

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



DENVER
THE MILE HIGH CITY

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

Absent: Julia Richman

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

Guests: Nicholas Mitchell

1. Call to Order
 - a. Chair Gardner called the meeting to order
2. Approved minutes for December 18, 2020 meeting
3. Moved into executive session
4. Meeting adjourned

Action Items

1. N/A

Citizen Oversight Board (COB)
Meeting Minutes – Feb 5, 2021



DENVER
THE MILE HIGH CITY

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

Absent: Al Gardner, Julia Richman

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

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

1. Call to Order at 10:06
2. Board Updates and New Business
 - a. Meeting minutes from last meeting were discussed
 - b. Discussion about Board Administrator and Independent Monitor recruitment
3. Visit from representatives from the Denver Sheriff Department
4. Meeting was adjourned at 10:47 and moved into executive session



DENVER
THE MILE HIGH CITY

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

Absent: Molly Gallegos, Katina Banks

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

Guests: DOS Chief Executive Director of Safety Mary Dulacki

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

Action Items

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



DENVER
THE MILE HIGH CITY

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

Absent:

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

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

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

Action Items

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

Citizen Oversight Board (COB)
Meeting Minutes – Mar 5, 2021

- a. Board to decide on video recording for meetings





DENVER
THE MILE HIGH CITY

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

Absent: Apryl Alexander, Terrance Carroll

Staff: Nicole Taylor, Community Relations Director OIM

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

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

Action Items

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

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- d. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
 - e. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
6. On Hold:
- a. Board to decide on video recording for meetings





DENVER
THE MILE HIGH CITY

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

Absent: Katina Banks, Molly Gallegos, Al Gardner

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

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

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

Action Items

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



DENVER
THE MILE HIGH CITY

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

Absent: Katina Banks

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

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

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

Action Items

1. Connect with city attorney on method of procuring support for board development-Confirmed under 10K
2. Continue to build out community distribution list
3. Complete Quarterly Public Forum
4. Hire new board administrator
5. Information from Chief Pazen
 - a. Get documentation of training standards changes in policy manual
 - b. Requested information about the amount of time de-escalation training is included in the academy
6. Sheriff Follow-Ups
 - a. Get training schedule for new body worn cameras
 - b. Possibility of free phone calls

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Meeting Minutes – April 16th 2021



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7. Director Murphy follow ups:
 - a. Get in writing the new directives and policy changes the Director has put in place- Obtain from Cindy and Armando.
 - b. Find means for OIM receives regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
 - a. Board to decide on video recording for meetings



DENVER
THE MILE HIGH CITY

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

Absent: Nikki Braziel

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

Guests: Sherriff Elias Diggings, Daelene Mix, Deputy Director Department of Public Safety

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

Action Items

1. Reengage around community list development-Julia, Molly

Citizen Oversight Board (COB)
Meeting Minutes – May 7th 2021



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



DENVER
THE MILE HIGH CITY

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

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

Staff: Gregg Crittenden, Interim Monitor

Guests: NA

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

Action Items

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



DENVER
THE MILE HIGH CITY

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

Absent: Al Gardner

Staff: Matt Buttice, Office of the Independent Monitor

Guests: Emily Lauck, Director of Transformation & Policy at Denver Department of Public Safety, Daelene Mix, Deputy Director at Denver Department of Public Safety

1. Call to Order by Member Braziel at 10:02
 - a. Minutes from May 21st meeting were approved
2. Updates on Public Safety Transformation by Emily Lauck
 - a. Update on the public facing dashboard which is under development but delayed
 - b. Discussion on the level of internal acceptance of publishing additional data and increasing external accountability-Emily suggested its going well
 - c. Discussion on funding, stimulus and how it interacts with Transformation
3. Board Updates and New Business
 - a. Discussion on setting next quarterly public forum next date/times and content
 - b. Discussion of next round of board elections will be scheduled June 18
4. Meeting was adjourned at 10:50 and moved into executive session

Action Items

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



DENVER
THE MILE HIGH CITY

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

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

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

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



- c. Discussion ensued concerning whether Affion Public should meet with individuals other than the search committee, and if so, suggestions were made that certain additional individuals should speak with Affion Public.
8. Meeting was adjourned and moved into Executive Session

Action Items

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



DENVER
THE MILE HIGH CITY

Present: Katina Banks, Terrance Carroll, Karen Collier, Julia Richman, Stefan Stein

Absent: Apryl Alexander, Nikki Braziel, Molly Gallegos, Al Gardner

Others present: Gregg Crittenden, Interim Monitor, Office of the Independent Monitor (OIM), Matthew Buttice, OIM Policy Director, Nicole Taylor, OIM Community Relations Director, Denver Chief of Police Paul Pazen (who left the meeting after discussions with him ended; see no. 2 below)

1. Call to Order by Vice Chair Richman at 10:03
2. Chief Pazen spoke to the Board about several subjects, including the Major League All Star Game that took place on July 13 which he said went well from a public safety perspective; the Maven Hotel incident that took place prior to the All Star Game which led to publicized arrests and the seizure of weapons and narcotics; ABLE (Active Bystandership for Law Enforcement) training that he and others at DPD are engaging in; the increasing levels of crime in Denver, particularly violent crime; and five hot spots in Denver that account for nearly half of the city's shootings this year and efforts to address economic and other issues in these five areas.
 - a. Chief Pazen addressed various questions from Board members, including questions about the implementation of laws passed in the last legislative session concerning law enforcement; ABLE training which involves preparing officers to successfully intervene to prevent harmful behavior by fellow officers and create a law enforcement culture that supports peer intervention; and the various community and other efforts to address crime in five hot spots in Denver. Chief Pazen spoke highly of the ABLE project which he said is supported by OIM and the Ministerial Alliance. He emphasized the importance of buy in from him and other leaders at DPD to create a culture shift at DPD through the ABLE project.
3. Minutes from June 16, 2021 meeting were approved
4. Discussion with Interim Independent Monitor, Gregg Crittenden, and Matthew Buttice, OIM Policy Director
 - a. Commander Levins has reached out to Mr. Crittenden to inquire if Board members are interested in participating in the virtual training system at the Denver Police Academy that simulates various scenarios involving potential shooting situations. Board members responded affirmatively.
 - b. Mr. Buttice inquired whether the Board wished to make minutes of its 2021 meetings available online, and if so, he will cause them to be posted next week. Board members responded affirmatively.
 - c. Mr. Buttice informed the Board that NACOLE (National Association for Civilian Oversight of Law Enforcement) recently released a report concerning civilian oversight of law enforcement, which included a Denver case study based on input provided to NACOLE in 2018 and 2019. OIM did not receive advance notice of the publication of the report.
5. Next Quarterly Public Forum (QPF)
 - a. Ms. Collier stated that the scheduling of the next QPF was dependent on the availability of Murphy Robinson (Executive Director of Department of Public Safety). Ms. Taylor



said that she would reach out to Director Robinson to seek to schedule a date when he is available to attend.

6. Meeting was adjourned at 11:07 am and moved into Executive Session

Action Items

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



DENVER
THE MILE HIGH CITY

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

Absent: Molly Gallegos

Others present: Gregg Crittenden, Interim Monitor, Office of the Independent Monitor (OIM), Nicole Taylor, OIM Community Relations Director, Denver Sheriff Elias Diggins (left the meeting after discussions with him ended; see no. 3 below); Emily Lauck, Director of Transformation & Policy for Denver Department of Public Safety (DOS); Elise Rahn, Community & Government Affairs Manager for DOS; Daelene Mix, Deputy Director of DOS (joined the meeting during discussions with Ms. Lauck; see nos. 5-7, below)

1. Call to Order by Chair Gardner at 10:01 am
2. Minutes from July 16, 2021 meeting were approved
3. Sheriff Diggins spoke to the Board about several subjects, including the roll out schedule for provisioning and deployment of body-worn cameras by Sheriff's deputies from now through January 2023; the increase in the jail population during the summer months; and deputy staffing shortages.
 - a. Sheriff Diggins addressed various questions from Board members, including questions concerning the amount of time inmates may spend outside their cells ("out time") which Sheriff Diggins said has not been impacted by deputy staffing shortages; the classification levels (levels 1 -5) that impact the length of time inmates may spend outside their cells; the number of COVID-19 cases among current inmates which Sheriff Diggins said is five out of 1500 inmates; COVID testing of inmates (twice a week) and deputies (voluntary); COVID vaccinations of deputies (Sheriff Diggins said that all deputies will be vaccinated); whether training is given to every deputy who is provided a body-worn camera (Sheriff Diggins said such training is and will continue to be provided); whether inmates may make free phone calls (Sheriff Diggins said the Sheriff's Department is working on providing such phone calls through the PIN jail management system); and the policies that apply to investigations of deputies against whom misconduct complaints are made (Sheriff Diggins said that he would cause these policies to be sent to the Board).
4. Emily Lauck introduced the Board to the new DOS Community & Government Affairs Manager, Elise Rahn. Ms. Rahn stated that she will perform community engagement work for DOS, including acting as a liaison between DOS and the Board and engaging with City Council on behalf of DOS.
5. The Board inquired of Ms. Lauck as to the status of the roll out of the public facing reports and dashboards that she has discussed with the Board in previous meetings involving investigations of law enforcement officers against whom misconduct complaints are made. Ms. Lauck stated that the rollout of such reports and dashboard has been delayed due to her focus on completing a public facing dashboard that responds to the 112 recommendations of the Task Force to Reimagine Policing and Public Safety that were set forth in a report in May. Ms. Lauck addressed questions from the Board about the form and content of this dashboard.



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6. The Board renewed the request that it be provided with dates when DOS Executive Director Robinson is available to attend the next Quarterly Public Forum (QPF) hosted by the Board. Ms. Lauck and Ms. Rahn stated they would revert to the Board with dates of Director Robinson's availability.
7. Ms. Lauck and Mr. Crittendon addressed questions concerning the triage process for addressing law enforcement misconduct complaints.
8. Chair Gardner and Mr. Crittendon discussed the status of the search process for a new Independent Monitor. They informed the Board that the City Attorney's Office approved the contract with the executive search firm that is assisting with the search and the contract has been executed. The search firm will now have a series of meetings with various community stakeholders regarding the qualifications and experience they are seeking in an independent monitor. The position is posted on the City's website and interested candidates may continue to apply.
9. Meeting was adjourned at 11:08 am and moved into Executive Session

Action Items

1. Organize next QPF – Ms. Alexander and Ms. Collier
2. Reengage around community list development – Ms. Richman
3. Connect with OIM and Director of Public Safety on process for COB participating in and learning of disciplinary actions
4. Continue to build out community distribution list
5. Hire new COB Administrator – final candidate identified after two sets of interviews
6. Information from Chief Pazen
 - a. Get documentation of training standards changes in policy manual
 - b. Requested information about the amount of time de-escalation training is included at the academy
7. Director Murphy follow ups
 - a. Obtain in writing the new directives and policy changes the Director has put in place -- obtain from Cindy and Armando
 - b. Find means for OIM to receive regular reports from GIRT regarding grievances and incidents involving policy violations
8. On Hold:
 - a. COB to decide on video recordings of meetings



DENVER
THE MILE HIGH CITY

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

Absent: Nikki Braziel, Al Gardner

Others present: Gregg Crittenden, Interim Monitor, Office of the Independent Monitor (OIM); Matthew Buttice, OIM Policy Director; Nicole Taylor, OIM Community Relations Director; and Murphy Robinson, Executive Director, Denver Department of Public Safety

1. Call to Order by Vice Chair Richman at 10:02 am
2. Minutes from August 6, 2021 meeting were approved
3. The Board discussed the tentative date of September 8 for the next Quarterly Public Forum (QPF) to be held by the Board. Since September 8 is the last evening of Rosh Hashana (a holiday commemorating the beginning of the Jewish New Year), the Board prefers that the QPF be scheduled for September 14 or 15, subject to Director Robinson's availability since he will be speaking at the QPF. Director Robinson informed the Board that he is available on September 14 or 15, and therefore the QPF will be scheduled for one of those dates.
4. Mr. Stein updated the Board on the status of hiring a Board Administrator. He informed the Board that Daniel Van Schooten had accepted an offer to serve as the Board Administrator and his start date is September 7.
5. Ms. Banks informed the Board that earlier this week the City Council approved the placement of a measure on Denver's November ballot that, if approved by voters, will among other things (i) give the Board the authority to appoint the Independent Monitor subject to confirmation by the City Council; (ii) give the Independent Monitor the authority to hire an attorney outside the City Attorney's Office to provide independent legal advice; and (iii) provide the staff of the OIM with career service classification. Ms. Banks stated that if the ballot measure is approved by Denver voters it will become effective on the date that the election results are certified.
 - a. Ms. Richman informed Board members that they are not permitted to advocate for the ballot measure on Board time; they may only do so during non-Board time.
6. Director Robinson spoke to the Board about several subjects, including the COVID vaccine mandate for City employees (including Public Safety employees); the failure of the Sheriff's Department to promptly notify Director Robinson and OIM about the recent death of an inmate who was in the custody of the Sheriff's Department; a policy that Director Robinson will put in place, after review by OIM and the Board, to require the Sheriff's Department to notify the Director and command staff members (including OIM) of all significant incidents they become aware of (e.g., in-custody death, in-custody serious bodily injury, shooting involving a Sheriff's deputy, etc.); and the ongoing work of the Transformation & Policy team in the Department of Public Safety to prepare a dashboard reflecting the Department's responses to the 112 recommendations of the Task Force to Reimagine Policing and Public Safety.
 - a. Director Robinson addressed various comments and questions from Board members, including the Board's request that the Department of Public Safety consider providing information to the public as soon as possible that is within the Department's sole purview in lieu of waiting to provide responses to all 112 recommendations of the Task Force in order to gather information from other agencies concerning various



recommendations; the status of the Department of Public Safety’s responses to data requests made by the Board and members of the community, including data concerning body worn cameras and inmate “out time;” the Director’s position that law enforcement officers who do not comply with the COVID vaccine mandate will be subject to discipline; the existence of contingency plans for potential staffing shortages arising from the vaccine mandate; and COVID testing for inmates.

- b. Director Robinson asked the Board to send a list of all of its outstanding data requests to Elise Rahn (elise.rahn@denvergov.org) and Kelly Jacobs (kelly.jacobs@denvergov.org) and they will be addressed.
- c. The following action items were discussed with Director Robinson:
 - i. The Department of Public Safety will work with the Board to develop a process for disclosing certain public safety information to the public;
 - ii. The Board will review the draft policies and procedures for the Public Integrity Division’s Administrative Investigations Unit and Conduct Review Unit, discuss comments on these policies and procedures at the Board’s meeting on September 17 and thereafter provide input on these policies and procedures to the Department of Public Safety;
 - iii. The Department of Public Safety will provide the Board for its review and comment a draft of the policy requiring the Sheriff’s Department to provide prompt notice of significant incidents;
 - iv. Staff at the Department of Public Safety will introduce the Board’s Administrator to various people at City agencies to facilitate his access to relevant personnel and information;
 - v. Director Robinson will keep the Board updated on developments concerning the implementation of the vaccine mandate for law enforcement officers; and
 - vi. Director Robinson will ask Deputy Director of Public Safety Mary Dulacki to meet with OIM to address OIM’s ongoing data requests to Department of Public Safety and transparency concerns.
7. Ms. Taylor informed the Board that the City’s Boards and Commissions Department has asked for a list of all Board members so that the City’s HR Department can obtain proof of vaccination of all Board members
8. Meeting was adjourned at 11:13 am and moved into Executive Session

Action Items (in addition to those identified above)

1. Confirm date for and organize next QPF – Ms. Alexander and Ms. Collier
2. Follow up with City Attorney’s Office re rules of engagement concerning COB/OIM ballot initiative – Ms. Richman
3. Continue to build out community distribution list – Ms. Richman
4. Information from Chief Pazen
 - a. Obtain documentation of training standards changes in policy manual
 - b. Obtain information about the de-escalation training provided at the academy, including length of such training

5. On Hold:
 - a. COB to decide on video recordings of meetings





DENVER
THE MILE HIGH CITY

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

Absent: Nikki Braziel

Others present: Gregg Crittenden, Interim Monitor, Office of the Independent Monitor (OIM); Matthew Buttice, OIM Policy Director; and Nicole Taylor, OIM Community Relations Director

1. Call to Order by Chair Gardner at 10:03 am
2. Minutes from August 20, 2021 meeting were approved
3. Chair Gardner updated the Board on the status of the search for a new Independent Monitor. He informed the Board that the executive search firm retained to assist in the search anticipates completing its meetings with various stakeholders next week and thereafter will focus on candidates for the position. The search committee will meet next week to discuss logistics and next steps and the committee is focused on casting a broad net for candidates that consists of a diverse talent pool.
4. Mr. Stein updated the Board on the status of onboarding the new Board Administrator, Daniel Van Schooten. Mr. Stein informed the Board that Mr. Van Schooten's start date is September 7 and he will be receiving initial training from the City, OIM, and Vice Chair Richman. Vice Chair Richman added that she will ask Mr. Van Schooten to contact and schedule separate discussions with each Board member.
5. Ms. Banks informed the Board that Denver City Council has published a website that explains the initiative it approved to be placed on the November 2021 ballot (<https://www.denvergov.org/Government/Agencies-Departments-Offices/Denver-City-Council/Council-Members/Jamie-Torres-Council-District-3/Building-a-strong-OIM>) that, if approved by voters, will among other things (i) give the Board the authority to appoint the Independent Monitor subject to confirmation by the City Council; (ii) give the Independent Monitor the authority to hire legal counsel outside the City Attorney's Office to provide independent legal advice in certain circumstances; and (iii) provide the staff of the OIM with career service classification. Ms. Richman informed Board members that she has contacted the City Attorney's Office to receive guidance on the scope of activities that Board members may engage in concerning the ballot measure, and she will report back to the Board after receiving such guidance.
6. Ms. Alexander and Ms. Collier informed the Board that the next Quarterly Public Forum (QPF) would take place on September 14, 2021 at 6 pm. Department of Public Safety Executive Director Murphy Robinson will attend the QPF where the following subjects will be discussed: (i) the current process for making, investigating, and rendering decisions with respect to complaints against law enforcement officers; (ii) the role of the Department of Public Safety's new Transformation and Policy team; and (iii) the status of the creation and publication of a community-facing dashboard reflecting the Department's responses to the recommendations of the Task Force to Reimagine Policing and Public Safety.
7. The Board discussed the status of its community outreach list which is used to provide notice to the Denver community about QPFs and communicate about other matters such as the search



for a new Independent Monitor. This list will continue to be updated with the assistance of the Board’s Administrator.

8. Chair Gardner inquired about the status of the Board’s information requests to Denver Police Chief Pazen about training issues, including de-escalation training (ABLE bystander training) provided to Denver police officers. Vice Chair Richman stated that she would work with the Board’s Administrator to follow up with Chief Pazen on these information requests.
9. Katina Banks announced she is resigning from the Board but will continue to serve until her replacement is appointed. Several Board members thanked and commended Ms. Banks for her outstanding service on the Board, including her service as past Board Chair.
10. Meeting was adjourned at 10:35 am and moved into Executive Session

Action Items (in addition to those identified above)

1. Follow up with City Attorney’s Office re rules of engagement concerning COB/OIM ballot initiative – Ms. Richman
2. Continue to build out community distribution list – Ms. Richman, Ms. Braziel and Mr. Van Schooten
3. Information from Chief Pazen – Ms. Richman and Mr. Van Schooten
 - a. Obtain documentation of training standards changes in policy manual
 - b. Obtain information about de-escalation training
4. On Hold:
 - a. COB to decide on video recordings of meetings



DENVER
THE MILE HIGH CITY

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

Absent: Terrance Carroll, Nikki Braziel, Al Gardner

Others present: Daniel Van Schooten, Board Administrator; Gregg Crittenden, Interim Monitor, Office of the Independent Monitor (OIM); Matt Buttice, OIM Policy & Operations Director

1. Call to Order by Vice Chair Richman at 10:06.
2. Approval of minutes from September 3, 2021 Board meeting was deferred until the next Board meeting on October 1, 2021.
3. Quarterly Public Forum (QPF) held on September 14, 2021
 - a. The Board discussed its handling of the recent QPF and commended Dr. Alexander for her service as the moderator for the meeting.
 - b. The Board discussed several aspects of the process for facilitating questions posed by community attendees at QPFs, including whether questioners should be encouraged to identify themselves by name, ways to solicit questions prior to QPFs, and whether a list of the questions posed at a QPF should subsequently be made publicly available.
 - c. The Board discussed the benefits and drawbacks of inviting the Independent Monitor to participate in its QPFs. There was a consensus that, despite some concerns, the Independent Monitor's presence at QPFs has significant value with respect to accountability and transparency and the Board will continue to invite the Independent Monitor to QPFs subject to potential exceptions.
4. The Board Administrator provided status updates regarding action items from both the 9/3 Board meeting and the 9/14 QPF, and discussion took place regarding these action items.
5. The Interim Independent Monitor reminded the Board of the OIM's upcoming budget presentation to City Council on September 23rd and potential inquiries by City Council concerning items in the budget involving the Board.
6. Meeting was adjourned at 10:46 am and moved into Executive Session.

Action Items

1. Approval of minutes from 9/3 meeting deferred to 10/1 meeting.
2. Prepare for and attend 9/23 City Council meeting to discuss COB budget items (Al, Julia, Stefan)
3. Proposed plan for soliciting questions from community members before next QPF (Apryl, Daniel)
4. Consolidate community distribution lists, and develop an initial strategy for growth, including Facebook outreach (Daniel)
5. Research and report on how other City and County of Denver boards and commissions are utilizing video recordings of their meetings (Daniel)
6. Review the minutes of prior Board meetings and create a tracking system for the Board's outstanding information requests to public safety departments (Daniel)
7. Board leadership will meet with the Department of Safety's Transformation & Policy group to discuss the Board's response to certain of the 112 recommendations of the Task Force to Reimagine Policing and Public Safety that relate to the Board's functions (Al, Julia)
8. Pending requests for information from DPD Chief Pazen (Julia, Daniel)

- a. Obtain documentation of training standards changes in policy manual
- b. Obtain information about de-escalation (ABLE) training





DENVER
THE MILE HIGH CITY

Present: Katina Banks, Karen Collier, Molly Gallegos, Julia Richman, Stefan Stein

Absent: Apryl Alexander, Nikki Braziel, Terrance Carroll, Al Gardner

Others present: Daniel Van Schooten, Board Administrator; Matt Buttice, Policy & Operations Director of the Office of the Independent Monitor (OIM); Gregg Crittenden, OIM Interim Monitor; Fran Gomez, Director of Public Integrity Division (PID) of Department of Public Safety (DOS); Emily Lauck, DOS Director of Transformation & Policy; Daelene Mix, DOS Deputy Director; Elise Rahn, DOS Community & Government Affairs Manager

1. Julia Richman called the meeting to order at 10:04 a.m.
2. The minutes from the September 3 and 17 meetings were approved.
3. Updates on pending action items
 - a. Daniel Van Schooten now has access to all COB outreach/communication platforms, including social media accounts, city website, email lists, the COB voicemail account, and MailChimp, and is working on developing strategies for their use.
 - b. Mr. Van Schooten has created and populated an online spreadsheet for tracking action items.
 - c. Stefan Stein reported on the City Council budget hearing he attended with Gregg Crittenden and Matt Buttice on September 23 where the budgets of OIM and COB were presented and discussed. Mr. Stein informed the Board that City councilmembers suggested that Board members attend community events hosted by councilmembers to enhance the visibility of the COB and its functions.
 - d. Elise Rahn noted that she had sent the Board an email responding to requests made/questions posed to DOS Executive Director Murphy Robinson at the Quarterly Public Forum (QPF) on September 14. The Board expressed its desire to have more time to review this information in advance of today's meeting. Ms. Rahn stated that she passed on the information as soon as she received it.
 - i. In response to the data provided by Ms. Rahn concerning discipline cases opened by Denver Police Department/Internal Affairs involving complaints against DPD officers arising from the summer 2020 protests, the Board asked for clarification about the "informal" case category. Mr. Crittenden and Fran Gomez explained this case category.
 - ii. Mr. Stein asked about the percentage breakdowns of vaccine mandate compliance that Ms. Rahn provided in her email concerning various DOS personnel. Daelene Mix responded, stating that 95% of City employees have uploaded vaccine cards, but she couldn't provide specific breakdowns of how many people claimed/qualified for each type of vaccine exemption.
4. Emily Lauck presented several updates from the DOS Transformation & Policy team, as follows:
 - a. DOS representatives are meeting with members of the Reimagining Public Safety Task Force later this month, and DOS would like to have the Board's feedback on the Task Force's recommendations prior to October 25.

- b. DOS is also seeking input from the City agency for Human Rights & Community Partnerships to seek to ensure that DOS's responses to the recommendations of the Reimagining Public Safety Task Force are widely accessible.
 - c. The Transformation & Policy team has been working on community engagement policies for the Street Enforcement Team (SET), a new DOS program. SET is comprised of unarmed civilians who will respond to low level enforcement calls and will have the authority to write tickets for ordinance violations. Ms. Lauck stated that SET personnel will receive both onboarding + refresher training related to community engagement.
 - d. The Board asked about how SET and Support Team Assisted Response (STAR) teams will interact, and Ms. Lauck responded that they will interact fairly often, with SET able to contact 911 dispatch and specifically request a STAR team be assigned. [STAR personnel respond to community members who are experiencing issues related to, among other things, mental health and/or substance use.]
 - e. The Denver Sheriff's Department (DSD) is working with the City Attorney's Office to ensure that they are fully compliant with recent legal requirements arising from SB21-193 related to the rights of pregnant & post-partum individuals in custody. Ms. Lauck further stated that DSD is also looking for opportunities to catalyze further improvements, such as lactation rooms and parental visits.
5. Draft PID policies
 - a. The Board shared a few high-level concerns about the proposed PID policies and conveyed that it would soon be providing written comments and recommendations on the proposed policies. Director Gomez indicated a desire to have a follow-up conversation with the Board after she had an opportunity to review the Board's written comments and recommendations.
 6. The Board heard from a community member (KaMeia Shorts), who had filed a complaint regarding her recent experience being detained by the DSD. Ms. Shorts asserted, among other things, that she experienced harassment and was held for 15 hours without being processed or provided with the ability to contact others. Director Gomez provided an assurance that the PID Administrative Investigative Unit (AIU) would review and respond to her complaint.
 7. The Board asked Mr. Crittenden if he had any updates to share in open session on behalf of OIM, and he did not.
 8. Adjourned to executive session at 11:18

New Action Items:

1. Formalize a cadence of communications between the Board and public safety agencies so the Board has sufficient time to respond to documents provided by the agencies (Van Schooten)
2. Schedule meetings with OIM to review and correct/comment on DOS flowcharts (Van Schooten)
3. Send Board comments/recommendations on PID policies to DOS
4. Board to determine whether to send members to NACOLE conference in December and/or identify any webinars they wish to attend.

Citizen Oversight Board (COB)
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5. Board to create a strategy for community outreach, including attending community events hosted by city councilmembers.

Pending Action Items:

1. Mr. Van Schooten to report on research re video recordings of commission meetings; Board to decide on recordings
2. Board to determine date for next QPF
3. Board leadership will meet with DOS's Transformation & Policy group to discuss the Board's response to certain of the 112 recommendations of the Task Force to Reimagine Policing and Public Safety that relate to the Board's functions (Gardner, Richman)



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

Absent: Nikki Braziel

Others present: Daniel Van Schooten, Board Administrator; Matt Buttice, Policy & Operations Director of the Office of the Independent Monitor (OIM); Gregg Crittenden, OIM Interim Monitor; Chief Paul Pazen, Denver Police Department

1. Chair Al Gardner called the meeting to order at 10:01 a.m.
2. The minutes from the October 1, 2021 meeting were approved.
3. Updates on Board business
 - a. Daniel Van Schooten shared that most City Boards & Commissions do not record or archive audio or video of their regular meetings, and should the Board do so, accessibility standards should be considered. The Board asked Van Schooten to begin recording the rest of this meeting and report back on the process for making recordings of Board meetings available to the public.
 - b. Van Schooten reported that Department of Public Safety Executive Director Murphy Robinson is available to attend a Quarterly Public Forum on the 9th of November. The Board agreed to hold the next forum on November 9, and Van Schooten will work with Dr. Apryl Alexander and Karen Collier to create an agenda.
 - c. Board leadership will meet with the Department of Public Safety on Oct. 21 to discuss several of the recommendations from the Task Force to Reimagine Policing and Public Safety that relate to the Board's functions.
4. Chair Gardner shared that due to an unexpected and sustained increase in his employment-related responsibilities, he does not feel able to properly fulfill his responsibilities as Board Chair and will be stepping down from Board leadership. Vice-Chair Julia Richman will serve as Chair, and the Board will hold an election for a new Vice-Chair.
5. Van Schooten shared additional updates:
 - a. The Board provided its comments and proposed changes on the draft policies of the Department of Public Safety's Public Integrity Division, and the Department will respond by November 10. The December 3 Board meeting, which Department officials will attend, will be mostly dedicated to discussing the policies.
 - b. The Board discussed this year's conference of the National Association for Civilian Oversight of Law Enforcement (NACOLE), to be held in Arizona from December 12-16. Some Board members expressed an interest in attending and will confirm their plans with Van Schooten. Van Schooten will send out information related to the expenses that will be covered in connection with Board members' attendance.
 - c. Van Schooten shared operational updates, including that he is in the process of acquiring purchase and travel cards for Board business, and is drafting guidelines for social media and news media engagement by the Board. He will send the proposed

guidelines to Board leadership for initial review, and then provide them to the full Board for review and approval.

6. The Board invited OIM Interim Monitor Gregg Crittenden to share any updates from OIM. Crittenden stated that he had a discipline case to discuss with the Board and would do so during executive session due to the confidential nature of the information.
7. The Board discussed their preferred cadence of communication with City agencies, and how far in advance of a Board meeting documents should be provided to ensure that the Board has enough time to review them before discussing.
8. Police Chief Paul Pazen joined the meeting at 10:30 a.m. and responded to questions that the Board had sent in advance.
 - a. The Board asked about the degree to which the subjects of de-escalation, First Amendment, and Active Bystander for Law Enforcement (ABLE) are incorporated into training for police officers.
 - i. Pazen shared that the Police Academy dedicates a significant portion of the first week or two of training to ABLE training, and that over 500 officers have completed the training. Despite the pressures created by a 6.2% increase in service calls and staffing levels 8-9% short of their goal, Pazen said he has been pushing for current officers to take time off their regular work to complete the training. Pazen shared that he is also working with others to make ABLE training for law enforcement a requirement throughout the state of Colorado.
 - ii. Pazen also shared that de-escalation and First Amendment trainings are incorporated into training courses, and that the Denver Police Academy requires officers to complete significantly more training than is required to meet statewide standards. In response to Board follow-up questions about training, Pazen described how the Academy uses a phased approach to transition officers from the Academy to the field, in order to help make the training stick.
 - b. In response to the Board's question about the status of mutual aid agreements with other law enforcement agencies after the summer 2020 protests, Pazen pointed to changes mandated by SB-217 (Enhance Law Enforcement Integrity legislation) and a legal injunction that requires officers providing mutual aid to abide by local munitions policies.
 - c. Pazen declined to comment on the recent \$2.5 million judgement against the City in an excessive force case brought by Michael Valdez, given that it is a pending legal matter being handled by the City Attorney's Office and is subject to appeal. He did confirm that the officer named in the lawsuit was still employed by the Police Department and also shared that the Department's use of force policies have changed significantly since 2015 when the incident occurred. In response to the Board's concerns about how to avoid such payouts in the future, Pazen stated that the Department continues to look for ways to improve policies and training related to use of force, and he gave an example of training officers to carry and use their taser in their off-hand, so as to avoid accidental use of a firearm.

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

- d. Pazen confirmed to the Board that the Police Department is not using and has no plans to utilize either the federal 1033 surplus military equipment program, or facial recognition software.
 - e. Pazen provided an update on vaccine mandate implementation in the Police Department and stated that 14 officers have linked their retirement or resignation to the mandate. Pazen stated that 98.8% of Police Department officers/staff have been vaccinated or received an approved vaccine exemption.
 - f. Pazen responded to the Board's question as to why police discipline cases from the George Floyd Protests haven't all been resolved yet by stating that the District Attorney's Office must first review cases for potential criminal charges, and Pazen has no control over their timeline. Once the DA has completed their review, the Department has its own processes which has numerous steps to ensure thoroughness and fairness.
9. The Board asked Pazen several follow up questions about how the Department is responding to increased workloads amidst a staffing shortage. Pazen stated that the Police Department has fewer officers today than in 2008 and the City has grown considerably since then. Pazen further stated that he believes the staffing shortage is tied primarily to the economic environment, as the Department's budget was cut during the pandemic and fewer officers were able to be trained. Pazen highlighted that all public safety agencies are experiencing staffing shortages, and they have worked together to make a joint recruiting video. Pazen also stated that increasing the size of the Support Team Assisted Response (STAR) program to address mental health calls is beneficial, but such calls only constitute 2.4% of all service calls. According to Pazen, mental health 911 calls spiked in 2019, but they have remained fairly stable since then. Other efforts to civilianize enforcement and decrease calls requiring sworn officers include responses by civilian Crash Reporting Technicians (CRT) and the Street Enforcement Team (SET).
 10. Meeting adjourned at 11:28 to enter an executive session and discuss an ongoing disciplinary case with the Office of the Independent Monitor.
 11. Executive session adjourned at 12:07 p.m.

New Action Items:

1. Post accessible video of the open session of this Board meeting and gauge public interest (Van Schooten)
2. Interested Board members to provide NACOLE attendance confirmation to Van Schooten within the next week.
3. Board to determine agenda for November 9 Quarterly Public Forum (Alexander, Collier, Van Schooten)
4. Board to vote on who will serve as Vice-Chair for the remainder of the term.

Pending Action Items:

1. Formalize a cadence of communications between the Board and public safety agencies so the Board has sufficient time to respond to documents provided by the agencies (Van Schooten)

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2. Schedule meetings with OIM to review and clarify DOS discipline charts (Van Schooten)
3. Board to create a strategy for community outreach, including attending community events hosted by city councilmembers
4. Board leadership will meet with Department of Public Safety's Transformation & Policy group on October 21 to discuss the Board's response to certain of the 112 recommendations of the Task Force to Reimagine Policing and Public Safety that relate to the Board's functions (Richman)



DENVER
THE MILE HIGH CITY

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

Others present: Daniel Van Schooten, Board Administrator; Matt Buttice, Policy & Operations Director of the Office of the Independent Monitor (OIM); Gregg Crittenden, OIM Interim Monitor; Sheriff Elias Diggins, Denver Sheriff Department (DSD); Dr. Nikki Johnson, DSD Chief of Mental Health Services

1. Chair Julia Richman called the meeting to order at 10:01 a.m. and made introductory remarks about her assuming the position of Board Chair, the election of Dr. Apryl Alexander to Vice-Chair, and the passage of Referred Question 2G, which gives the Board the authority to hire the Independent Monitor.
2. The minutes from the October 15, 2021 meeting were approved.
3. Board Administrator Daniel Van Schooten provided updates on the following items:
 - a. Video recordings of Board meetings.
 - b. Bookings of individuals who will be attending the upcoming annual conference of the National Association for Civilian Oversight of Law Enforcement (NACOLE).
 - c. Board leadership met with Department of Safety (DOS) representatives concerning certain of the 112 recommendations of the Task Force to Reimagine Policing and Public Safety that relate to the Board's functions.
4. Sheriff Elias Diggins responded to questions the Board sent in advance:
 - a. In response to a question about the status of the community-employee leadership council he created in late 2020, Diggins shared that the body has been renamed "Leadership Council." The council remains active, meets quarterly and last met on September 22, 2021. The council meets with a wide variety of community partners and played a role in implementing in-person voting for detainees in 2020, and COVID-appropriate voting in 2021.
 - i. In response to Board follow up questions, Diggins clarified that the Sheriff's Advisory Board is a separate group and promised to provide the Board with a list of the Leadership Council's participating organizations.
 - b. In response to a question about the status of a project to provide free phone calls for inmates via a new PIN system, Diggins stated that the system will be launched next week, but that free calls will be limited to individuals going through the intake process. The PIN system allows DSD to track and record certain calls and is part of a new overarching jail management system.
 - i. In response to follow up questions from the Board, Diggins clarified that while free video calls had been made broadly available on two occasions due to COVID restrictions on visitation, those free calls are now limited to meetings with public defenders and other defense counsel. Other calls cost Denver inmates \$0.008 per minute, the lowest rate in the state, and among the lowest in the nation. Diggins also stated that there are ways for inmates who are destitute to still make phone calls.

Citizen Oversight Board (COB)
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- c. In response to a question about recent complaints that contractor Aramark was providing inadequate food service, Diggins confirmed the validity of some of the complaints and described actions that DSD takes to ensure appropriate service. Those actions include the appointment of a DSD Major to oversee the food service and this individual has met with Aramark 15 times, requiring department leadership to sample meals served to inmates, and having a nutritionist review the meals in an effort to ensure that dietary standards are met.
 - i. The Board inquired about whether DSD can do more to hold Aramark accountable when it fails to provide adequate food service. Diggins stated that Aramark values its reputation as a nation-wide company and is working to continually improve. Diggins promised to send documentation about food standards to the Board.
 - d. In response to a question about DSD staffing levels, Diggins stated that DSD is 232 deputies below their authorized strength, and they are in the middle of collective bargaining with the Fraternal Order of Police union. Twenty new recruits will start next week. Diggins further stated that he stresses a culture of leading with humanity.
 - e. Diggins declined to comment on a question related to the termination of Deputy Sheriff Bret Garegnani, as this is a legal matter that is currently on appeal.
 - i. In response to a follow-up question from the Board about early intervention programs to identify officers in need of additional training or counseling, Diggins stated that DSD does send officers back for retraining when there is a need for it.
5. Dr. Nikki Johnson, the DSD Chief of Mental Health Services, introduced herself to the Board and discussed the department's top mental health priorities for 2021 and 2022.
- a. In 2021, DSD created a competency restoration pilot program for men. The program can work with 12 individuals at a time, and in the first six months, 12 men have been restored to competency, spending an average of 56 days in the program. In 2022, Johnson hopes to make the pilot program permanent and also create a similar program for women.
 - b. In 2021, DSD created a Crisis Response Team of mental health professionals to respond to and prevent mental health crises. The team has a special focus on intake, and is currently composed of two individuals, with another being trained and onboarded. In 2022, they plan on analyzing the team's results and making adjustments to determine what works best.
 - c. DSD is also working on a holistic mental health services audit focused on providing best practices, including the need to get detainees with mental illness out of their cells more often. As part of this review, DSD has developed a mental health step-down unit (restoration and transition unit) that has fewer inmates, more incentives such as library services and headphones, and better access to therapeutic services.
 - d. DSD is also working on a 5-year suicide analysis (including attempted suicides) with local universities to identify areas in which the department can improve.
 - e. DSD will also work on implementing HB21-211 (Regulation Of Restrictive Housing In Jails) during 2022.

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- f. Responding to a Board follow-up question, Johnson clarified that she is focused on inmate mental health, and that the mental health of deputies and the wellness program available to them is overseen by Chief Gillespie.
6. Ms. Janet Robertson, a community member, spoke about her son's recent experience as an inmate. She focused on 4 issues:
 - a. Delayed and complicated process for her son to receive his eyeglasses
 - b. Prescription medications denied for 4 days, causing withdrawal
 - c. Rapid taper of a long-term medication because of its potential for abuse despite the opposition of her son's psychiatrist, further destabilizing him
 - d. Lack of treatment for severe constipation, and denial of any alternate clothing for two weeks.
7. Diggins apologized to Ms. Robertson and promised to re-open any closed grievances and conduct an investigation into any policies which were not followed. He also promised to set up a meeting for Ms. Robertson with the administrator from Denver Health which is responsible for the health services provided in Denver jails.
8. The Board adjourned to executive session at 11:38 a.m.

New Action Items:

1. Schedule a Board meeting with the appropriate representatives from Denver Health (Van Schooten)
2. Obtain documentation from DSD about their food quality standards, the members of the Leadership Council, their mental health step down unit, and any non-disciplinary early intervention program for deputies (Van Schooten)