

CITIZEN OVERSIGHT BOARD

MINUTES

MEETING OF January 4 2008
(Approved January 18, 2008)

The Board met this morning from ten to noon in the Webb Building. Attending were Burleson, Freeman, Knoche, Montez, Navarro and Reynolds. Also present was Monitor Rosenthal.

The Board held discussions about mediation with Steve Charbonneau (whose mediating firm contracts with the City of Denver) and OIM staffer AJ Clemmons. Satisfaction with the growth and results of this program in Denver was expressed. The Board encourages plans to publish an analytical article about it in professional journals. The Board also hopes results can be factored into Denver's law enforcement training programs.

The minutes of the December 21 meeting were approved.

There was a brief discussion about the public meeting to be held January 24 at the College View Recreation Center. Manager LaCabe and a police union representative will be featured to cover pros and cons of a new disciplinary process for the police department.

Knoche tabled copies of the initial draft of the Board's annual report due for public issuance March 15. There will be further discussions about this.

Montez agreed to draft a statement pertaining to standards of ethics, for Board adoption, as recommended by NACOLE.

The Board voted to enter into executive session to discuss with the Monitor various matters under investigation.

EXECUTIVE SESSION (January 4 2008)

The executive session was held in accord with C. R. S. 2-34(a)(3). The Board discussed with Rosenthal and Proctor various data compiled by the latter concerning law enforcement performance. Rosenthal also reported on the status of disciplinary actions involving DPD and DSD personnel.

CITIZEN OVERSIGHT BOARD

MINUTES

MEETING, January 18 2008
(Approved February 1, 2008)

The Board met from 10 to noon today on the 12th Floor of the Webb Building. All members except Navarro were there. Also attending was Independent Monitor Rosenthal.

The minutes of the January 4 meeting were approved.

There was a brief discussion of adequate future funding for Channel 8 TV coverage of quarterly public COB meetings. This is a matter of key significance for the Board. Equally key is insuring funding for professional assistance to the Board in preparing its annual reports. Since these are matters of direct concern to the Board and its needs, the Board will prepare a letter for the Independent Monitor for use in any discussions with City budget officials. With regard to COMCAST , Knoche reported he has received an invitation to attend a workshop on January 30 held by the City's Office of Telecommunications to identify City needs for public-access TV prior to the next negotiations between the City and COMCAST.

The Board turned its attention to plans for the next quarterly public meeting on January 24 in southwest Denver. Manager of Safety LaCabe and a police union representative will speak about the former's plans for a new disciplinary process for the police department.

Montez, who is preparing a code of ethics for the Board's adoption, described his questions, received answers, and will table a draft at the Board's next meeting.

The Board discussed an initial draft of its annual report due in March. It was noted that the Monitor's draft of his report will be sent to members next week. The Board's next iteration of its draft will be considered at its next meeting.

The Board voted to enter into executive session to discuss with the Monitor matters under negotiation and investigation.

The meeting then adjourned.

EXECUTIVE SESSION (COB Meeting, January 18 2008)

In accordance with C. R. S. 2 34 (a) (5), the Board and the monitor discussed certain cases under investigation in the Sheriff's department and interoffice deliberations concerning certain responsibilities of the Monitor's office.

CITIZEN OVERSIGHT BOARD

MINUTES

MEETING OF JANUARY 24 2008
(Approved February 1, 2008)

The Board met from 7 to 9 pm this evening for a quarterly public meeting at College View Recreation Center in southwest Denver. All members were present except Freeman. As customary, the public proceedings were taped by Channel 8 for subsequent TV airings.

Knoche opened the meeting with a description of the Board and its responsibilities. He introduced fellow Board members and a number of individuals in the audience, including Councilman-at-large Doug Linkhart who is also Chair of the City Council Safety Committee. Among those introduced were Deputy Manager of Safety Mary Malatesta, Assistant City Attorney Rick Stubbs, AJ Clemmons of the Monitor's office and Monitor Richard Rosenthal.

Board member Foster asked Rosenthal if he were involved in current City planning for this summer's Democratic National Convention here. The answer was in the negative. Foster and Knoche noted a need for the Monitor's participation in planning. Not the least problem is the likelihood of substantial numbers of citizen complaints about security and complaint-handling is a large responsibility of the Monitor.

Lt. Ed Hall, of Denver police district Four, described the situation in that district. There has been a recent drop in every significant crime category. There are no current adverse trends with regard to police activities in the district.

The Board then turned to the featured topic of the meeting -- a new plan for a disciplinary process in the Denver police department. Manager of Safety LaCabe outlined in some detail a power-point presentation of the planned new process. Not yet ready for final adoption, the new procedure, LaCabe said, was fairer, more consistent and transparent than the current one and is in keeping with "best practices" elsewhere. It is expected to shore up trust in the disciplinary system within the department and within the community as a whole. The new approach is the result of more than two years of pains-taking work by a large advisory group working with the Safety Manager.

LaCabe's presentation was followed by remarks by David Bruno and Mark Colin, attorneys for the police union, the Police Protective Association. They stated opposition to parts of the new plan, declaring "if it ain't broke, don't fix it." They asked that current Civil Service Commission rules not be changed to accommodate the plan and Colin said the real need was to correct the

"investigative process" underlying discipline decisions. Later, in answer to questions and comments from Board members and others, Colin said he was referring to those cases in which the Civil Service Commission reversed a disciplinary decision because the decision lacked evidentiary support.

Monitor Rosenthal spoke about the quality of investigations within the police department. Having monitored the work of the Internal Affairs Bureau for the past two years, he found the investigative work to be "fair and thorough." He said the purpose of his annual public reports is to add transparency to the complaint and disciplinary processes. He thought consistency in disciplinary matters was improving. He very much supports the new plan.

Questions and comments were invited from the audience. Attorney Adrienne Benavidez, former Chair of the Public Safety Review Commission and ex-member of the Civil Service Commission, spoke in favor of the new plan, calling it "transparent ... an improvement and ... a huge step forward" beyond the current system.

Rufino Trujillo, Colorado president of a national Latino police officer organization, said he and his organization have not been consulted on the new plan and he thus had to oppose it. He added that his organization has made several equal employment opportunity complaints against Denver law enforcement practices. On the former, Trujillo was urged to contact the Safety Manager and Knoche invited Trujillo to appear before the Board to state his views on the equal employment issues.

CITIZEN OVERSIGHT BOARD

MINUTES

Meeting of February 1, 2008
(Approved February 15, 2008)

The Board met from ten to noon today on the 12th floor of the Webb Building. All members were present except Reynolds. Also attending were Monitor Rosenthal and Board legal adviser Maes.

The minutes for the meetings of January 18 and 24 were approved.

The Board briefly discussed impressions concerning the January 24 public meeting. It was noted that one of the attendees, Rufino Trujillo, Colorado President of the National Latino Peace Officers' Association, is scheduled to meet with the Board in the near future to lay out his equal employment opportunity concerns.

The Board discussed details of the main topic of the January 24 meeting -- Manager LaCabe's proposed new disciplinary process for the police department. The Board unanimously approved the following position-statement: The Citizen Oversight Board favors the Safety Manager's plan for a new disciplinary process in the Denver police department. We believe it will provide more consistency in the application of discipline than is the case now. We believe the process will be more clearly understood within the department and in our community than is the case now. We support the plan to create an advisory standing committee to keep the process under review and to suggest changes for future improvement."

The Board discussed in detail the current draft of its annual report due for publication in mid-March. Various suggestions were made. Maes will draft a second version and she and Knoche will meet to complete it prior to the Board's next meeting on February 15.

There was a brief discussion of the current status of City planning for this summer's Democratic National Convention. The Board is convinced of the need for Monitor Rosenthal to be involved in the planning and will take what actions it can to insure this.

There was a lengthy discussion of the Monitor's mediation program. There was general appreciation of its growth and of hopes for even more. Montez cautioned about growth for growth's sake and urged ways to measure the effects of the mediation program on relationships between law enforcement officers and the community at large. Rosenthal thought OIM may be able to try measurement in the next couple of years.

Montez tabled a draft of a proposed code of ethics for the Board as recommended by the National Association of Civilian Oversight of Law Enforcement. The Board was unanimous in adopting it. It will be posted on the Board's web site.

CITIZEN OVERSIGHT BOARD

MINUTES

MEETING, February 15 2008
(Approved March 21, 2008)

The Board met from 10 to noon today on the 12th floor of the Webb Building. Burleson, Foster, Freeman, Knoche, Navarro and Reynolds were present as was legal adviser Maes. Arnold and Proctor of the Office of Independent Monitor (OIM) attended parts of the meeting.

The Board met with the recently-appointed Chief of the Fire Department -- Nick Nuanes. He reported progress in new arrangements to increase hiring of minorities in the department. Also discussed was whether or not to continue OIM and COB oversight of department arson investigators. The Chief saw no downside in such oversight.

The Board next met with DPD Detective Rufino Trujillo. He had attended the Board's January public meeting and was invited to meet further with the Board. He is the Denver leader of the National Latino Peace Officers Association. Denver's contingent in this association numbers 79 sworn DPD officers and ten supportive civilians. Trujillo and his board of directors are convinced there is a pattern of adverse discrimination against Latinos in DPD and numerous equal employment opportunity (EEO) complaints have been registered over the years. Trujillo said he and his board have no reason to put trust in the OIM or COB and he said he had little knowledge of what they do. Foster observed that if the complaints were filed with the EEOC, they are a federal, not a City, responsibility. The COB will see to it that Trujillo receives the last and the current OIM and COB annual reports to provide understanding of their duties and accomplishments. The Board asked Arnold to insure that OIM inquire into the status of any DPD/IAB investigations into any of the EEO complaints at issue. Freeman urged that Trujillo and his organization register complaints with OIM; it is only that way that OIM would become involved in the handling of the complaint.

The minutes of the Board's February 1 meeting were approved.

Knoche outlined the next steps in preparing the Board's annual report due in mid-March. He and Maes will meet March 4 to prepare a final draft for consideration at the Board's meeting on March 7. He invited member comments on the current draft as an assist in going final. Foster and Freeman led a discussion of their view that the OIM annual report is unduly lengthy and their point will be included in the COB report.

The Board voted to go into executive session to hear from Arnold and Proctor about matters under investigation.

EXECUTIVE SESSION (COB Meeting, February 15 2008)

In accordance with C. R. S. 2 34 (a) (5), the Board and Arnold and Proctor of OIM discussed certain personnel matters under investigation in the Sheriff and Police departments. These included certain disciplinary records of DSD personnel and the status of a DPD case under consideration by the DPD Disciplinary Review Board.

CITIZEN OVERSIGHT BOARD

MINUTES

MEETING OF March 21 2008

The Board met from 10:00 a.m. to 11:45 this morning in the Webb Building. Attending were Burleson, Foster, Freeman, Knoche, Montez and Navarro. Also present was Monitor Rosenthal.

The Board discussed with Corrections Director Lovingier his plans to introduce a new and more advanced jail-management system (JMS) for significant improvement in directing jail activities and operations. The new system will be put into place a year from now and will require intensive training of jail personnel in the interim.

Also discussed were ways to lessen incidence of suicide in the jails. Foster urged that there be a DSD study of the extent to which suicides are carried out by those who are "off their medicines."

There was a discussion of disciplinary decisions regarding DSD deputies whose time on suspension is reimbursed by the union (Fraternal Order of Police).

Lovingier does not fully agree with the Monitor's conclusion that deputies awaiting a final disciplinary decision should not remain in their assignments, in part, because this runs the risk of City liability if adverse performance takes place. Lovingier pointed to the Safety Manager's responsibility to make the final disciplinary decision and it is then that reassignment can be made.

The minutes of the February 15 meeting were approved as amended.

The next quarterly public meeting of the Board will be the evening of April 24 at Temple Sinai. The topic will be the OIM mediation program.

Briefly discussed was Rosenthal's and Knoche's March 19 appearance before the City Council Safety Committee to describe the COB and OIM annual reports. Later that day, the Board met with Mayor Hickenlooper to brief the COB report.

In general agreement on five criteria to be employed annually in evaluating the Monitor's job performance as required by ordinance, the Board asked

Knoche to confer with former member Mullins to arrange for outside expertise to help carry out this function.

The Board voted to go into executive session to hear from Rosenthal about matters currently under investigation.

EXECUTIVE SESSION (March 21 2008)

The executive session was held in accord with C. R. S. 2-34(a)(3). The Board heard from the Monitor about the status of disciplinary consideration of "critical incident" cases, one involving a DSD deputy and one involving a DPD officer.

Minutes approved April 4, 2008.

CITIZEN OVERSIGHT BOARD

MINUTES

Meeting of April 4 2008
(Approved April 18, 2008)

The Board met from ten to 11:30 this morning in the Webb Building. Attending were Burleson, Freeman, Knoche, Montez and Navarro. Present for a short time was Monitor Rosenthal who was called out to a police shooting; he was replaced by his deputy, Crittenden.

The Board held a discussion with Chief of Police Whitman.

The Chief described the start-up of the new Personnel Assessment System (PAS). The system is considered by the Board to be a significant step forward in identifying officers whose performance can be enhanced through training, counseling or reassignment.

Whitman, responding to the need for improved timeliness in disciplinary decision-making, told the Board steps he has taken to accomplish this. Rosenthal added that this situation, already improved, is expected to improve further this year.

The Chief described in some detail the state of police planning for the challenges of this summer's Democratic National Convention. The Office of Independent Monitor will be substantially involved in this.

The Board voted to go into executive session to hear from Whitman about planned assignments of senior DPD personnel following certain retirements of officers in the near future.

The Board voted to return to open session at this point.

The Board had preliminary discussions about some issues that might lead to eventual Board decisions and recommendations. These include DSD practice of keeping deputies in their positions pending a final disciplinary decision by the Manager of Safety; OIM-IAB agreements on timeliness goals; and the union's practice of reimbursing deputies who have been placed on suspension. The OIM is asked to provide the Board with details pertaining to the latter.

Knoche reported on his meeting last week with Tawanna Mullins who has agreed to assist the Board with the task of evaluating the

performance of the Monitor as required by ordinance. Mullins will attend a Board meeting on May 16 to discuss details.

The usual discussions with the Monitor did not occur, owing to his having been called out by the shooting incident.

Minute of Executive session: In accord with Denver Code 2-33(c), Whitman shared with the Board the plans for designating those who will soon be named to senior positions.

CITIZEN OVERSIGHT BOARD
MINUTES

Meeting of April 18 2008
(Approved May 2, 2008)

The Board met from ten to noon today in the Webb Building. Foster, Freeman, Knoche, Montez and Navarro attended. Also present was Monitor Rosenthal.

The Board met with Safety Manager LaCabe for an hour. He answered various questions from Board members. He explained that the new disciplinary policy and procedures for the police department are in process of implementation. Training of officers will begin soon and the new arrangements will be in place by August 1. The Civil Service Commission has revised its rules to accommodate the new policy.

LaCabe discussed reasons behind disciplinary decisions that are made sometimes along with an officer's promise not to appeal a decision. Also discussed was the sheriff department's union's practice of reimbursing some deputies whose discipline includes unpaid suspended time. LaCabe finds this practice, though technically legal, to be counter to the reason for discipline.

LaCabe and police chief Whitman have a satisfactory degree of visibility into the work and operations of DPD officers seconded to a Federally-directed Joint Terrorism Task Force at work in the Denver area.

Also covered was the sheriff department's practice of keeping a deputy on his regular assignment until a final disciplinary decision is made by the Manager of Safety. Rosenthal said he would keep a special eye on this to insure reasonably timely decisions in such cases.

The minutes of the Board meeting on April 4th were approved.

The Board and the Monitor talked about the latter's annual report which contains a brief section concerning disciplinary cases not yet resolved. This has come under criticism from some law-enforcement quarters in Denver. The Board recommended that this section -- of no special value -- be left out of future OIM reporting. The Monitor agreed.

Rosenthal noted there will be a significant DPD retirement and promotions ceremony at the police academy later today. Rosenthal and Knoche will attend.

Rosenthal reported his office will help provide training for DPD officers in reaction to several recent complaints alleging Fourth Amendment violations, i.e., searching without a warrant.

Rosenthal observed that his office will be increasingly engaged in training for this summer's DNC. (LaCabe had told the Board of on-going discussions between protest organizations, the police, and other City authorities.

Note was made that the next public meeting of the Board will be April 24 and will feature a panel discussion about mediation. This will be moderated by Rosenthal.

The Board met with a citizen who presented a number of suggestions following a run-in he had had with Denver police. He was told the Board will take his proposals under consideration. He was advised to submit a formal complaint so that the oversight system can give the matter the study it deserves.

The Board considered a request from a relative of a woman who died while in Denver jail custody. The matter is known as the "Rice case." The relative wishes to appear before the Board to state her concerns. Arrangements will be made for her to meet with the Board. (Foster, who has recused himself from any Board discussion of this case, was not present for this part of the meeting.)

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of April 24 2008
(Approved May 2, 2008)

The Board held one of its quarterly public meetings this evening from seven to eight at Temple Sinai in southeast Denver. Member attending were Burleson, Foster, Freeman and Knoche.

The proceedings were taped by Channel 8 for repeated TV airings over the course of the next several weeks.

Knoche called the meeting to order and made introductory remarks, citing the history of the Board, the ordinance that created it in 2005, the advent of the Independent Monitor that year, and the progress made to date in oversight of Denver law enforcement. He pointed to reforms and improvements within safety departments and underscored the cooperative work and attitudes in those departments. He pledged the Board's best efforts to keep the progress in play.

Councilwoman Peggy Lehman of Council District 4 was introduced and welcomed those in attendance.

The newly-appointed commander of police district 3, Captain Kris Kronke, introduced his staff.

The feature of the evening was a panel discussion of the mediation process and its objectives. The discussion was moderated by Monitor Richard Rosenthal and included professional mediators Steve Charbonneau and Lowery Mumford, Ajenai Clemmons of the Monitor's staff, and Lt. Mark Fountain of the DPD Internal Affairs Bureau. The panel described the process by which civilian-complainants and law enforcement officers meet in the presence of a mediator to discuss detail of the incident that brought them together. Introduced in Denver by the Monitor in 2005, as a new initiative, the program has resulted in improved understanding and sensitivity on the parts of participants. Mediation is voluntary for officers and citizens. Results of some 119 mediations to date show a high degree of satisfaction by the participants and often a resolution of differences.

The business of the meeting having concluded, the meeting adjourned.

CITIZEN OVERSIGHT BOARD MINUTES

Meeting of May 2, 2008
(Approved May 16, 2008)

The Board met from ten to noon today on the 12th floor of the Webb Building. Attending were: Burleson, Freeman, Knoche, Navarro and Reynolds. Also present was Independent Monitor Rosenthal

The minutes of the Board's meetings on April 18 and 24 were approved.

The members shared their impressions of the April 24 quarterly public meeting which featured a panel discussion off the topic of mediation. Rosenthal said that Councilman Peggy Lehman, who came to the meeting, told him she intended to ask the City Council to hear the same presentation. The board noted the usual useful Channel 8 TV coverage of the meeting but also deplored the very slim public attendance. This led to an inconclusive discussion of the formats and locales of quarterly meetings. Freeman thought it would be helpful if City Council would modify the ordinance to eliminate the requirement that such meetings be mandatory. Burleson and Knoche found value in the current arrangements for holding them in various districts of the city and to gain public awareness through the TV coverage.

Rosenthal reported that top DPD levels are considering a plan to consolidate the intake of all complaints within OIM, a procedure Rosenthal favors. He was reminded that such initiatives, their pros and cons, and their costs would best be considered by the Board for its input and comment before being taken up by agencies.

Freeman referred to recent press accounts of certain concerns about security plans for dealing with protestors at this summer's DNC. Rosenthal said OIM and DPD would be conferring about this next week.

Knoche asked that OIM compile a listing of the timeliness goals negotiated in 2005 with DPD and DSD internal affairs bureaus. This will permit the Board to consider retroactive approval of the goals.

Knoche asked Rosenthal to expedite handling of the PARC report which is in process of vetting and comment by city offices. The PARC report and its recommendations would best be finalized soon.

Knoche asked Rosenthal to brief the Board on the status of the new Personnel Assessment System (PAS) and report any changes made to the system since the conclusion of the work of the task force that created it.

In discussions with the Monitor, Rosenthal referred to growing success in achieving improved timeliness of disciplinary decisions in DSD and DPD. One major advance will come when newly-named Deputy Chief (for Administration) Lamb will take on the function of chairing chief's hearings....Rosenthal said a new OIM effort in 2009 will be to undertake ongoing evaluation of the Safety Manager's new, and about to be implemented, disciplinary policies and procedures in DPD.

As required by Board bylaws, officers for the coming year were elected. Knoche and Reynolds agreed to continue as chair and vice-chair and they were duly elected.

It was noted that the terms of four members (Foster, Freeman, Knoche and Montez) will expire on January 1 2009. Knoche was asked to contact mayoral assistant Aragon to urge that replacements be designated early enough for helpful orientation and training.

The Board heard a presentation on the work of a victim-assistance program in the District Attorney's office. Two staffer involved -- Michele Wheeler and Michelle Adams -- described the important work of coordinating victim assistance efforts by a substantial number of public and private organizations devoted to relieving the traumatic circumstances of crime victims.

The Board voted to enter into executive session to hear from the Monitor about certain cases under investigation.

* * * * *

MINUTE OF COB EXECUTIVE SESSION -- meeting of May 2 2008

The executive session was held in accord with C. R. S. 2-34(a)(3). The board heard from the Monitor about two cases underactive investigation in DPD, one of which will come within the purview of the District Attorney.

CITIZEN OVERSIGHT BOARD
MINUTES

Meeting of May 16 2008
12th Floor, Webb Building
(Approved June 6, 2008)

The Board met from 10:15 to 11:30 this morning. Present were Burleson, Freeman, Knoche, Navarro and Reynolds. Also attending were the Board's legal adviser Maes and Senior Deputy Monitor Crittenden. An interested citizen, Buddy Moore, sat in on the session.

The minutes of the May 2 meeting were approved.

The Board met with personnel consultant Tawanna Mullins who will assist the Board in its ordinance-required responsibility for annual "qualitative and quantitative" evaluation of the Monitor's performance. The Board has already identified five criteria it will apply to the evaluation that will take place in November or December. Mullins will help guide this effort. She will also provide this June a draft memo for the Board's use in spelling out its expectations for Monitor performance -- this to be done this summer prior to the evaluation in the fall. Mullins will also prepare a draft questionnaire for Board use in asking City officials for their views of the Monitor's performance.

Crittenden was asked to provide the Board with a listing of timeliness goals agreed to by OIM and the two IAB's in 2005. This will lead to Board approval of the goals or suggestions for change.

Crittenden reported that the OIM is actively monitoring DSD IAB investigation into whether some deputies paid required union dues.

There was a discussion of the draft Police Assessment Center (PARC) report currently out for comment by various City offices. The Board asked that this be expedited. The report contains favorable and useful recommendations and should be dealt with on a priority basis.

Crittenden reported that the Monitor no longer plans to centralize all intake of complaints in OIM rather than the IAB's. This would add to budget costs.

There was a brief discussion of the NACOLE annual conference in Cincinnati October 26-30. No decisions were made about COB attendance.

CITIZEN OVERSIGHT BOARD
MINUTES

Meeting of June 6, 2008

Approved June 20, 2008

The Board met in the Webb Building from 10:15 to 11:45 this morning. Present were Foster, Freeman, Montez, Navarro and Reynolds. Knoche participated by telephone. Monitor Rosenthal and a member of the public were there.

The Board took up discussions with Corrections Director Lovingier.

A proposal by DSD deputies to amend the City charter to grant them arrest powers has been withdrawn and will not be on the November ballot.

Lovingier is satisfied with a new and improved system using electronic wands and better TV coverage to provide accountability in regard to deputy rounds in the prisons.

In response to illness or claimed illness of inmates, the Director is working to insure that deputies act as advocates for their charges. If they believe a medical problem is not being properly addressed by Denver Health and/or medical personnel assigned to jails action is required.

To ascertain the identities of arrestees, the Police are the primary determiners. Ways to improve the process are being worked on. Lovingier suggested the Board explore this topic with Chief Whitman. Rosenthal said his office has started a policy review of concerns about mistaken identities and wrong-person detentions in city jails. He will report back on progress of the review.

The minutes of the Board meeting of May 16 were approved.

The Board approved an agreement with Tawanna Mullins as a consultant to assist in the 2008 annual evaluation of the Monitor. The agreement runs until next March and is not to exceed \$2,500 per the Board's approval of Foster's motion.

The October NACOLE conference in Cincinnati was discussed. Montez will try to arrange to attend it.

The Board reviewed timeliness goals set in 2005 by OIM for the DPD and DSD IAB's. The Board approved continuation of the goals.

Rosenthal noted that the Manager of Safety has not yet issued a final report on the December 2007 officer-involved shooting. Additional shootings in April and May this year will also require public reports from the Manager.

Rosenthal reported that the timeliness and quality of DPD administrative reviews of shootings has improved dramatically in recent months.

Rosenthal said the number of mediations is down considerably and OIM is working with DPD IAB to identify and rectify any problems.

Rosenthal reported on a Budget Office request that OIM identify up to \$30,000 in cuts to the OIM budget. He said he is confident the budget as requested is reasonable and cuts will not be necessary.

Knoche will ask the Administration to consider identifying new Board members as early as possible to permit training and orientation. Four current members -- Foster, Freeman, Knoche and Montez -- will complete their terms in January.

Rosenthal said the final draft of the PARC consultant's report will be issued late this month. He characterized it as a timely and useful report concerning the DPD.

The Board voted to enter into executive session to hear from the Monitor about matters under investigation.

* * * * *

MINUTE OF COB EXECUTIVE SESSION, June 6 2008

The executive session was held in accord with C. R. S. 2-34(a)(3). The Board heard from the Monitor about a recent fatal officer-involved shooting and two pending internal affairs investigations in DSD.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of June 20, 2008
(Approved July 11, 2008)

The board met from 10 to 11:30 this morning on the 12th floor of the Webb Building. All members except Navarro attended. Valerie Arnold stood in for Monitor Rosenthal who was traveling abroad. David Edinger, Assistant to the Mayor, and two members of the public sat in on the meeting.

The Board held an hour-long discussion with DPD Deputy Chief Lamb and IAB Commander Burbach. Each was recently promoted to his position.

- Lamb explained that Chief Whitman has delegated to him the task of chairing the Disciplinary Review Board and Chief's Hearing meetings. This will improve the timeliness of disciplinary decisions.

- The IAB remains a unit to which many DPD officers seek assignment.

- The new personnel assessment system (PAS), under the cognizance of IAB, is under way. This replaces the former internal early warning system and adds new responsibilities to sergeants and lieutenants in the districts. The purpose is to identify officers whose performance can be improved with counseling and training.

- The Board asked IAB and OIM to continue discussions of reasons for the recent drop in the number of mediation cases and the best ways to arrange for them.

- The Board expressed satisfaction with the performance of IAB and wished the two officers well.

The minutes of the June 6 Board meeting were approved.

There was a discussion of the draft report by the Police Assessment Research Center (PARC) concerning DPD procedures and making recommendations. The draft will soon be issued in final form. PARC leaders will brief the City Council Safety Committee on July 16 and will meet with the Board to discuss the report on the afternoon of July 15.

There was a brief discussion of this year's NACOLE conference set for October in Cincinnati. Monitor Rosenthal, who serves on the NACOLE board, will be there. Manager of Safety LaCabe will speak at the session.

There was no executive session and the meeting was adjourned.

CITIZEN OVERSIGHT BOARD MINUTES
Meeting of July 11, 2008
(Approved August 1, 2008)

The Board met from 10 to 11:30 this morning on the 12th Floor of the Webb Building. Board Members Cathy Reynolds, Steven Foster, David Montez and Sam Freeman were present. Richard Rosenthal and Valerie Arnold from the Independent Monitor's office also attended.

The Manager of Safety, Al LaCabe, met with the Board. Manager LaCabe updated the Board on new Denver Sheriff Department procedures that are being implemented to address the issue of citizens being arrested and held on wrong warrants.

LaCabe also discussed the DPD liaison with the Colorado Terrorism Liaison Office (TLO) and assured the Board that DPD is still required to gather and keep information in accordance with a previously entered settlement agreement. The Board expressed interest in having Tony Lopez or Mike Rapp, DPD officers involved in this project, come and speak to the Board. The Board would also like to review a copy of the settlement agreement and the Department policies relating to it.

DPD command staff will be trained on the new disciplinary matrix on 7/14 and 7/28. COB members are invited to attend the all day training. All DPD officers will receive copies of the matrix and be responsible for reading the materials for their training by command staff in September.

The Board approved the amended 6/20/08 minutes.

Richard Rosenthal reported that the mediation program appears to be getting back on track following discussions with DPD command staff.

There was a discussion concerning the COB quarterly meeting on 7/24/08. It will be a panel presentation regarding the drop in Denver's crime rate at a yet to be determined location. The Board would like to discuss options for future quarterly meetings when the full Board is present.

There was no executive session and the meeting was adjourned.

CITIZEN OVERSIGHT BOARD
MINUTES
MEETING, July 24 2008
(Approved August 15, 2008)

The Board met from 7 to 8:30 this evening at Stapleton Recreation Center. It was a quarterly public session as required by City ordinance. The meeting was taped by TV Channel 8 for re-airing over the coming weeks.

Members in attendance were Foster, Freeman, Knoche and Reynolds.

Knoche opened the meeting and introduced guests in the audience. He described the Board's mission and its positive assessment of the current state of Denver law enforcement.

AJ Clemmons of the Office of Independent Monitor described the Monitor's role in oversight. She cited the recent report from a consultant (Police Assessment Resource Center) that evaluates the Denver police department as among the nation's best. The report makes a number of recommendations for even more improvement.

District 2 Police Commander Rhonda Jones reported on current trends in the district. The crime rate is down and progress is being made in advising the community of ways to insure against becoming crime victims.

There followed a discussion of Denver's lower crime rate over the past two years. The discussion was moderated by Deputy Safety Manager Mary Malatesta. Panel members were:

- Councilman at large and City Council Safety Committee Chair Doug Linkhart
- Deputy Police Chief John Lamb
- Crime Prevention and Control Commission Executive Director Regina Huerter
- Assistant to the Mayor David Edinger.

The topic of the discussion was Denver's lower crime rate... what are facts? what are the reasons for it? and what are the challenges ahead?

Among salient points made by the panel:

- * The strengthening of DPD resources has permitted more community-oriented police work in addition to normal police patrolling.
- * Improved management of DPD resources and better data-handling equipment have resulted in fast and effective police actions.

- * Denver's Crime Prevention and Control Commission and other law enforcement agencies have collaborated to create conditions of greater public awareness and participation in dealing with crime and disorder. The "cross-collaboration" between agencies has been a key in this improvement.
- * A major reason for successful policing and prosecutions is the use of DNA to identify perpetrators of crimes against property. New technology has been key.
- * Considerable progress has been made in resolving cases of domestic violence and mental health incidents through crisis intervention work by police officers. Crisis intervention training is mandatory for all officers and its successful use avoids escalation to violent police actions.
 - * The City's new oversight arrangements and faster, more effective police reactions to incidents have led to improved public confidence in law enforcement.
 - * Graffiti and gang issues remain problematic. Graffiti removal is being done faster and is a priority matter within each police district. Planning new approaches to preventing graffiti is being intensified. Attention to the gang problem involves the collaborative work of law enforcement and community organizations. Some 70 non-profit groups are involved.

In Board comments and questions, Foster expressed concern over possible serious and adverse incidents during next month's Democratic National Convention. Lamb responded that there has been extensive planning and training. He felt the security arrangements have been well prepared. Reynolds concurred and said protests must be allowable but security is paramount. She believes security has been planned with restraint and common sense.

Freeman commended Commander Jones of District 2 for her unit's performance in reducing crime. He expressed his interest in further building community cooperation with law enforcement.

There being no further business, the meeting was adjourned.

CITIZEN OVERSIGHT BOARD
MINUTES
MEETING, August 1 2008
(Approved August 15, 2008)

The Board met from 10 to 11:15 this morning on the 12th floor of the Webb Building. Burleson, Foster, Knoche and Navarro attended and a quorum was present. Arnold represented OIM.

The Board held discussions with Deputy Fire Chief Rex King. King reported that there were seven minorities (three Hispanic and four African-Americans) who graduated from the most recent fire academy class. This represents significant progress in the hiring and training of minorities for fire department assignments.

King told of certain DFD arrangements relating to preparations for the DNC. DFD has to approve arrangements for crowd capacity and structural safety at the Pepsi Center. Some of the federally-supplied funding for security went to the DFD for special equipment. EMT work by medics on standby at the convention is the responsibility of Denver Health.

In answer to a question, King said that a rise in the incidence of arson -- often associated with a down turn in economic conditions -- has not been noted in Denver.

The minutes of the Board meetings of July 11 and 24 were approved. A memo-for-the-record of the July 18 meeting, when a quorum was not present, will be made a part of official Board records.

Arnold reported OIM progress in restoring usual numbers of mediations between citizen complainants and law enforcement officers. Some glitches remain but are in process of being worked out.

The Board voted to go into executive session to hear from Arnold about certain cases under investigation.

There being no further business, the meeting was adjourned.

* * * * *

MINUTE OF EXECUTIVE SESSION -- meeting of August 1 2008

The executive session was held in accord with C. R. S. 2-34(a)(3). The Board heard from Arnold about cases that have been under investigation. Three cases pertained to shooting incidents; one involved an in-custody death.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of August 15 2008
Approved September 5, 2008

The Board met this morning from 10 to 11:30 in the Webb Building. Burleson, Freeman, Knoche, Montez, Navarro and Reynolds attended. Also present were Monitor Rosenthal and Arnold and Clemmons of OIM.

The Chair said the scheduled DPD presentation on new procedures to prevent jail suicides is postponed to September 5.

The minutes of the July 11, July 24, August 1, and August 15 meetings were approved.

Rosenthal described new arrangements to insure that all complaints are duly registered as cases to be handled by DPD and DSD internal affairs bureaus. Some 30 cases in DPD and one in DSD had not been registered.

Clemmons described alternatives regarding the sites of future quarterly public COB meetings. Board discussion settled on possibilities for offering Board programs to be held at meetings of neighborhood organizations. Clemmons was asked to look into possibilities and advise the Board at its next meeting.

The Board voted to go into executive session to discuss with Rosenthal matters under investigation.

There being no further business, the meeting was adjourned.

* * * * *

EXECUTIVE SESSION, CITIZEN OVERSIGHT BOARD, meeting of August 15 2008

The session was held in accordance with C. R. S. 2-34 (a)(3). The Board discussed with the Monitor matters under investigation, including ways to improve proper identification of those who are incarcerated. Also discussed was a DPD use-of-force case.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of September 5 2008
Approved September 19, 2008

The Board met this morning from ten to noon in the Webb Building. All members except Montez were present. Also attending were Monitor Rosenthal and his deputy Arnold. There, for part of the meeting, was mayoral assistant Edinger.

The Board met with Corrections Director Lovingier who was accompanied by three members of his staff. The topic was the nature of new policies and procedures designed to reduce in-jail suicides. Though the number of such incidents is few, there are improvements in the screening of those taken into custody and in increased patrolling of prison space. Further improvements are being incorporated into planning for the jail facilities in the new justice center under construction.

Lovingier was asked for comment on DSD performance during the Democratic National Convention. He thought it went well, citing, in particular, a newly-constructed facility that allowed for quick and efficient processing of those taken into custody.

The minutes of the August 15 Board meeting were approved.

It was agreed that the Board will issue a statement of commendation for those involved in the fine planning and performance of City organizations in regard to the convention. Knoche will prepare a draft for Board consideration.

In discussions with the Board, Monitor Rosenthal said he and his staff had closely monitored DPD and DSD work during the convention and had found it to be "impeccable." A few incidents are being investigated by DPD/IAB and OIM will keep them under observation.

Rosenthal reported that DPD's new personnel assessment system is underway. The Monitor has suggested some improvements to the system and these are being considered by DPD.

Rosenthal reported that the mediation program is in full sway. An article on the program, written by Rosenthal and Clemmons,, has been published in the *Police Chief Journal* and has drawn interested reaction from other cities.

There was a brief discussion of the COB-OIM budget for 2009. There is a reduction of \$10K for assistance to the COB in preparing its annual report.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of September 19 2008
Approved October 3, 2008

The Board met from ten to 11:15 this morning in the Webb Building. Present were Foster, Freeman, Knoche and Reynolds. Also attending were Monitor Rosenthal, Deputy Monitor Arnold and OIM Ombudsman Clemmons.

The Minutes of the Board meeting on September 5 were approved.

There was a lengthy discussion of a program for the Board's October 23 public meeting. Knoche, Rosenthal and Clemmons will meet with DPD Chief Whitman to get views on how best to provide input to the program which is likely to feature the topic of racial profiling. The Board's final decision on the program was put off to a later date.

Rosenthal reported on the status of the mediation program. Among the total of citizen complaints currently being reviewed, more than a third are received by OIM directly.

In answer to a question, Rosenthal said this fall's NACOLE conference in Cincinnati will deal with Taser issues and otherwise will be concerned with "philosophical social issues." Manager of Safety LaCabe will attend and participate in a panel discussion of a disciplinary matrix.

Rosenthal reported that DPD has indicated there will not be a formal response to the PARC consultant's report; The Department will be reviewing the report point by point and decide what changes to implement. Knowing of the Board's interest in the timeliness and nature of DPD reactions to the report, Rosenthal suggested the Board raise its concerns directly with the DPD chief.

Rosenthal noted that there have been but three officer-involved shootings thus far this year. A final letter from the Manager of Safety concerning one in April will soon be issued. Incidents in May and June will be heard by the DPD Use-of-Force Board later this month.

The Board voted to go into executive session to hear from the Monitor about the state of matters under investigation.

Having no further business, the Board adjourned.

* * * * *

COB EXECUTIVE SESSION -- Meeting of September 19 2008

The session was held in accordance with C. R. S. 2-34(a)(3). The Monitor reported on three incidents being investigated -- two in DPD and one in DSD. These involve alleged officer improprieties, Also discussed were certain incidents relating to police operations during the recent Democratic National Convention.

In answer to a question, Rosenthal reported no date has been set for a court hearing of a DPD officer charged with injuring a teenager. The DA has filed charges; the officer is suspended without pay.

The Board reaffirmed its interest in seeing formal DPD responses to the PARC consultant's report. These have been delayed, owing to the time-consuming impact of preparing for the DNC.

There was a discussion of the COB public meeting on October 24. It will feature a discussion of racial profiling. The exact structure of the discussion remains to be worked out.

The Board voted to go into executive session to hear from Rosenthal about matters under investigation

EXECUTIVE SESSION

The executive session was held in accord with C. R. S. 2-34(a)(3). The Board heard from the Monitor about the details of some incidents during the DNC that are being investigated by DPD/IAB.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting, October 3 2008
Approved October 17, 2008

The Board met from ten to 11:45 this morning in the Webb Building. Attending were Foster, Knoche, Navarro and Reynolds. A quorum was present. Also present was Monitor Rosenthal.

The Board met with Manager of Safety LaCabe who reported that the new disciplinary policy for DPD took effect on October 1. Training within DPD has been completed. Some officers asked if the union concurred with the new arrangements. The answer was yes. A similar policy for DSD will come under deliberation in January.

Satisfaction was expressed in regard to the worthy results of law enforcement operations during the DNC.

Note was taken of some 50 "HALO" surveillance cameras to be deployed in the city. Use must be protective of citizen rights. DPD is developing a written protocol to govern camera use. The City Council Safety Committee wants to insure OIM involvement in consideration of appropriate camera use.

There was general deploring of police union T-shirts depicting strong action supposedly taken by police during the DNC. But, it was recognized the shirts, while distasteful, are a product of free expression.

The modified minutes of the September 19 meeting were approved.

The status of COB membership was discussed. Knoche and Montez will not seek reappointment next January when their terms expire. Rosenthal is working with City offices to arrange replacements and early overlap and training.

The Board discussed the program for its October 23 public meeting. It will feature four speakers, two of whom allege racial profiling by Denver police. The other two -- police officers -- will describe DPD policies and training to cope with such profiling.

The Board is scheduled to meet with police chief Whitman on October 17 and he will be asked to report on actions taken in regard to the PARC consultant's report.

The Board voted to go into discussions with the Monitor about matters currently under investigation.

Having no further business, the meeting was adjourned

* * * * *

EXECUTIVE SESSION MINUTE. Meeting of October 3 2008

In accord with Colorado statutes, the Board entered discussions with Monitor Rosenthal about the status of investigations with regard to four DPD officers.

CITIZEN OVERSIGHT BOARD
MINUTES
MEETING of October 17, 2008
(Approved November 7, 2008)

The Board met this morning from ten to 11:30 at the 12th floor of the Webb Building. All members were present. Also attending was Deputy Monitor Valerie Arnold.

The Board held discussions with Deputy Chief John Lamb of DPD. In answer to Board questions, Lamb described the following:

- * the draft DPD protocol pertaining to use of high-resolution cameras positioned in the city. Board members will review the draft and make any suggestions to Chief Whitman.
- * the status of DPD review of the PARC consultant's recommendations. This may require 90 days or more, Lamb said. Asking for earlier action, the Board suggested DPD take positions on recommendations a few at a time rather than wait to deal with all of them at once.
- * the status of the new Personnel Assessment System. It is underway. The Board regards this as a very important adjunct to the new disciplinary policy put into effect in DPD on October 1.

The minutes of the October 3 meeting were approved.

The Board discussed arrangements for the next quarterly public meeting on October 23. The main agenda item will be four speakers whose topic will be "Broken Windows,' Racial Profiling and the Challenges to Denver Law Enforcement."

The Board voted unanimously to go into executive session to hear from Arnold about a DPD matter currently under investigation.

* * * * *

EXECUTIVE SESSION

The session was held in accord with C. R. S. 2-34(a)(3). The Board was informed of details pertaining to a Denver critical incident involving a non-fatal police shooting now being investigated.

CITIZEN OVERSIGHT BOARD
MINUTES
QUARTERLY PUBLIC MEETING
October 23, 2008
(Approved November 7, 2008)

The Board met from seven to nine this evening in the Keller-Williams office building in northwest Denver, home of Council District (and Police District) One. There were approximately 50 in attendance. The proceedings were taped by Channel 8 for ensuing TV airings.

Board members Foster, Knoche, Navarro and Reynolds were present.

Knoche welcomed the audience and introduced various guests. He described the origins of the Board and the Independent Monitor. Introducing the members of the Board, he mentioned the oversight arrangements that have been made, cited the cooperation and progress of Denver law enforcement agencies, and recognized that in the complexity of law enforcement controversies and adverse incidents are likely. With the new arrangements, the City is geared to cope with such matters wisely.

District One Councilman Rick Garcia was introduced. He welcomed the audience, mentioned his role in working to establish the new oversight arrangements and commended the work of the Board and the Monitor.

AJ Clemmons, a member of the staff of the Independent Monitor, described the role and functions of the Monitor. She mentioned the particular worthiness of the mediation program in which complainants and law enforcement officers face each other to develop understanding.

Commander Doug Stephens of District One told of the crime reduction in Denver over the past three years. One neighborhood -- Sunnyside -- in District One was an exception but a community-wide effort has reversed that at present.

A panel of four speakers discussed the topic of *"Broken Windows," Racial Profiling and the Challenge to Denver Law Enforcement*.

Lisa Calderon, a criminal justice professor and community activist, said application of the theory of "broken windows" has been shown to be ineffective and unproven in other cities. She commended DPD training to deal with racial profiling but is concerned there is no follow-up to determine officer accountability. She said her son has been stopped frequently by police and there is no adequate review process for such incidents.

Raul Paz Pastrana, a community organizer, said most racial profiling is aimed at African-Americans but it occurs with regard to immigrants as well.

DPD Captain Steve Carter, until recently in charge of the training at the Denver Police Academy, described growing DPD concern about allegations of

racial profiling, particularly with the advent of Chief Whitman in 2000. A community-led task force studied the issue and this led to intensified data collection and sensitivity training for police officers.

PD Division Chief Doctor Tracie Keese cited a long history of American law enforcement support of such abnormalities as Jim Crow policies across the nation and the numerous more recent efforts to undo the aberrations and make improvements. The real goal in improvement is to create the closest of relations between the police and the community they serve. Recruiting quality officers and training them well are key.

Comments and questions from the audience were invited. Some 17 persons described their concerns, mostly in anecdotal terms. A recurring theme was that officers are not held accountable for stops and searches they make. (One audience member urged that police cars carry cameras to record pull-overs.) Most of the speakers described racial profiling as real and widespread. Two disabled individuals pointed to a different kind of harassment (one had been mistakenly taken for a homeless person; the other was charged with DUI for "walking funny").

The meeting adjourned at 9 pm.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of November 7 2008
(Approved, November 21, 2008)

The Board met today from ten to noon in the Webb Building. Burluson, Foster, Knoche and Navarro were there; a quorum was present. Monitor Rosenthal attended.

The Board met with Lt. Martinez of DPD. He is the action officer in dealing with the HALO program (one involving the installation of high-resolution, high-tech cameras along selected City streets as a way of collecting real-time data relating to criminal incidents). Policy governing use of the cameras has been worked out after comments from various quarters in the City. Film will be kept no longer than 30 days. Signage will indicate the presence of cameras. Board members expressed concerns about how this system will be controlled to prevent violations of First and Fourth Amendment rights. Knoche said the Board will want periodic updates on how this is working.

The minutes of the Board meetings of October 17 and 23 were approved.

The Board met at length with Tawanna Mullins, an expert in the field and former Board member, to discuss ways to proceed with the required annual Board evaluation of the Monitor's performance. Mullins presented a questionnaire and it was agreed it would be sent to several City officials who will be asked to respond by December 1. The same questionnaire will go to Board members for their answers. Mullins will prepare a separate questionnaire for the members of the OIM staff. All responses will be handled confidentially and can be signed or submitted anonymously. When the responses are received, Mullins will assemble and evaluate them for discussions with the Board. The Board's discussion of the results with the Monitor will ensue and generalized reporting on the subject will be included in the Board's annual report. An effort will be made to complete these actions prior to the end of December. Funding for COB consultant services is not likely to be available in 2009.

The Board briefly discussed the October 23 quarterly public meeting dealing primarily with some public concerns about racial profiling by police. Councilman Garcia will be invited to attend a Board meeting to discuss the topic. And, it was agreed the Board should also hear from Deputy Chief Lamb on the subject.

The Board discussed ways to improve understanding of the actions and demeanors of police officers at the times of their first confrontations with members of the public. It was agreed OIM will launch a study of "best practices" elsewhere. The study will include pros and cons of any new policies and procedures.

There was a discussion of the current budget crunch and its likely impact on OIM and COB in 2009. The COB may lose its consultant funding (\$10K), travel money (\$2.5K) and TV coverage (\$8.2K). Knoche said the latter TV amount is essential, asked Rosenthal to keep the Board informed, and said the Board would have to fight against losing the TV funding.

The meeting was adjourned at noon.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of November 21, 2008
Approved December 5, 2008

The Board met this morning from ten to noon on the 12th floor of the Webb Building. All members were present except Navarro. Senior Deputy Monitor Crittenden was present as were AJ Clemmons of the Monitor's office and David Edinger, Assistant to the Mayor.

The Board met at length with Councilman Rick Garcia who had hosted the Board's quarterly public meeting in northwest Denver on October 23. Garcia is interested in the extent of public concern expressed alleging racial profiling by Denver police. This led to a free-ranging discussion of the Board's role, authority and limitations in dealing with problems of this kind. Edinger provided some detail on his preliminary study of DPD data that might shed some light on the issue.

The minutes of the November 7 Board meeting were approved.

The Board discussed and agreed on the text of a memo to be sent to DPD Chief Whitman expressing interest and concerns about the HALO camera installations.

The Board reviewed a 7-minute film recently prepared concerning the OIM mediation program. The film will be used for training purposes at the DPD Academy. The Board thought the film is excellent and made suggestions to improve it further.

Crittenden reported that "shooting" letters from the Manager of Safety are largely current and not lagging. He also reported that DPD next month will be reviewing three use-of-force cases. Three in-custody deaths are under study in DSD.

The meeting adjourned at 12 noon.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of December 5, 2008
Approved December 19, 2008

The Board met from ten to noon today in the Webb Building. All members except Montez attended and a quorum was present. Also there were Monitor Rosenthal and Valerie Arnold of OIM.

The Board met with Fire Chief Nuanes who described continuing favorable trends in DFD hiring of minority applicants. The current DFD budget was reduced by two million dollars and two-and-a-half million more is under consideration for 2009. Nuanes reported no signs of an increase in arson in Denver in the current economic downturn.

The Board met with Corrections Director Lovingier. Asked about recent suicides in Denver jails, he said the current Denver rate is three suicides in 50,000 jailings. Jails across the country experience a suicide rate nine times that of the general population and Colorado's populace has one of the highest suicide rates in the nation. In Denver, 30 inmates have been "saved" from suicide this year. Lovingier also reported on recent improvements in dealing with the problem of mistaken identities of some who are jailed.

The minutes of the Board's meeting on November 21 were approved.

There was a discussion of a November 22 meeting of minority activists and organizations who are concerned about their charges of racial profiling by Denver police. Members Freeman and Knoche and AJ Clemmons of OIM had attended the meeting as did several other City officials. At the meeting, Mayoral assistant Edinger had described his early efforts to study police data that might shed light on the issue.

Rosenthal reported there will be a meeting in Safety Manager LaCabe's office today to begin planning the study of DSD disciplinary policies and procedures similar to those done for DPD. Rosenthal and Knoche will attend. The DSD study will begin next month and is expected to take 18 months.

The Board asked Rosenthal to report at each meeting on the status of investigations into complaints of excessive use of force by law enforcement. It is recognized that most such cases are not sustained but the Board wishes to make this a priority for the matters it considers.

The Board voted to enter into executive session to hear from the Monitor about cases under investigation.

Having no further business, the meeting was adjourned.

—

MINUTE OF COB EXECUTIVE SESSION -- meeting of December 5 2008

The executive session was held in accord with C. R. S. 2-34(a)(3). The Monitor described the state of three investigations of improprieties by four DPD officers.

CITIZEN OVERSIGHT BOARD
MINUTES
Meeting of December 19 2008
Approved, January 9, 2009

The Board met in the Webb Building today from ten to noon. All members were present, except Montez. Also attending were Monitor Rosenthal, his deputy Valerie Arnold and AJ Clemmons of OIM. The latter three were not present for discussions concerning Board evaluation of the Monitor.

The minutes of the Board's meeting of December were approved as modified.

Knoche advised that the regular Board meetings in January will be the 9th and 23rd. The next quarterly public meeting will be the evening of January 29 at La Alma Recreation Center. The topic will concern the DPD Internal Affairs Bureau.

Knoche and Montez, whose Board terms expire on January 1, will continue to serve -- for up to 90 days -- until replacements are named.

The Board voted to go into executive session to hear from the Monitor about certain disciplinary matters under consideration in DPD and by the District Attorney. Also discussed were drafts of letters from Rosenthal that deal with matters under internal investigation.

Following this, the Board remained in executive session to discuss procedures for carrying out a required annual evaluation of the Monitor's work performance.

Having no further business, the meeting was adjourned.

* * * * *

MINUTE --- COB EXECUTIVE SESSION, December 19 2008

In accord with C. R. S. 2-34(a)(b). The Monitor briefed the Board on three DPD cases under investigation and the Board provided comments on some draft letters prepared by the Monitor concerning investigative issues. Following this, and in accord with C. R. S. 2-33(c), the Board remained in executive session. Together with its consultant, Tawanna Mullins, the Board discussed the process it will follow in the Board's annual performance review of the Monitor as required by City ordinance.