

# **Davis Police Department**

*Serve with Pride - Enforce the Law - Guard Individual Human Rights*

## **2018 Personnel Complaint Investigations**

The professional and dedicated staff of the Davis Police Department serves a diverse community of approximately 66,000 residents and students attending UC Davis and thousands of visitors each day. Our authorized strength consists of 95 full-time employees (61 sworn officers and 34 civilian support professionals) and over 30 Volunteers in Police Service (VIPS).

The personnel of the Davis Police Department take tremendous pride in providing you with outstanding police service by means of the “Davis Way.” We value our employees and believe in the continued empowerment of our staff through continuous training and professional development. We expect the members of our organization to understand the importance of public service and that their service reflects the values of this community. Our philosophy ensures that officers will do their best to serve you each and every time you need us.

During 2018, Davis Police Department personnel responded to 43,022 calls for service, made 521 arrests and issued 2,459 traffic citations. Personnel also attended many events, forums, presentations and worked with a variety of community organizations and groups in many different ways.

In April 2017, the Davis Police Department published the 2017 – 2019 Strategic Plan. One of the Strategic Plan goals is to model and pursue excellence by partnering with our community. Towards this end, maintaining positive community relations and creating partnerships are essential elements of our service delivery plan. In order to earn and maintain community support, one of our objectives is to provide transparency in policing in Davis and provide information to the public in a timely, efficient, effective and respectful manner. This includes annually posting summary civilian personnel complaint data from the previous year on the Department website.

### **Personnel Complaints**

The appropriate response to complaints of alleged police misconduct is essential to preserving the integrity of, and public confidence in, the Davis Police Department. The Police Department investigates complaints against its personnel in a prompt and professional manner and in compliance with laws governing the investigation of law enforcement employees. Such investigations compile all pertinent facts and circumstances surrounding any allegation of misconduct and render a fair and just finding for the complainant and the police employee.

Formal personnel complaints filed with the Police Department are generally classified in two ways; those that are formally investigated and those that are resolved through the Alternative Conflict Resolution (ACR) Program<sup>1</sup>.

Upon receiving any formal personnel complaint, a Deputy Police Chief is responsible for assigning the complaint to a police administrator for formal investigation. In rare cases, the City Attorney may have an independent investigator conduct the investigation and make recommended findings to the Police Chief. All personnel complaints are reviewed by either the Police Chief or a Deputy Police Chief who renders final findings and, when appropriate, issues discipline in accordance with the Personnel Rules and Regulations of the City of Davis.

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<sup>1</sup> <http://cityofdavis.org/city-hall/police-department/alternative-conflict-resolution-acr-pilot-program>

## Independent Police Auditor

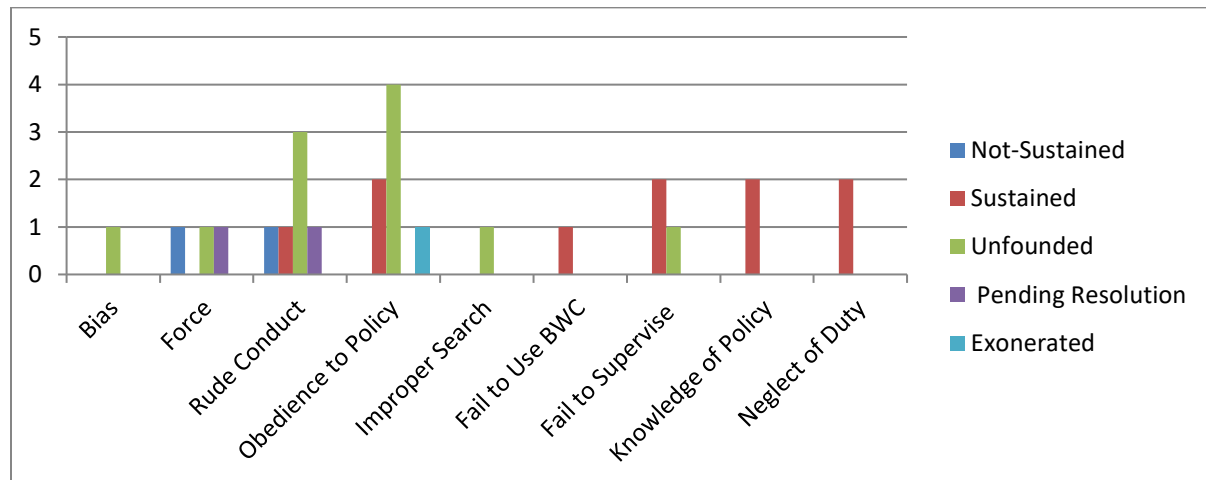
The Independent Police Auditor, who reports directly to the City Manager, may meet with complainants and assist them in determining how to proceed with any complaint or allegation of misconduct. To this end, the Police Auditor may attempt to resolve complaints in any proper manner in conformance with Police Department policy and/or the law. Additionally, the Independent Police Auditor reviews personnel complaint investigations against police officers and any internal investigations which allege excessive or unnecessary force by a police officer to determine if the investigation was complete, thorough, objective and fair. The audit is completed through a review of file documentation, including audio and video recordings, the investigator's analysis, the chain of command's analysis, and any findings and resolutions made by the Police Department.

## Personnel Complaint Data

A department or agency that employs peace officers may disseminate data regarding the number, type, or disposition of complaints (sustained, not sustained, exonerated, or unfounded) made against its officers if that information is in a form which does not identify the individuals involved (Penal Code § 832.7(c)). This report is being released to disseminate such data.

The Davis Police Department received and investigated **10** formal personnel complaints against Davis PD officers in 2018.

## Allegations of misconduct by Number, Type and Disposition



**Note: one investigation may have multiple complainants, allegations and involved officers**

There are **NO** 2018 releasable records pertaining to any of the following:

- (A) A record relating to the report, investigation, or findings of any of the following:
  - (i) An incident involving the discharge of a firearm at a person by a peace officer or custodial officer.
  - (ii) An incident in which the use of force by a peace officer or custodial officer against a person resulted in death, or in great bodily injury.

- (B) (i) Any record relating to an incident in which a sustained finding was made that a peace officer or custodial officer engaged in sexual assault involving a member of the public.
  
- (C) Any record relating to an incident in which a sustained finding was made of dishonesty by a peace officer or custodial officer directly relating to the reporting, investigation, or prosecution of a crime, or directly relating to the reporting of, or investigation of misconduct by, another peace officer or custodial officer, including, but not limited to, any sustained finding of perjury, false statements, filing false reports, destruction, falsifying, or concealing of evidence.