police department in the other jurisdiction that his vehicle had been stolen, but later confessed that he crashed it and fled the scene. A felony warrant was issued for the deputy’s arrest for, among other things, Attempting to Influence a Public Servant,

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False Reporting to Authorities, and Careless Driving. The deputy resigned prior to the conclusion of the disciplinary process.

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

■ On December 13, 2022, a deputy accused his wife of cheating and tried to take her phone by, among other things, grabbing and squeezing her arm and scratching her wrist. The deputy later texted his wife saying, “can you just not call the police, I don't need to lose my career and I never hit you.” The jurisdiction in which the incident occurred charged the deputy with Third Degree Assault, and act of Domestic Violence, but the case was eventually dismissed. The deputy was suspended for a total of 10 days for conduct prohibited by law and conduct prejudicial.

■ On June 7, 2023, a deputy working in a housing unit served an inmate a meal tray through a flap in a secured cell door. The inmate grabbed the tray and threw it back out at the deputy through the door flap. The deputy sprayed Oleoresin Capsicum aerosol through the door flap into the inmate’s cell and then closed and locked the flap. The deputy was suspended for 10 days for using inappropriate force.

■ On July 18, 2023, AIU received a complaint alleging that a deputy had arrived late to work multiple times without his supervisor’s permission. The investigation into the allegation revealed that the deputy had arrived late to work eight times during a month and that his supervisors had counseled him several times about his lack of punctuality. The deputy, whose penalty was increased due to his disciplinary history, was suspended for 10 days for violating a rule requiring deputies to be at their assigned post at the scheduled time.



## 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.

Table 2.3 presents the number and type of commendations awarded to DSD personnel in the first half of 2024.<sup>24</sup> The most common commendation recorded in the first half of 2024 was the Personal Responsibility in Delivering Excellence (“PRIDE”) Award. This award is “presented by a supervisor when a DSD employee has demonstrated personal responsibility in delivering excellence in the workplace by going above and beyond their normal course of duty and/or putting forth extra effort when needed.”<sup>25</sup>

*Table 2.3 Commendations Awarded to DSD Deputies in the First Half of 2024*

Commendation Type	Count
PRIDE Award	14
Employee of the Month	12
Lifesaving Award	10
Community Service Award	9
Medal of Valor	7
Distinguished Service Medal	2
Community Partnerships Award	2
Total	56

### Highlighted Commendations

- A deputy received an Employee of the Month Award for his work at a DSD fingerprint station. The deputy used Crisis Intervention Team skills to engage inmates and de-escalate tense situations. He also coordinated with nursing staff to ensure that the medical needs of inmates were promptly addressed.
- A deputy received an Employee of the Month Award for his work at the Lindsey-Flanigan Courthouse. The deputy’s demeanor and communication skills were vital in assisting inmates as they were adjudicated by the Mental Health Court. He also

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demonstrated a collaborative spirit that improved operations and fostered a positive work environment.

■ A deputy discovered an inmate who had attempted suicide and was unresponsive. The deputy performed cardiopulmonary resuscitation until the inmate became responsive. He received a Lifesaving Award.

# 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>26</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 policy. To promote transparency in the investigation and review of critical incidents, the OIM publishes regular reports regarding the status of critical incident investigations.<sup>27</sup>

## 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>28</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 watches the interviews by video and may suggest additional questions at the conclusion of each interview. The DPD may ask those questions. 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 reviews this information, and IAB determines whether it will conduct further investigation to evaluate potential violations of DPD policy. Once all evidence to be reviewed is gathered, the case is submitted to the DPD’s Use of Force Review Board. 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 CRB for a disciplinary recommendation. If the CRB 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 2024**

### **Incident #1**

On March 1, 2024, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

### **Incident #2**

On May 11, 2024, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

**Incident #3**

On June 10, 2024, a DPD officer was involved in an OIS. The administrative review into the incident was pending during this reporting period.

**Incident #4**

On June 16, 2024, DPD officers were involved in an OIS. The administrative review into the incident was pending during this reporting period.

**DPD Accidental Discharges in the First Half of 2024**

**Incident #1**

On March 25, 2024, an officer accidentally discharged a firearm. The administrative review into the incident was pending during this reporting period.

**Incident #2**

On March 31, 2024, an officer accidentally discharged a firearm. The administrative review into the incident was pending during this reporting period.

**Incident #3**

On May 9, 2024, an officer accidentally discharged a firearm. The administrative review into the incident was pending during this reporting period.

**Incident #4**

On May 26, 2024, an officer accidentally discharged a firearm. The administrative review into the incident was pending during this reporting period.

**Deaths During DPD Contact in the First Half of 2024**

**Incident #1**

On January 24, 2024, a person died after being contacted by DPD officers. The administrative review into the incident was pending during this reporting period.

**DPD Critical Incidents Closed in the First Half of 2024**

**Closed Incident #1**

On October 3, 2019, deputies from another jurisdiction pursued a stolen car on a highway into Denver. The car struck a patrol vehicle, spun around, and was pinned

## Chapter 3 :: Critical Incidents

against a barrier. Deputies ordered the driver to turn the car off, show his hands, and get out. The driver did not comply and instead put the car in reverse and tried to push a patrol vehicle out of the way. DPD officers who had arrived at the scene broke a rear window with 40mm impact rounds and fired pepperballs into the car. The DPD officers continued to order the man to put his hands up and exit the car. The driver shot himself in the head and died of the wound. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures.

### Closed Incident #2

On October 22, 2019, DPD officers responded to a call about a man who had threatened to kill himself. When they arrived at the man's residence, one of the officers saw the man on a bed in the living room and asked him if he had a gun. The man replied "yes," and the officer asked him to show his hands. The man raised a gun to his head, and the officer told him to drop it. The man shot himself in the head and died of the wound. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures.

### Closed Incident #3

On February 1, 2020, DPD officers responded to a call that two men were threatening to jump from an elevated pedestrian bridge at Denver International Airport. The men were yelling, standing on the rails of the bridge, and threatening to jump. Officers attempted to talk with the men for more than 50 minutes, but they did not move away from the rails. When they appeared to be losing their balance, two officers approached the men and tried to grab them. One man pulled away, jumped, and died of his injuries. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures.

### Closed Incident #4

On June 6, 2020, DPD officers were dispatched to an apartment where a man was having mental health issues. When they arrived at the location, the officers found the man on the balcony of the 6<sup>th</sup> floor apartment, where he was yelling and throwing things off. The man climbed on the balcony railing, began hanging on a satellite dish, and then fell to the ground. He died of his injuries. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures.

### Closed Incident #5

On August 10, 2022, DPD officers responded to a call of an armed man forcing his way into a home. The officers found the man with what they suspected was a gun in the home's backyard and ordered him to surrender. When he did not, an officer attempted to shoot the man with a taser, but it was unsuccessful, and the man returned to the home. The man went to a window on the second floor of the home and lifted the suspected gun in the direction of the officers outside. Another officer fired at him, but he was not struck and later walked out of the home and surrendered to the officers. The suspected gun was later discovered to be a BB gun made to look like a revolver. The DPD's Use of Force Review Board met on May 1, 2024 and determined the shooting to be in-policy.

### Closed Incident #6

On September 29, 2022, DPD Fugitive Unit detectives were surveilling a man, who was wanted in connection to a homicide, outside of a home in another jurisdiction. When the man and a woman left the home and started to drive away, patrol vehicles from the other jurisdiction attempted to stop him. He maneuvered around the patrol vehicles and drove off until he lost control of his vehicle and crashed. The man exited his vehicle, got into the front passenger seat of another car, pressed a handgun into the driver's ribs, and ordered him to drive away. The driver took the keys out of the ignition and tried to run away, but the man grabbed him around the waist and pulled him back towards the car. A detective ("Detective A") approached the front of the car, and the man drew a handgun and shot Detective A in the neck. As this was happening, another detective ("Detective B") moved to the side of the car, pulled the driver away from the car, and fired at the man. The man got out of the car and walked towards Detective B, who fired again. The man was struck, dropped the gun, and fell to the ground. He then reached for the gun, and a third detective ("Detective C") yelled, "don't grab the gun." The man continued to reach for the gun, and Detective C fired at him until he stopped moving. The man was struck several times and died from the wounds.

The District Attorney for the 17<sup>th</sup> Judicial District reviewed the incident and declined to file charges against Detectives A, B, and C. The District Attorney prepared a [detailed letter](#) reviewing the shooting.<sup>29</sup> The DPD's Use of Force Review Board met on May 1, 2024 and determined the shooting to be in-policy.

### Closed Incident #7

On July 16, 2023, DPD officers responded to a 911 call from a woman reporting that her ex-boyfriend would not leave her home. The officers knocked on the door

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

and then opened it with a key provided by the woman. Before the officers entered the home, the ex-boyfriend jumped from a second-story window at the back of the home and landed on a fence. He suffered multiple injuries and died from the wounds. The DPD investigated the incident and determined that the officers involved did not violate any policies or procedures.

### **DPD Accidental Discharges Closed in the First Half of 2024**

#### **Closed Incident #1**

On December 23, 2021, DPD officers responded to a call about an armed individual involved in a family disturbance at an apartment, established a perimeter around the apartment, and began speaking with the man over the phone. An officer on the perimeter with a rifle aimed at the front door placed his thumb on the rifle's safety selector. The rifle fired, striking the storm door of the man's apartment. Following the incident, a DPD technician determined that the officer had carelessly installed a pistol grip to the rifle, compromising the rifle's trigger and safety selector. The officer was suspended for 10 days for carelessly handling the firearm.



## Critical Incidents: Denver Sheriff Department

Similar to situations involving the DPD, in all DSD critical incidents, the DPD's Major Crimes Unit generally 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 witnesses and involved deputies and collect video and documentary evidence. 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 reviews this information, and AIU determines whether it will conduct further investigation to evaluate potential violations of DSD policy. Once all evidence to be reviewed is gathered, the case may be submitted to the DOS CRU to determine whether there were any 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") 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 with DSD, DOS, and City Attorney's Office staff. At that hearing, the involved deputy is given the opportunity to present additional evidence or any mitigating information to explain the alleged misconduct. 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 further consideration. The DOS determines whether the deputy's actions were in-policy or out-of-policy and the appropriate level of discipline, if any.

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

### **DSD Critical Incidents in the First Half of 2024**

#### **Incident #1**

On February 27, 2024, an inmate died while in the custody of the DSD. The administrative review into the incident was pending during this reporting period.

#### **Incident #2**

On May 16, 2024, 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 May 31, 2024, 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 2024**

#### **Closed Incident #1**

On July 3, 2023, a deputy found an inmate kneeling on the floor of his cell with one end of a torn bed sheet tied around his neck and the other tied around a towel hook on the wall. The deputy announced a medical emergency, the inmate was cut free from the bed sheet, and another deputy began administering chest compressions. The inmate died as a result of the incident. AIU investigated the incident and determined that the involved deputies did not violate any policies or procedures.

#### **Closed Incident #2**

On October 20, 2023, a deputy found an inmate laying down face up in his cell and not breathing. He announced a medical emergency and began administering chest compressions. Paramedics arrived and transported the inmate to Denver Health, where he died as a result of the combined effects of fentanyl and methamphetamine with complications. AIU investigated the incident, and the DOS determined that the involved deputies did not violate any policies or procedures.

### **DSD Accidental Discharges Closed in the First Half of 2024**

#### **Closed Incident #1**

On August 21, 2023, a deputy, who was also a DSD firearms instructor, was practicing with his duty rifle in the bedroom of his home. He accidentally fired the

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

weapon, and the bullet passed through his bedroom wall and his neighbor's kitchen. No one was injured. The deputy was suspended for a total of 14 days for conduct prohibited by law and careless handling of firearms.

# Endnotes

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

<sup>2</sup> Sworn Denver Police Department and Denver Sheriff Department staff, including supervisors, are collectively referred to as “officers” and “deputies,” respectively, unless otherwise noted.

<sup>3</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. Unless otherwise noted, the data included in this chapter were last retrieved from IAPro on August 16, 2024.

<sup>4</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>5</sup> 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 disciplined, rather than the precise allegations communicated in the complaint.

If a complaint states a general concern with police policy or services, rather than an allegation of misconduct against a specific officer, there is no specification to record. For these complaints, we report the specification as a “service complaint.”

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

<sup>7</sup> DPD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Rules and Regulations, at 16 (effective Jan. 12, 2022).

<sup>8</sup> Percentages presented in Table 1.1 and other tables and figures in this report may not sum to 100 due to rounding.

<sup>9</sup> While the number of force-related complaints that the DPD recorded in the first half of 2024 is down compared the first halves of previous years, the more significant difference is related to the specification used. In the first half of 2022, the DPD recorded 38 total force-related specifications

(6 Duty to Obey Departmental Rules and Mayoral Executive Orders specifications linked to specific sections of the DPD Use of Force Policy and 32 Inappropriate Force specifications). In first half of 2023, the DPD recorded 38 total force-related specifications (31 Duty to Obey Departmental Rules and Mayoral Executive Orders specifications linked to specific sections of the DPD Use of Force Policy and 7 Inappropriate Force specifications). In first half of 2024, the DPD recorded 28 total force-related specifications (28 Duty to Obey Departmental Rules and Mayoral Executive Orders specifications linked to specific sections of the DPD Use of Force Policy and 0 Inappropriate Force specifications).

<sup>10</sup> Complaints with significant discipline closed in the first half of 2024 may not be included in this section if they were summarized in the OIM's 2023 Annual Report. For more information on the DPD's rules and regulations, see the DPD Discipline Handbook online at <https://denvergov.org/files/assets/public/v/2/police-department/documents/discipline-handbook/discipline-handbook.pdf>.

<sup>11</sup> 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. For each resignation or retirement summarized in this section, the DPD continued the investigation, and the DOS ultimately sustained the allegations described.

<sup>12</sup> While complaints alleging that an officer failed to participate in a firearms proficiency test are generally treated as schedule discipline, this complaint was not because of the officer's prior discipline history.

<sup>13</sup> 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 July 9, 2024.

<sup>14</sup> Decision Letter from Denver District Attorney Beth McCann to Denver Police Chief Paul Pazen (May 19, 2021), <https://www.denverda.org/wp-content/uploads/decision-letter/2021/051921-Decision-Letter-for-Officer-Involved-Shooting-Larry-Hamm-Dec-28-2020.pdf>.

<sup>15</sup> Denver Revised Municipal Code Art. XVIII §§ 2-371(b), 2-375(a).

<sup>16</sup> Unless otherwise noted, the data for this chapter, which do not include complaints against DSD civilian employees or those referred to the DSD to be handled because they did not include allegations of misconduct, 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 AIU's data. Finally, though the OIM can make recommendations, it is not the final arbiter of what allegations to record in IAPro and against which deputies. Consequently, 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. The data included in this chapter were last retrieved from IAPro on August 7, 2024.

## Endnotes

<sup>17</sup> Scheduled discipline violations include Unauthorized Leave, Preventable Accidents, Failure to Participate in Required Firearms Qualification/Training, and Refusal to Work Mandatory Overtime. See DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix H (updated Feb. 1, 2024).

In 2022, 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.

<sup>18</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 disciplined, rather than the precise allegations communicated in the complaint.

<sup>19</sup> DSD Discipline Handbook: Conduct Principles and Disciplinary Guidelines, Appendix F (updated Feb. 1, 2024).

<sup>20</sup> Of the complaints closed in the first half of 2024, 8 are not included in Table 2.2 because they had a complaint type of “Other/Missing.” These complaints had outcomes of Declined (3) and Sustained (5).

<sup>21</sup> In IAPro, complaints that AIU referred to the DSD have a variety of dispositions, including “DSD Handled.” 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>22</sup> Complaints with significant discipline closed in the first half of 2024 may not be included in this section if they were summarized in the OIM’s 2023 Annual Report. For more information on the DSD’s rules and regulations, see the DSD Discipline Handbook online at <https://public.powerdms.com/DENVERSAFETY/list/documents/948994>.

<sup>23</sup> 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. After each resignation or retirement summarized in this section, the DOS ultimately issued sustained findings for the misconduct described.

<sup>24</sup> Data on DSD commendations were provided directly by the DSD.

<sup>25</sup> DSD Department Order 1.00.2001 § (6)(B)(5)(a) (effective April 2022).

<sup>26</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>27</sup> Critical incidents and accidental discharges closed in the first half of 2024 may not be included in this report if they were summarized in the OIM’s 2023 Annual Report.

<sup>28</sup> DPD Operations Manual Section 105.04(5) (revised Dec. 2021).

<sup>29</sup> Decision Letter from District Attorney for the 17<sup>th</sup> Judicial District Brian S. Mason to Denver Police Chief Ron Thomas (June 5, 2023), [https://adamsbroomfieldda.org/userfiles/2358/files/DecisionLetterOIS92922Final\\_Redacted\(1\).pdf](https://adamsbroomfieldda.org/userfiles/2358/files/DecisionLetterOIS92922Final_Redacted(1).pdf).



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