

Davis Police Department

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

2020 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 96 full-time employees (61 sworn officers and 35 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 2020, Davis Police Department personnel responded to 37,363 calls for service, made 443 arrests and issued 455 moving citations. Personnel also attended many events, forums, presentations and worked with a variety of community organizations and groups in many different ways. 2020 also brought the unique challenges of policing during the COVID-19 global pandemic.

In 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) Program¹.

Upon receiving any formal personnel complaint, the 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

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

Police Chief or the 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.

Independent Police Auditor

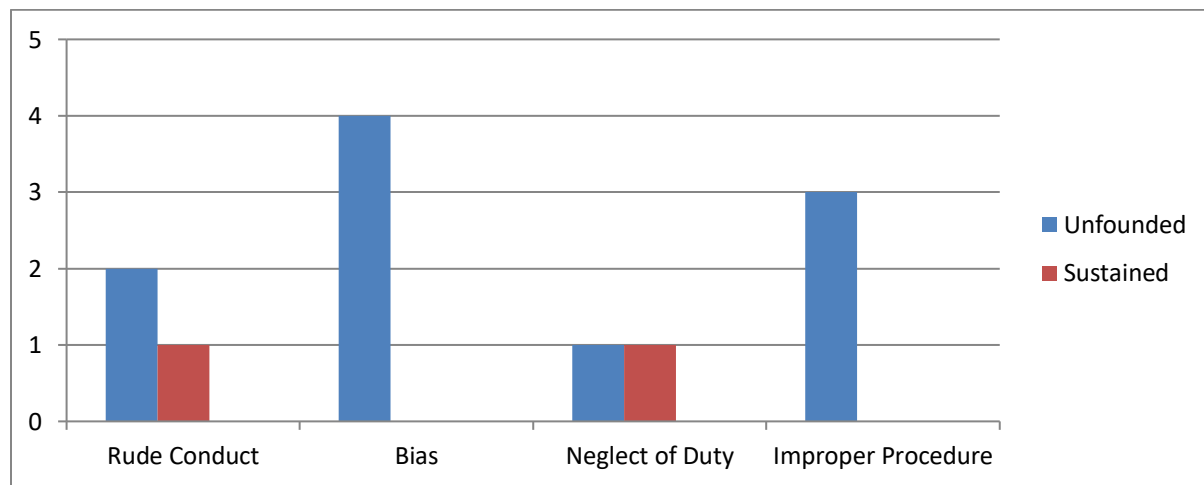
The Independent Police Auditor, who reports directly to the City Manager, may meet with complainants and assist them in determining how to proceed with any complaint or allegation of misconduct. To this end, the Police Auditor may attempt to resolve complaints in any proper manner in conformance with Police Department policy and/or the law. Additionally, the Independent Police Auditor may review 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. The Independent Police Auditor prepares a separate public report of complaints/incidents reported directly to him or that he reviews.

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 **7** formal personnel complaints against Department members in 2020.

Allegations of misconduct by Number, Type and Disposition



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