

Community Engagement and Partnerships

Goal Statement

The Davis Police Department will continue to foster engagement and collaboration with our community in our ongoing effort to be approachable, responsive and accountable.

Community engagement, partnerships, and transparency are crucial elements for a progressive, effective and responsive law enforcement agency. These organizational tenets also set forth the foundation for fostering trust and mutual respect between the Davis Police Department and the community we serve.

The Davis Police Department cannot resolve crime and public safety issues alone. Shared knowledge, insights, and resources are needed, and depended on, to guide the Department's planning and response. By working together (the police and the community), strategies that address the root causes of crime, nuisances and disorder can be developed, enhanced and implemented, rather than merely responding to the symptoms. This collaborative approach can lead to more sustainable and practical solutions, rather than just relying on worn or failing strategies.

Transparency enhances public safety accountability. Transparency exists when the Department actively engages with the community and shares non-confidential information about operations, policies, and decision-making processes. Openness can help dispel misconceptions, reduce fear and/or suspicion, and increase community confidence in the Davis Police Department. It also provides opportunities for community members to voice their concerns, ask questions, and hold the police accountable for their actions.

Lastly, placing a priority on the development of collaborative relationships contributes to the professional development of our law enforcement officers and professional staff. Interacting with community members, and other stakeholders, can broaden an officer's understanding of community issues, and enhance their communication and problem-solving ability. Ultimately, this supports them in performing their duties more effectively and providing a higher quality of service to the community.

Objective: Improve existing transparency and information provided to the public in a timely, efficient, effective and respectful manner.

- Establish collateral assignment Social Media Team tasked with posting timely alerts and crime information (at least 10/month).
 - **UPDATE:** Completed in 2024. Team has been selected, trained and is operational. Noted a measurable increase in the number of community informational posts.

- Work with the records management system vendor to provide Racial and Identity Profiling Advisory (RIPA) stop data dashboard on the Department website by 2025.
 - **UPDATE:** Sept 2025 - Dashboard (New Citizen RIMS) is now on a non-public site for Department review. The old version of Citizen RIMS will be decommissioned on Dec. 31, 2025.
- Annually, post a summary of use-of-force incidents and personnel complaint data from the previous year on the Department website.
- Monthly, post summary hate crime information on the Department’s website.
 - **UPDATE:** Completed in 2024 and is posted on the public website monthly.
- At least annually, conduct “Know Your Rights” presentations to discuss current laws and Davis Police Department policies and procedures.
- At least annually, hold community meetings in each of the 4 “beats” to provide information regarding crime, Department functions, unhoused individuals and receive feedback from those living in specific areas of Davis.

Objective: Increase positive contact/engagement with the community.

- At least quarterly, hold community engagement events such as:
 - Work with DJUSD and Parks & Community Services Department to host after-school or evening sporting/social events (basketball, indoor soccer, dodgeball, etc.) involving Department members and local youth.
 - Work with Parks & Community Services Department to hold annual Youth Academy.
 - As needed, or recommended by community members, hold forums following significant national, State, or regional level events or actions involving law enforcement to discuss local implications with the intent to address and potentially alleviate/ameliorate community concerns generated from such incidents.
 - Continue to hold informal coffee or “soda with a cop” conversations in different parts of the community to discuss issues of community/neighborhood crime and public safety concerns.
 - **UPDATE:** Six Coffee with a Cop Events held between 2023-'25
 - Continue to hold community engagement events at the local schools.
 - **UPDATE:** Pioneer Elementary SPARK Program and Traffic Safety Presentation at DHS.
- Regularly participate in meetings with businesses (Davis Downtown Business Association and/or Chamber of Commerce or other interested business groups) at least quarterly, if not more frequently.
 - **UPDATE:** Completed in 2025. Officers continue to meet regularly with DDBA members and attend DDBA meetings. Officers regularly communicate with Chamber of Commerce staff and assist with Chamber events.

- Annually, hold a Public Safety Day event at the Police Department to share information about the Department with the community.
- Increase contact with the senior/retired community. At least quarterly, visit adult communities or Senior Centers to provide tips on crime prevention, fraud and safety.
- Discuss a school resource officer or similar program that can be mutually beneficial with the Davis Joint Unified School District.
- Work with Davis Joint Unified School District to conduct the annual review of the Comprehensive School Safety Plan of each school site.
 - **UPDATE:** Completed for 2024 and 2025. Davis PD has also attended the annual presentation of the Comprehensive School Safety Plan to site councils.
- Explore the development of an online, public-facing system for submitting community requests for records and permits.

Objective: Recruit and hire a diverse and quality workforce and volunteer program.

- Expand the Volunteers in Police Services (VIPS) Program to have at least 30 active participants.
- Expand the Police Explorer Program to 10 active participants. Use social media, school announcements and community events to reach local teens about the program.
- Continue funding to hire and provide educational incentives to local community college students seeking a career in law enforcement with the Davis Police Department.
 - **UPDATE:** One recent graduate was hired as CSO and attended the police academy. The member was hired as a police officer in 2024.

Crime/Nuisance Reduction & Investigations

Goal Statement

The Davis Police Department will establish a comprehensive, community-based approach to reduce property crime, violent crime, fentanyl overdoses and nuisance-related issues within Davis.

Department members will collaborate with local health organizations, educational institutions, community leaders, and stakeholders to develop and implement a multi-faceted strategy for reducing crime and disorder. This strategy will focus on prevention, education, use of analytical data, and enforcement, with an emphasis on addressing the causation of these issues. The Department is committed to fostering a safe, healthy, and supportive community environment and enhancing the quality of life for all residents through an effective, thoughtful and responsive public safety model.

Objective: Enhance the Department’s ability to reduce citywide crime and improve public safety.

- Participate in the County-wide Vibrant Communities Initiative.¹
- Hold bi-monthly meetings with the Patrol Community Oriented Policing & Problem-Solving Sergeant (COPPS), the Investigations Intelligence-Led Policing Sergeant (ILP), the Crime Prevention Supervisor, and the Crime Analyst to ensure that information and trends are timely shared between Department Units and so the public can be made aware of crime trends.
 - **UPDATE:** The working group has developed ongoing meetings on an as-needed basis.
- Discuss using fixed public safety cameras on high traffic corridors with the City Council with a possible recommendation of adding up to eight additional cameras.
 - **UPDATE:** Request approved by City Council. Six (6) additional cameras were purchased in 2025.
- Discuss mobile (moveable) public safety cameras with the City Council, with a possible recommendation of adding additional cameras that can be strategically placed around the City to assist with specifically identified crime/nuisance problems.

¹ The Vibrant Community Initiative is a first-of-its-kind national partnership between district attorneys, retailers and law enforcement intended to combat retail crime. The program’s goal is to reduce retail thefts by establishing open lines of communication between community stakeholders, identify common challenges, share information on repeat offenders, and work together to identify criminal networks targeting local retailers.

- Discuss implementing fixed and additional mobile automated license plate reader (ALPR) technology with the City Council.²
 - **UPDATE:** Use of ALPR was approved by City Council. Cameras were purchased in 2025, and Department members were trained on use.
- Make operational the recently City Council approved Unmanned Aircraft Systems (aerial drone) program.
 - **UPDATE:** Completed in 2024, the unit is operational and has been used several times for various incidents with high success.
- Explore the APRAIS program.³
- Recommend to the City Manager the addition of a detective (**Police Officer, new staff**) to the general investigations unit to investigate property, elder and financial crimes, to ensure attention and timely completion to these types of crimes, which are on the rise.
- Recommend to the City Manager the addition of a detective (**Police Officer, new staff**) to the Intelligence-Led Policing (ILP team) to:
 - Gather and analyze data related to fentanyl overdoses and deaths.
 - Work with regional partners to identify fentanyl sources and distribution.
 - Conduct frequent “Bait Bike” and burglary/theft stings/operations.
 - Conduct “porch pirate” theft sting operations.
 - Conduct registered sex offender compliance checks.
 - Conduct fugitive investigations to locate suspects with outstanding felony warrants for Davis cases.
 - Identify and arrest individuals responsible for prolific vandalism.
- Recommend to the City Manager the addition of a Public Safety Specialist (**PSS, new staff**) to review and maintain digital evidence and ensure it is used to enhance investigations so that digital evidence is properly discovered to the District Attorney’s Office.
- Recommend to the City Manager the addition of two police officers (**2 Police Officers, new staff**) to the Patrol Division to improve shift minimum staffing and reduce reliance on regular use of overtime to cover patrol shifts.

Objective: Enhance crime prevention strategies

- Conduct at least one annual Rape Aggression Defense (RAD) training for the public.
- Review incidents involving repeat domestic violence offenders to offer services/solutions to reduce further risk of reoffending.

² ALPR systems are integral in identifying non-residents who commit crimes within the City. ALPR can also provide real time **UPDATEs** to officers in the field with a vehicle associated with a wanted individual enters the City limits.

³ APRAIS provides criminal justice personnel and advocates with an evidence-based tool and protocol to gather information which helps identify potential risk of severe re-assault, as well as lethal or near lethal, intimate partner violence & possible future threats to officers. APRAIS addresses the complexities of IPV and the need triage/identify dangerous cases.

- Audit 10% of domestic violence reports against best practices to ensure offenders/victims are properly served.
 - **UPDATE:** Audit completed for 2024; 20 cases reviewed demonstrating 100% compliance.
- Host annual Etch and Catch Events (catalytic converter engraving).
 - **UPDATE:** Etch and Catch events completed in 2025.
- Bi-annually promote bike registration program.
 - **UPDATE:** Completed in 2024/25, through community meetings and social media posts.
- Identify high-risk areas in the City and use Crime Prevention Through Environmental Design (CPTED) principles to prevent crime, nuisance activity and provide prevention recommendations to community members.
- Integrate “place-based”⁴ policing strategy through the use of timely crime trend analysis.
- Collaborate with Yolo County Sheriff’s Office to host annual “gun-buy back” event.
 - **UPDATE:** Event completed in 2025.
- Provide quarterly virtual Neighborhood Watch training and informational sessions.
 - **UPDATE:** 10 meetings held during 2024/25.
- Recommend to the City Manager the addition of Public Safety Specialist (**PSS, new staff**) to reinstate the Juvenile Diversion & Restorative Justice Program.

Objective: Reduce Nuisance Related Activity and Offenses

- Further develop the Data-Driven Intervention (DDI) program by formalizing Department-wide problem-solving models to identify individuals who disproportionately use public safety resources.
 - **UPDATE:** The Program was significantly expanded, with monthly updates provided.
- Recommend to the City Manager the addition of two officers (**2 Police Officers, new staff**) for patrol-based Community Oriented Policing and Problem-Solving team to collaboratively work with the City of Davis Department of Social Services & Housing and the Yolo County Homeless Program Coordinator:
 - **UPDATE:** City Council approved the addition of one police officer position to the COPPS team. Position filled in 2025 and assigned as the “Downtown Beat Officer.”
- Work with community-based providers to enhance services.
- Continue to foster a positive working relationship with the County Health and Human Services Agency so that Davis individuals in need receive County-funded

⁴ Place-based policing focuses on places where crimes are concentrated and begins with an assumption that something about a place leads to crimes occurring there. Solutions can include increased police presence and environmental changes.

services, if eligible, or are linked to appropriate mental health and addiction services.

- Develop plan to implement expanded alcohol/drug services and alternatives to incarceration.
- Work in coordination with the District Attorney's Office to coordinate and support individuals entering Mental Health Court or Care Court to improve program outcomes by ensuring compliance while out of custody.
- Create a public safety liaison to unsheltered community members who statistically experience higher levels of crime.
- Conduct public meetings to provide information regarding unsheltered communities and citywide response strategies.
- Work to identify eligible individuals for the Restorative Justice Program.
- Hold biannual community trainings for stakeholder groups to understand the range of options for response to trespassing incidents, including restraining orders/trespass enforcement orders for private property and Yolo Conflict Resolution Center resources.
- Biannually, or more frequently if necessary and able, facilitate bystander intervention and assertiveness training to the public.
- Work with Yolo County Health and Human Service Agency to implement the Crisis Now project, Mobile Crisis, and hire/retain two assigned clinicians for Davis.
 - **UPDATE:** Yolo County Health and Human Service Agency assigned a second Mobile Crisis clinician to Davis in September 2025, increasing service availability to seven days per week.

Objective: Prevent Fentanyl Related Overdoses

- Track the number of fentanyl-related overdoses (fatal and non-fatal) in Davis to establish baseline overdose rates.
 - **UPDATE:** The group found that accurately tracking the number of fentanyl-related overdoses is challenging. The Davis Fire Department (DFD) only responds to medical calls where a fentanyl-related overdose is suspected, and in some cases, the Davis Police Department (DPD) does not respond at all. When the DFD responds, the call is often categorized as a "Medical Call," making it difficult to identify those incidents specifically. Data collected from 2022 to 2024 was obtained by reviewing DPD records and contacting the Yolo County Coroner's Office.
- Develop a standardized response and reporting for fentanyl-related incidents.
 - **UPDATE:** The Intelligence-Led Policing Unit (ILP) created a one-page process for patrol officers responding to incidents.
- Conduct quarterly internal briefings regarding fentanyl-related overdoses, sales, and current trends.
 - **UPDATE:** ILP trained all of patrol in 2024 and early 2025 on fentanyl investigations. ILP intends to conduct the patrol training again by the end of 2025 due to the high number of new employees.

- Implement a fentanyl enforcement program to identify those who have sold the drug to those who have overdosed. Work with federal partner agencies to seek vertical prosecution.
 - **UPDATE:** ILP is currently conducting investigations into fentanyl with the goal of disrupting its flow into Davis. They are collaborating with the California DOJ Fentanyl team and are also looking into recent fentanyl overdose cases.
- Work with Yolo County Health and Human Service Agency and local service providers to provide education and awareness efforts, while integrating social media campaigns.
- Meet with the FBI to explore the Department's participation in the Violent Crimes Task Force for Yolo County.
 - **UPDATE:** Participation was explored in 2025, but was determined not to be a viable option due to staffing constraints.

Objective: Implement Phase I of Emergency Medical Dispatch (EMD) – Pre-Arrival Instructions

- Review contract and purchase EMD software; CAD interface; Automated Voice Dispatch (AVD) software. Work with IT and vendors to install software and provide training.
 - **UPDATE:** Completed all EMD Software, CAD to ProQA interface, and Automated Voice Dispatch Software.
- Work in partnership with Yolo Emergency Medical Services Agency (YEMSA) and ambulance contractor to build CAD to CAD interface to allow for call/incident transfer.
 - **UPDATE:** Completed CAD2CAD interface with AMR.
- Collaborate with YEMSA to compose, approve and implement EMD and Quality Assurance (QA) Policy and Procedures.
 - **UPDATE:** Met with YEMSA in August 2025 and set up quarterly meetings
- Schedule Training for all Dispatchers for EMD certification, CAD interface, AVD and CPR. Provide QA training to roles performing those tasks. Explore possibilities of combining training efforts with YECA and SRFEC (Yolo Emergency Communications Agency & Sacramento Regional Fire Emergency Communications Center) resulting in lower training costs.
 - **UPDATE:** All Dispatchers have completed EMD Certification and Priority Dispatch EMD Training. Combining training efforts pending scheduling with YECA and SRFEC.
- Go live with EMD in 2024.
 - **UPDATE:** Completed EMD implemented.
- Assess program performance at 12 months; incident counts, response times, QA reviews and staffing levels and other metrics/stakeholders to ensure appropriate resources are deployed. (Reassess at 18 and 24 months)

Traffic Safety & Enforcement

Goal Statement

The Davis Police Department will reduce traffic-related injuries and collisions within the community by developing and implementing a data-driven, enforcement and educational approach that also focuses on making engineering recommendations to reduce vehicle speeds and collisions.

The Department will leverage traffic data to identify high-risk areas and behaviors which will guide our enforcement and traffic engineering recommendations. Concurrently, educational initiatives to raise public awareness about traffic safety and to promote responsible vehicle and bicycle use will be launched.

Objective: Reduce the number of bicycle and pedestrian-involved injury collisions measured from the 2023 rate.

- Conduct three bicycle safety presentations at senior centers and retirement communities. (OTS Grant Funded)
 - **UPDATE:** One completed in June 2024.
- Hold eight “Bicycle Rodeos” for K-12 schools to improve bicycle safety for juveniles. (OTS Grant Funded)
 - **UPDATE:** Eight Bicycle Rodeos completed Spring 2024, nine rodeos conducted in 2025 (Fall and Spring)
- Conduct three community education meetings/events related to traffic safety issues for UC Davis students and youth within the community, including presentations, social media, and distribution of safety equipment (i.e., Helmets and lights). (OTS Grant Funded)
 - **UPDATE:** In June 2024, a DJUSD Spark presentation was conducted. Additionally, three Bike Light handout events were held in partnership with UCDPD and the City of Davis Bike Safety Program in February 2024 and again in Fall 2024. A Teen Driver Safety presentation was presented to Davis High School sophomores in May 2025.
- During the months of September and/or October, coinciding with the start of school and the mass influx of novice bicyclists, conduct three community and student outreach events to educate bicyclists on bicycle safety and laws.
 - **UPDATE:** OTS Bike/Ped safety events scheduled- Helmet and bike light handout events, Targeted Bike and Ped enforcement events for visibility and education, thirteen operations in 23/24 Grant Cycle, and eight operations in 24/25 Grant Cycle.
- Train two additional patrol officers to become Bicycle patrol certified, improving their bicycle safety and enforcement skills. (OTS Grant Funded- 2 officers)
 - **UPDATE:** One Officer completed a POST Bicycle Officer Training.
 - **UPDATE:** Currently scheduling an E-bike POST-approved class.

- Hold at least two virtual informational meetings with school PTAs to increase traffic safety awareness around schools.
 - **UPDATE:** In progress. Fall 2025 - All Elementary school back-to-school nights were attended by DPD for bike/scooter/ped safety information and education.

Objective: Reduce the number of DUI collisions from the 2023 rate.

- Conduct five “Know Your Limit” activities in 2024 to better educate the community about alcohol impairment through non-punitive education patrols at alcohol-serving establishments (Office of Traffic Safety (OTS) Grant Funded).
 - **UPDATE:** Four operations completed in 2023/24 FY and five in 24/25 FY under OTS grants. Five additional operations funded under the 25/26 Grant.
- Conduct ten DUI saturation patrols and hold two DUI sobriety Checkpoints in 2024 to aid in the enforcement of DUI laws within the City (OTS Grant Funded).
 - **UPDATE:** Sixteen Saturation and one checkpoint completed in the 2023/24 grant cycle. Fourteen Saturations and two Checkpoints held in 24/25 FY. Two additional checkpoints and ten Saturations were funded under the 25/26 Grant.
- Send additional officers to standardized field-testing training and advanced roadside impaired driving training to improve the enforcement capabilities of patrol officers. (OTS Grant Funded).
 - **UPDATE:** 8 officers sent through SFST in Wheatland and Citrus Heights - 4 officers sent through ARIDE/11550 via Grants.
- Coordinate increased traffic presence with Alcohol Beverage Control (ABC) grant operations on holidays identified as times of increased alcohol usage and impaired driving (OTS/ABC Grant Funded).
 - **UPDATE:** Traffic events scheduled either preceding or during Holiday weekends- including Memorial Day, 4th of July, and Labor Day. ABC operations were also conducted on these holiday weekends, while grant funding remained.

Objective: Improve enforcement and adherence to traffic laws on City streets to reduce injury collisions as measured from the 2023 rate.

- Conduct grant-funded events focused on distracted driving enforcement to reduce the number of collisions caused by drivers using cell phones (OTS Grant funded).
 - **UPDATE:** Twelve operations were conducted in the 23/24 Grant cycle, and eleven operations were completed in the 24/25 Grant cycle. For the upcoming 25/26 Grant, nine Distracted Driving operations are allotted under the STEP grant.

- Through the use of collision data, conduct specialized grant-funded enforcement events for moving violations that directly contribute to injury collisions in high-risk areas (OTS Grant Funded).
 - **UPDATE:** Ongoing with twenty-one operations in the 23/24 Grant cycle and thirteen operations in the 24/25 cycle for PCF enforcement. Five operations-focused enforcement events funded under the 25/26 Grant.
- Acquire three new Light Detection and Ranging (LiDAR) units to aid in speed enforcement (OTS Grant Funded).
 - **UPDATE:** Completed and in service. 25/26 Grant to update all patrol vehicles to Stalker Radar Units.
- Increase the ratio of RADAR/LiDAR-trained officers in patrol to 100% through internal Department training (OTS-funded).
 - **UPDATE:** As of September 2025, classes – almost 100% of patrol are radar trained
- Raise community awareness of speed issues on streets identified through analysis and community member complaints by increasing the deployment of radar trailers and conducting a social media campaign.
 - **UPDATE:** Radar trailers have been deployed 3-4 times so far this year in areas of complaints for speeding. Continuing with the new trailer in rotation. Social Media posts after OTS events highlight the enforcement of primary collision factors, including speed.
- Purchase and add an additional police motorcycle to the Department fleet and send an additional officer to Motor Officer Training (OTS Grant Funded). This will allow the already assigned Traffic Enforcement Unit supervisor to also engage in directed traffic operations.
 - **UPDATE:** New motor is purchased/outfitted and in service.

Employee Development & Succession Planning

Goal Statement

Members of the Davis Police Department will collaborate to develop and implement a comprehensive employee development and succession planning process.

Police administrators, managers and supervisors will identify, nurture, and prepare future leaders from within our ranks, ensuring continuity of leadership and a cultured understanding of policing in our community. This will include providing on-going professional development, mentoring, and leadership training opportunities. The Department is committed to fostering a philosophy of continuous learning and growth and equipping our members with the skills and knowledge they need to excel in their roles and advance their careers.

Objective: Standardize training and development for supervisors and managers

- Facilitate two internal workshops for developing/mentoring Department members.
- Explore temporary duty (TDY) opportunities and cross-training within various Divisions and Units.
 - **UPDATE:** Staffing levels raised concerns about moving members from their regular assignments to a TDY position. However, the upcoming rotation looks much more promising for initiating this program after our most recent trainees have begun solo patrol.
- Require sergeants and public safety dispatch supervisors to attend the POST Sherman Block Supervisory Leadership Institute (SBSLI)⁵ Program within 24 months of attaining eligibility. (Two Sergeants attended SBSLI, open applications for more Sergeants moving forward).
 - **UPDATE:** Two sergeants have attended and graduated from SBSLI in 2024 and 2025.
- Require professional staff supervisors and managers to attend the City of Davis Supervisor Academy or an equivalent police leadership course within 18 months of being appointed to a supervisory or management position.
 - **UPDATE:** Records Supervisor completed the City Supervisor Academy in 2024.
- Identify those positions/assignments that are normally staffed by a single member and ensure that at least one other member is fully-trained in those assignments in order to have redundancy in operations. (Sworn: Team Leader has cross trained a Corporal to oversee operations and Air Data for UAS while another Corporal on the team has been cross trained to handle UAS Trainings)

⁵ The Sherman Block Supervisory Leadership Institute (SBSLI) is a program designed to stimulate personal growth, leadership, and ethical decision-making in California law enforcement front-line supervisors.

Objective: Evaluate and improve the training delivery and priorities process.

- Update and disseminate the existing Career Development Manual.
- Update the existing training request model to ensure training funds are used to best serve the needs of the Department and members.
- Update: Training request is in progress with the Information Services Division (IS), with an anticipated delivery date of 2026.
- Develop structured high-risk, low-frequency tabletop exercises to be conducted monthly by patrol teams.
 - **UPDATE:** The Department has contracted with an online training company to provide ongoing, specialized training to address such events and other mandatory legal updates.
- Facilitate two trainings specific to leadership/motivation for Department supervisors and managers.

Objective: Create an Employee Development Program

- Conduct a Department-wide survey to better understand employee development needs and expectations.
- Assign workgroups to review, prioritize and implement ways to develop employees to better serve the Department and community.

Employee Health & Well-being

Goal Statement

The Davis Police Department will promote a culture of health and well-being for all members.

The traumatic and unpredictable nature of emergency services results in a high-stress working environment that can take an overwhelming mental, emotional, and physical toll on personnel and their families. We will develop and implement a comprehensive employee wellness-program that addresses both physical and mental health needs. The program will include fitness activities, stress management workshops, mental health resources, and healthy lifestyle education. The Department is committed to creating a supportive work environment that prioritizes the health and well-being of our members, recognizing that their wellness is integral to our effective performance and the safety of our community.

Objective: Increase Department efforts to improve employee health and well-being.

- Work with the Davis Police Officers Association on their contract with a personal trainer to increase onsite access to their services and develop personal training plans for members.
- Use part of the State Wellness Grant funding to contract with a nutritionist for onsite nutrition education sessions.
 - **UPDATE:** The department utilized State Wellness Grant funding to hire a provider offering on-demand nutritional planning and mobility training to prevent injuries.
- Use part of the State Wellness Grant funding to conduct annual voluntary fitness assessments.
- Promote a physical wellness program.
 - **UPDATE:** The Department used State Wellness Grant funding to update and modernize the on-site wellness center for members.

Objective: Decrease workers' compensation injuries from the 2023 rate.

- Conduct Department-wide ergonomic evaluations for individual workstations and make ergonomic changes as necessary.
 - **UPDATE:** Evaluations are conducted as needed. When replacing equipment, the new items will be sit/stand options.
- Provide eight Department-wide trainings in stress management/mindfulness.
 - **UPDATE:** The Wellness and Recovery room was completed through grant funding in 2024. Additionally, the Department contracted with Firstgevity (grant funding) to provide on-demand mindfulness and nutrition planning services.

- Research and implement best practices related to stress management for law enforcement.
 - **UPDATE:** Department contracted with Firstgevity (grant funding) to provide on-demand services for mindfulness and nutrition planning.
- Research worker's compensation injuries and implement a program to directly address the most common causes of workplace injuries.
 - **UPDATE:** The information for 2023 and 2024 was compiled. This information helps guide recommendations for Firstgevity wellness exercises for common injuries.

Objective: Increase employee recognition events.

- Host six employee appreciation-type events for members who work holidays.
 - **UPDATE:** Events hosted in 2023 and 2024.
- Conduct food competitions (i.e., chili cook-offs) at least once annually.
 - **UPDATE:** Completed in 2024/2025 and is ongoing.
- Hold wellness events that include family members at least once annually.
- Reinstate the Employee of the Quarter recognition.
- At least quarterly, hold meetings with the Awards and Decorations Committee to identify those circumstances where members should be formally recognized by the Department.
 - **UPDATE:** Quarterly Awards and Decorations Committee Implemented in 2024.

Objective: Decrease member-involved vehicle collisions from the 2023 rate.

- Using Department vehicle collision/damage data, research and implement best practices for decreasing law enforcement-involved vehicle collisions (inattention, environmental awareness).
- Establish a formal process to review and debrief collisions with involved employees.
- Conduct remediation training following Department member at-fault collision.

Objective: Review and increase emotional and spiritual/wellness resources

- At least quarterly, have the Peer Support Team conduct briefings to ensure members are aware of the resources that are available.
- Survey members to identify other wellness programs and how grant funding should be used to establish new programs.
- At least biannually, the Peer Support Team will identify existing resources and implement best practices for employee-wellness, subject to funding.

- Implement the Georgetown Law ABLE Program⁶.
 - **UPDATE:** The Entire Department was trained in ABLE Program, including identifying Department trainers in 2024.
- Use part of the State Wellness Grant funding to provide mindfulness and meditation training/classes.

⁶ ABLE is a national hub for training, technical assistance, and research, all with the aim of creating a police culture in which officers routinely intervene—and accept interventions—as necessary to prevent misconduct, avoid police mistakes, and promote officer health and wellness.

Futures

Goal Statement

The Davis Police Department will identify, analyze, and prepare for future challenges and opportunities within the public safety space.

Law enforcement is changing rapidly and new forms of crime, advanced technologies, and evolving relationships with the communities are shifting the very foundations of police work. New tools and a new police strategy -one that goes beyond solely enforcement or community engagement - are needed.

The Department will identify innovative strategies and technologies to enhance public safety, improve operational efficiency, and foster community trust. This will ensure that the Davis Police Department is at the forefront of change, ready to adapt and respond to the evolving needs of our community and the dynamic landscape of public safety.

Objective: Increase Information Technology (IT) support.

- Work with IT Director to better define the roles of the IT support position dedicated to the Department.
- Work with IT and the City Manager to explore options for ensuring the Department has the appropriate level of specialized IT support.

Objective: Identify Emerging Trends.

- Establish workgroups involving members and IT staff to research areas of expertise/interest and present bi-annual reports to Department administration outlining future trends (including the use of artificial intelligence), emerging technology (including dispatch technology), training, tactics and policy.
- Develop a concept of operation for specific Technology (AI, ALPR).
 - **UPDATE:** Policies and training completed in 2025.
- Evaluate T2 parking management systems and determine whether more modern technology can improve the efficiency/performance of parking-related duties.
- Seek funding for updated conducted electrical devices and improved less-lethal force options.
 - **UPDATE:** New CED's acquired for all sworn. Training on new devices completed.

Objective: Explore Phase II of Emergency Medical Dispatch – Resource Dispatching

- Collaborate with Davis Fire Department and YEMSA to explore resource dispatching which would require examining response modes and resource deployment of both ambulance providers and fire department units (Code 2 vs. Code 3; ALS vs. BLS). These changes would also require CAD response database revisions and additional dispatcher training.

Objective: Review staffing to address current/future needs due to City growth and crime trends

- Conduct internal audits:
- Conduct a call for service (CFS) analysis to identify calls that can receive no response, or, non-sworn, delayed, or automated responses (such as online services or appointments) and implement changes.
- Conduct a complete audit of the property/evidence room and procedures associated with property/evidence.
- Conduct at least one Unit/Division efficiency/workload audit every six months with the goal of completing audits of all Department functions by January 1, 2026. Implement audit recommendations.
- Conduct a workload analysis to determine future staffing needs and contribute to the City General Plan update process.

Objective: Modernize the Police Vehicle Fleet

- Establish a workgroup with Fleet Services to review police vehicles and the equipment that is needed to modernize the fleet.
 - **UPDATE:** Completed in 2024. Significant technology updates were made to the fleet through grant funding. Updated in-car cameras, computers, and cellular connection devices.

Objective: Make Physical Improvements to the Police Department Building

- Conduct a post-occupancy evaluation of the building to improve workflow and performance options.
- Create a workgroup to design and build a new evidence preparation area.
 - **UPDATE:** The new evidence packaging area was designed and installed.

- In collaboration with Public Works – Utilities and Operations – Facilities Team, create a workgroup to improve the atrium area of the building and make it usable.
 - **UPDATE:** Based on the direction of a prior workgroup, gravel has been laid in the space. The next step is for the Davis Police Officers' Association to place the proposed pergola so that the city can add tables and seating.
- Identify and implement long-term storage solutions to maximize available building space.
 - **UPDATE:** A Conex box was donated for long-term storage of Code Enforcement property. New metal cabinets were acquired to enhance the storage and safekeeping of property, significantly increasing storage capacity and ensuring efficient management.