

2025 Personnel Complaint Investigations

Davis Police Department

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

The professional and dedicated staff of the Davis Police Department serves a diverse community of approximately 67,000 residents and students, and thousands of visitors each day. Our authorized strength consists of 91 employees (61 sworn officers and 30 civilian support professionals).

The members of the Davis Police Department take tremendous pride in providing the public with outstanding police service and we are proud of the reputation they have earned for contributing to the vibrancy and the quality of life our community enjoys. Our continuing commitment to the delivery of responsive and fair police services is just one, yet crucial, part of the entire City of Davis government team's mission to ensure a safe, healthy, and equitable community and enhance a vibrant downtown and thriving neighborhoods.

During 2025, Davis Police Department personnel responded to 45,606 calls for service, made 1,212 arrests and issued 3,349 moving citations. Personnel also attended many events, forums, presentations and worked with a variety of community organizations and groups in many different ways.

In 2024, the Davis Police Department published the 2024 – 2027 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, a Chief is responsible for assigning the complaint to a police administrator for formal investigation. In rare cases, the City

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

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 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

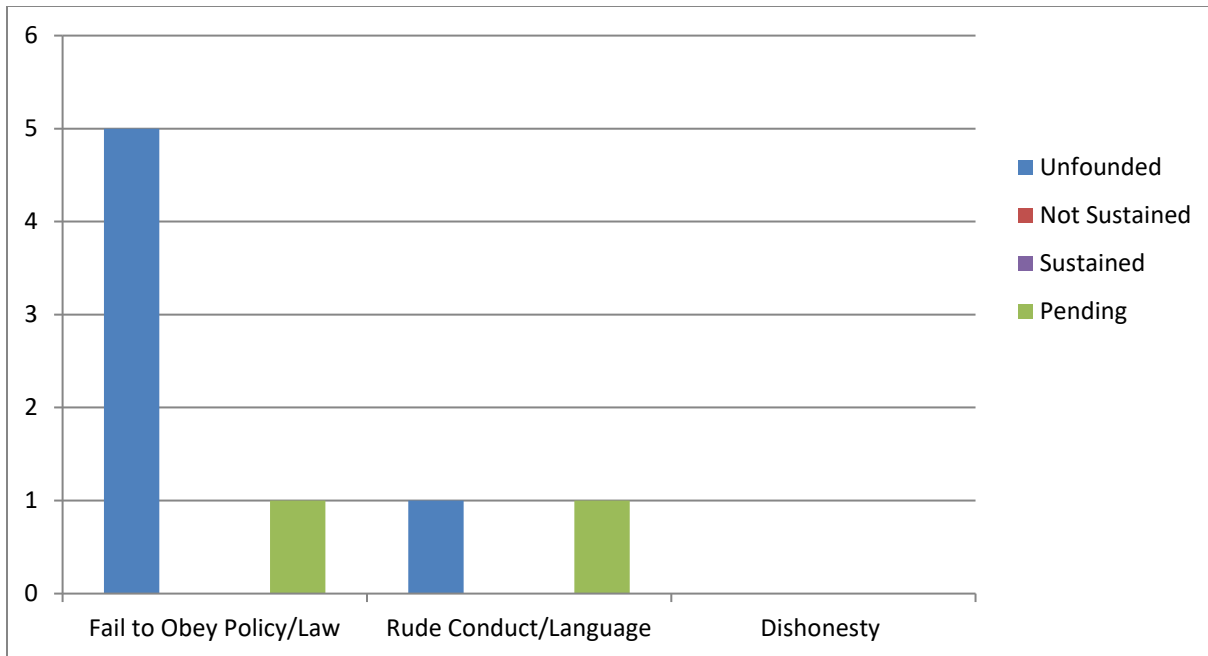
The Independent Police Auditor, who reports directly to the City Manager, may meet with complainants and assist them in determining how to proceed with any complaint or allegation of misconduct. To this end, the Police Auditor may attempt to resolve complaints in any proper manner in conformance with 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.

In 2025, the Davis Police Department received and investigated 6 formal personnel complaints against Department members. Two complaints are still being investigated.

Allegations of misconduct by Number, Type and Disposition of Completed Investigations



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