1. Chair Julia Richman called the meeting to order at approximately 10:05 a.m.

2. The Board approved the minutes from the December 15, 2023 meeting.

3. Richman made several announcements:
   a. Board Administrator Daniel Van Schooten will be out of the office for most of the month on paternity leave.
   b. Board member Tymesha Watkins is working on a first run through of the draft annual report, but everyone is encouraged to start reviewing the draft and particularly spend time thinking about potential recommendations and the assessment of the OIM’s effectiveness.
   c. Richman shared that she has very limited capacity in the coming months to dedicate towards Board work and asked for assistance from other Board members.

4. The Board discussed the following topics:
   a. The Board discussed follow-up actions related to its November 24 open letter concerning oversight of the City’s compliance with non-monetary terms of settlements involving law enforcement conduct.
      i. Board members discussed an upcoming meeting with members of City Council, civil rights attorneys, and local activist organizations.
      ii. Vice-Chair Nick Webber debriefed the Board on a preliminary meeting he and Van Schooten attended with City Auditor Timothy O’Brien about auditing the City’s compliance with settlement terms. O’Brien described his audit planning process and emphasized that prioritization decisions are based on a risk analysis.
      iii. Richman highlighted that some of the key factors to pay attention to include ensuring compliance with past and ongoing settlements, increased transparency for future settlements, and ensuring that there is clarity around the specific roles of each City entity involved in the settlement agreement and compliance process.
   b. Board member David Martinez led the Board in a discussion of Board members’ personal priorities, motivations, and goals for 2024. He also expressed a desire for the Board to serve as a coalition-builder and leader on public safety matters in Denver.
      i. Van Schooten described a potential opportunity for the Board to host a large-scale public safety forum featuring all members of public safety leadership in early April after the Board and safety departments issue their annual reports.
The Board responded positively to the potential for hosting such an event and will move forward with reaching out to public safety leadership.

ii. The Board also discussed publicity strategies to ensure that its annual report gets enhanced visibility.

c. Board member Larry Martinez shared about his recent experience participating in a ride-along with the Denver Police Department.

5. Without objection, the Board entered executive session at approximately 11:17 a.m. to discuss confidential matters related to disciplinary cases, pursuant to DRMC 2-34(a)(8).

6. The Board meeting concluded at approximately 11:50 a.m.

New Action Items:
- Begin outreach and planning for a potential public safety forum in April (Richman and Van Schooten)
- Review initial draft of Annual Report and provide feedback to Van Schooten (All)
1. Board member Stefan Stein called the meeting to order at approximately 10:05 a.m.

2. The Board approved the minutes from the January 5, 2024 meeting.

3. Stein made several announcements:
   a. He is leading the meeting as both board Chair Julia Richman and Vice-Chair Nick Webber are unavailable. Independent Monitor Lisabeth Pérez-Castle is also out of town, and the Board’s administrator, Daniel Van Schooten is currently on paternity leave.
   b. Terrance Carroll, who joined the Citizen Oversight Board in 2020, has completed his appointed term and following that milestone submitted his resignation from the Board. He was a valued member of the Board and will be missed.

4. The Board discussed the following topics with Executive Director of Public Safety (EDOS) Armando Saldate:
   a. Saldate shared that the DOS and its constituent departments have all stopped using the term “excited delirium.” The term has been controversial, and medical authorities recommend moving away from it. The state-level Peace Officer Standards & Training (POST) Board that certifies police officers also determined in late 2023 that it should not be used in training or as a diagnosis. Saldate is working not only to eliminate the term’s use, but also re-evaluate training and practices to ensure that Denver’s public safety employees respond in the most appropriate way.
   b. The DOS does not play a significant role in the new “Yellow Vest” Ambassadors to Downtown Denver program or the “Clean and Safe Denver” app. The DOS is partnering with the Downtown Denver Partnership and the Denver Dream Center to provide three services:
      i. Provide visitors to downtown with easily identifiable (via yellow vests) points of contact for any questions or concerns, creating a more welcoming atmosphere.
      ii. Monitor the sites of decommissioned encampments to ensure that anyone who attempts to start camping there is connected with support services and that the City is promptly notified (via both ambassadors and the app).
      iii. Allow members of the public to easily report trash and graffiti so that they can quickly be remediated.
   c. Saldate spoke with the Board about the role of private security guards, including the extent of their authority, licensing requirements, and their role in the Yellow Vest program.
d. Saldate stated that the DOS does not have a permanent presence at any of the micro-communities or hotels associated with the Mayor’s House 1,000 initiative.

e. Saldate shared that the Assessment-Intake-Diversion (AID) Center served 1,217 people in the year since its soft opening in November 2022. The Aid Center has helped connect:
   i. 603 individuals with identification documents and vital records
   ii. 513 individuals with supplies for basic needs (hygiene kits, diapers, etc.)
   iii. 375 individuals with housing navigation services
   iv. 248 individuals with employment training
   v. 156 individuals with resources for food insecurity
   vi. 150 individuals with transportation to shelter or other locations
   vii. 84 individuals with substance misuse treatment
   viii. 58 individuals with medical services through Denver Health
   ix. 55 individuals with mental health services via WellPower
   x. 45 individuals with dental care
   xi. 43 individuals with veteran-specific services
   xii. 148 individuals with warrant-clearing services through two “Fresh Start” events coordinated with the District Attorney’s office and the County Court.

f. Saldate did not have data on hand about the number of diversions that the AID Center has facilitated, but promised to provide it to the Board.
   i. The AID Center is looking to expand its scope by having police officers voluntary provide referrals to the AID Center in lieu of arrest and thereby motivate officers to do that more often.
   ii. The DOS is working with the Mayor’s office to identify core at-risk populations and then create a more strategic diversion program for those individuals.

g. Saldate shared information about three grants for the AID Center that will likely be finalized in 2024:
   i. A Caring for Denver grant that will allow the AID Center to provide programming focused on trauma recovery for justice-involved women.
   ii. A grant to expand the AID Center’s ability to provide substance abuse treatment services by partnering with the Denver Department of Public Health and Environment’s (DDPHE) Substance Use Navigator (SUN) program.
   iii. A grant focused on helping the City integrate services across agencies in order to provide better early intervention services for people in crisis. This grant could potentially allow the AID Center to extend its operating hours into the evenings.

h. Saldate addressed several questions that have been pending from the last meeting:
   i. In the case of former DPD officer Shane Madrigal, the DPD failed to promptly notify the POST Board about serious and sustained disciplinary findings in a case that was completed following his resignation. There is a process in place for notifying the POST Board in those circumstances, but it was not followed in that case.
   ii. The DOS’s Place Network Investigation Boards are composed of leaders from a wide variety of City agencies and not members of the community, although representatives from Regional Neighborhood Organizations can sometimes participate in meetings.
iii. In 2022, only one arrest was made during formal encampment clean-ups. In 2023, there were eight arrests made during formal encampment clean-ups.

iv. Denver no longer has any encampments in the downtown area, and does not have an official number of encampments city-wide as there is no official definition of what constitutes an encampment.

i. The DOS does not have a specific policy on where to wear body cameras, although Saldate stated that he was open to further discussions about the subject.

j. Saldate was supportive of the Board’s efforts to create a consistent city-wide process to improve transparency around compliance with non-monetary terms in legal settlements involving the conduct of public safety officers.

5. The Board meeting concluded at approximately 11:50 a.m.

New Action Items:

- Follow up on AID Center diversion data (Van Schooten)
- Schedule an introductory meeting between Alfredo Reyes and Director Saldate (Reyes, Van Schooten)
- Request data on number of private security guards licensed in Denver, number of complaints about them, and number of license removals (Van Schooten)
1. Chair Julia Richman called the meeting to order at approximately 10:05 a.m.

2. The Board postponed the approval of draft minutes from the January 19 meeting.

3. Richman made several announcements:
   a. Due to the upcoming President’s Day holiday weekend, the February 16 board meeting will be cancelled. The next Board meeting will be on March 1.
   b. Due to the continued costs of responding to migrant arrivals, Mayor Johnston has asked all City agencies to identify ways to cut their budgets by 15% in 2024. Independent agencies, such as the OIM and COB, are being asked to cut their budgets by 5%.

4. The Board discussed the following topics with Chief Ron Thomas:
   a. The DPD does not have data about the number of times DPD officers refer or deflect (in lieu of arrest) people to the Assessment-Intake-Diversion (AID) Center.
   b. The DPD will not be producing its own annual report for 2023. The Department of Public Safety (DOS) will be producing an annual report for 2023 that will include data and statistics from the DPD.
   c. The DPD has reduced average response times to high priority 911 calls by about 30 seconds compared to a year ago.
   d. The DPD has launched a new campaign to reduce auto theft in Denver. The campaign will include making a DPD auto theft task force permanent and installing 111 automatic license plate readers across the City.
      i. Although 2023 saw a 20% reduction in car theft compared to 2022—over 1,000 fewer cases—levels are still 60% higher than rates from 2018 and 2019.
      ii. Thomas provided assurances that the license plate readers will not be photographing the interior of vehicles and will only be used to identify vehicles that have been reported as stolen, involved in violent crime, or involved in a hit-and-run incident.
      iii. The license plate tracking data will be deleted after 30 days unless it is intentionally preserved as part of a criminal case.
   e. All DPD officers receive annual performance evaluations and may be given performance improvement plans based on those ratings. Supervisors can also place officers on those plans throughout the year.
   f. The DPD chooses topics for its quarterly trainings based on recent complaint trends. Officers who have violated policy are also frequently required to perform remedial
training modules to ensure that they know what they did wrong and can make improvements.

i. Thomas shared data about the length of internal affairs investigations. Since the beginning of 2022, 782 cases have been opened, of which 623 are closed and 159 remain open.

ii. The distribution of case closures is:
   1. 44% - less than 90 days
   2. 14% - between 90-120 days
   3. 14% - between 120-180 days
   4. 22% - between 180-365 days
   5. 6% - over a year

iii. Of the 159 open cases, the distribution of their length is:
   1. 35% (56) have been open less than 90 days
   2. 6% (10) are between 90 – 120 days
   3. 17% (27) are between 120-180 days
   4. 30% (47) are between 180 – 365 days
   5. 12% (19) are open over 1 year

g. Thomas expressed a willingness to provide additional details to the COB about training that follows disciplinary orders.

h. Thomas discussed the DPD’s experience as it relates to the influx of migrants to the City. Thomas stated that new encampments have been created around migrant shelters, but that the DPD has not seen any significant increase in violent crime due to the migrants.
   i. The largest criminal nexus involves labor and sex trafficking of migrants, who are often reluctant to go to the police.

5. Without objection, the Board entered executive session at approximately 10:56 a.m. to discuss confidential matters related to disciplinary cases, pursuant to DRMC 2-34(a)(8).

6. The Board meeting concluded at approximately 11:50 a.m.

New Action Items:
- Clarify the extent of COB interest in training of officers following discipline (All)
**Citizen Oversight Board (COB)**
**Meeting Minutes – March 1, 2024**

**Members Present:** Karen Collier, Larry Martinez, Alfredo Reyes, Julia Richman, Stefan Stein (partial), Tymesha Watkins, Nick Webber

**Members Absent:** David Martinez

**Invited Guests:** Daniel Van Schooten, Citizen Oversight Board, Administrator
Lisabeth (Liz) Castle, Office of the Independent Monitor (OIM), Independent Monitor
Elias Diggins, Denver Sheriff Department (DSD), Sheriff

1. Chair Julia Richman called the meeting to order at approximately 10:02 a.m.

2. The Board discussed the following topics with Sheriff Elias Diggins:
   a. Diggins doesn’t believe that anticipated budget cuts will cause significant operational changes at the DSD. Diggins is limited in what he can discuss about the specifics of proposed budget cuts but expects to know soon which proposed reductions the Mayor will move forward with.
   b. Diggins stated that as the Denver Police Department (DPD) is working to update their discipline matrix, Executive Director of Public Safety Armando Saldate has included Diggins in that process to identify where the DSD and DPD might be able to better align their discipline matrices.
      i. The DSD has recently added new items to their discipline matrix—such as discipline procedures for violations of their new body worn camera policy—but the matrix itself has not been revised in many years.
      ii. Diggins believes there is significant value in aligning the DPD and DSD’s discipline matrices, as DSD deputies believe that DPD staff receive lighter punishments for similar behavior.
   c. Diggins shared that deputies deploy Narcan for suspected overdoses on average two and a half times each month. However, the DSD does not know how many of those medical incidents were actual overdoses, as deputies are encouraged to use Narcan for any potential overdose.
      i. The DSD does not run toxicology screens after every medical incident but is in discussions with Denver Health to do so whenever an inmate with a suspected overdose is transported via ambulance to Denver Health Medical Center.
      ii. The Medical Examiner does conduct a toxicology screen after every in-custody death.
      iii. Overdoses are rising in the general public and in jails across America.
      iv. Diggins shared information about the DSD’s efforts to reduce the flow of drugs into Denver’s jails:
         1. The DSD has purchased body scanners to use when inmates go through the intake process and is increasing the number of searches that are performed.
         2. The DSD is increasing its surveillance of mail service, as Weld County has discovered that drugs are sometimes mailed into jails in envelopes that are made to appear like legal mail, which can only be searched in front of the inmate to whom it is addressed.
3. The DSD has trained drug-detecting dogs to detect fentanyl and the dogs patrol throughout the DSD’s facilities.

4. Diggins stated that there are additional actions the DSD is using to attempt to stop drugs from coming into the jails but he cannot share details publicly.

d. Diggins shared that the DSD was very involved in the work of the General Assembly’s Jail Standards Commission and believes that the DSD currently meets or exceeds the standards proposed by that commission.

e. Diggins stated that plans for a Bike Patrol Unit and Criminal Investigations Unit have been paused, but he plans to meet with EDOS Saldate in the near future to discuss how and when to move forward with those units.

f. Diggins explained that the artwork for the contact visitation space at the Denver County Jail will be completed in eight weeks and that the space will open for visitation shortly afterwards.

g. A DSD deputy who had been involved in a single-car accident, fled the scene, and then lied to authorities that the car had been stolen was placed and remains on investigatory leave. (Diggins initially said the deputy had been terminated but informed the Board that he misspoke shortly after he left the meeting.)

3. The Board approved the minutes from the January 19 and February 2 meetings.

4. The Board discussed the remaining steps they need to take prior to publication of their 2023 Annual Report on March 15.

5. Board members discussed the upcoming March 15 COB meeting and expressed a preference for an in-person administrative meeting with no invited speakers.

6. Without objection, the Board entered executive session at approximately 10:47 a.m. to discuss confidential matters related to disciplinary cases, pursuant to DRMC 2-34(a)(8).

7. The Board meeting concluded at approximately 11:56 a.m.

New Action Items:

- Review the draft annual report and provide feedback by Monday, March 4, if possible (All)
- Send a clean version of the drafted annual report to the Department of Public Safety and OIM for their feedback (Van Schooten)