



**City of Davis**  
**Police Accountability Commission Meeting**  
**Minutes**  
**Monday, March 1, 2021**

**1. Call to Order and Roll Call**

*Chair Horton called the meeting to order at 6:31 p.m.*

*Commissioners Present: Ignacio Alarcon, Mary C. Bliss (Vice Chair), Robert Canning, Cecilia Escamilla-Greenwald, Dillan Horton (Chair), Abram Jones, Elaine Kahan, Judith MacBrine, Don Sherman*

*Commissioners Absent: None*

*Council Liaisons Present: Mayor Partida, Councilmember Chapman*

*Others Present: Stachowicz, Pytel, Gennaco, Dyer*

**2. Approval of Agenda**

*Escamilla-Greenwald moved with second by Alarcon approval of the agenda as presented.*

*Motion passed as follows:*

*AYES: Alarcon, Bliss, Canning Escamilla-Greenwald, Horton, Jones, Kahan, MacBrine, Sherman*

*NOES: None*

*ABSTAIN: None*

*ABSENT: None*

**3. Brief Announcements from Staff, Commissioners, and Liaisons**

- Stachowicz - Town/Gown meeting on Wednesday March 3*
- Horton – March is Women’s History Month – Recognition of the many women leaders in the Davis community.*
- Mayor Partida – Goal setting will happen at upcoming Council retreat and is asking commissions if they have a workplan or focus items to share on their work of the upcoming year.*

**4. Public Comment**

- None*

**5. Consent Items**

**Approval of Minutes – February 1, 2021 Meeting**

*Jones moved with second by Canning approval of the February 1, 2021 minutes as presented.*

*Motion passed as follows:*

*AYES: Alarcon, Bliss, Canning Escamilla-Greenwald, Horton, Jones, Kahan, MacBrine, Sherman*

*NOES: None*

*ABSTAIN: None*

*ABSENT: None*

## 6. Police Auditor Update

*Independent Police Auditor Michael Gennaco provided an update on Auditor activities to the PAC, including updates on current projects.*

*Work on audit to date is through step 1. The next steps will follow.*

- 1. Side by side comparison with 8 Can't Wait with current Davis polices as listed on website.*
- 2. Next step to talk with police department to understand differences between listed 8 Can't Wait*
- 3. Identify training provided to officers for each of identified policies*
- 4. Finally, identified how policies in manual are practiced in the field*

*Updates on newly proposed legislation for the hiring officers in California.*

### **Public Comment:**

- Connor Gorman – Community vetting hiring in police department could be useful to limited extend. Keep in mind that sheriff is an elected position. Not necessarily about the individual being hired, but the institution of policing.*

## 7. Regular Items

- A. Presentation: Recruitment and Hiring Process – Police Chief Darren Pytel presented to the Commission on the Davis Police Department's recruitment and hiring process.**

### *Highlights:*

- Hiring a police officer and other public employees has many laws and processes that must be followed.*
- POST requirements for officer hiring, interviewing and types of questions that need to be asked. POST has interview manual to follow.*
- POST comes each year to view hiring documents, backgrounds, supporting documents to ensure that process was followed. If anything missed the candidate can't be certified.*
- Davis has passed audit each year.*
- Recruitment Process*
- Created recruitment video and prepared publicity push that was set to roll out in February/March of 2020, just prior to Covid.*
- Currently there are 3 frozen sworn positions. One current vacancy.*
- Current recruitment is focused on promotional recruitment.*

### *Comments/Questions:*

- Having community members on panel. In Davis Community Advisory Board. They receive lots of training on types of questions that can be asked etc..*
- POST standards are minimum. What does Davis do to go beyond minimum standards for hiring?*
  - Currently, Davis hires at least 21 years of age, instead of 18.*
- Who does background interviews?*

- *Internal employees for non-sworn positions (employees have gone through Peace Officers Standards and Training (POST) school) For sworn, investigators are hired.*
- *What is percentage of lateral hires, what policies in place when hiring lateral hires, specifically previous disciplinary, etc.?*
  - *Most hires are recent Academy graduates, then Lateral, then Pre-selection and Davis puts through academy*
  - *For Lateral moves, agencies must disclose previous incidents during backgrounds. Davis requires very clean background and won't hire applicants with backgrounds that are questionable or have documented problems.*
- *What are some ways to encourage officers working in Davis to live in town?*
  - *Financial challenges for residing here.*
  - *Anti-Law Enforcement rhetoric in Davis is very high and officers are uncomfortable with it. Officer families struggle with their partners/parents being in law enforcement.*
  - *Commissioner interested in beginning some dialog of what it might take to have officers move into town and creating community.*
  - *Commissioner concern about toxicity with community approaching commissioners, staff, council, each other and attacking character instead of addressing specific issue.*
- *Do you work with various groups to work on diversified recruitment?*
  - *Concilio partnership and now working with Oddfellows and scholarship program for recruitment. Also outreach to Black Student Union (pre-Covid)*
- *Does Davis PD use detection of deception techniques?*
  - *Computerized Voice Stress Analysis*
  - *Then determine additional background*
- *Anyone review packet outside of Internal Chief and Asst. Chief?*
  - *Confidential, so then goes to psychologist and POST*
  - *Human Resources Director then scans them*
- *How do you take recommendation of evaluator and what else you know about candidate?*
  - *Depends on many factor*
- *What is probationary period for new officers?*
  - *18 months for sworn staff and dispatchers*
    - *During probationary period they go through Patrol and Traffic*
      - *With 3 Field Training Officers*
- *Recruitment efforts towards diversity?*
  - *Diversity is important component*
  - *Concilio program, outreach, video hoping to recruit diverse workforce*

**Public Comment:**

- *Connor Gorman – Main issue with policing is structural. Not primarily about individual officers. Need to address structural problems first. Mental Health services move out of PD. Address systemic issues in society.*
- *Lupita Torres – Wishes for acknowledgement of issues and expression of wanting to work to address problems in policing.*

- *NJ Mvondo – Hoping that there will be public conversation about mental health access for police officers. What mental health support is available to officers, during probationary period, etc.*

**B. 2021 Workplan and Subcommittees** – *Commission reviewed the draft Workplan developed at the January meeting, discussed priorities with time commitment available of commissioners and discussed subcommittees and related tasks.*

*Thoughts:*

- *Combine item number 3 with 13 to make one item*
- *Drop items off list that are low priority or fold them into other line items*
- *Top three items seem to line up with ongoing discussion*
- *Combine calendar item and PAC outreach into one item*
- *UCD Police Outreach item has commissioner appointed to UCD Board*
- *Interest in Mental Health theme as focus of importance for year – City of Well Being, RIPA data*

**Public Comment:**

- *Connor Gorman – Keep actively pushing for nine recommendations from subcommittee*

*Bliss moves with second by Escamilla-Greenwald to accept as goals for the year with the combination of number 3 with thirteen and number 9 with number 4.*

*Alarcon proposes friendly amendment to combine #8 with #3. Bliss accepts amendment Motion passed as follows:*

*AYES: Alarcon, Bliss, Canning Escamilla-Greenwald, Horton, Jones, Kahan, MacBrine, Sherman*

*NOES: None*

*ABSTAIN: None*

*ABSENT: None*

*Horton moves with second by Alarcon that the Police Accountability Commission recommend to City Council that they include the nine subcommittee recommendations, with emphasis on Mental Health and the structural aspects of the department for their upcoming goal setting retreat. Motion passed as follows:*

*AYES: Alarcon, Bliss, Canning Escamilla-Greenwald, Horton, Jones, Kahan, MacBrine, Sherman*

*NOES: None*

*ABSTAIN: None*

*ABSENT: None*

**8. Future Agenda Item Requests/Long Range Calendar**

- *Suggestion to continue having Police Auditor update earlier on the agenda*
- *Reimagining Public Safety item*
- *Research on change in legislation push traffic out of public safety*

- *What policy would look like for enforcement of eviction once the moratorium ends and how police may be involved (item for future, not immediate request)*
- *Take workplan/priorities and develop subcommittees*
- *Effort by DA's office to have blind sentencing and transparent data base*

***Public Comment:***

*Connor Gorman – suggest to have PAC have a presentation on Abolition, what it is and what it is not.*

**9. Adjourn**

*Canning moved with second by Jones to adjourn the meeting at 9:13 p.m.*

*Motion passed as follows:*

*AYES: Alarcon, Bliss, Canning Escamilla-Greenwald, Horton, Jones, Kahan,  
MacBrine, Sherman*

*NOES: None*

*ABSTAIN: None*

*ABSENT: None*