



City of Davis
Police Accountability Commission Meeting
Monday, February 6, 2023
MINUTES

1. Call to Order and Roll Call

Chair Canning called the meeting to order at 6:33 p.m.

Commission Members Present: Mary C. Bliss, Robert Canning (Vice-Chair), Cecilia Escamilla-Greenwald (Chair), Dillan Horton, Logan Legg, John Myers, Don Sherman

Commission Members Absent: None

Council Members Present: Councilmember Partida

Others Present: Assistant City Manager Kelly Stachowicz, Management Analyst Carrie Dyer, Independent Police Auditor Michael Gennaco, Police Chief Darren Pytel

2. Approval of Agenda

Myers moved, with a second by Horton, approval of the agenda. Motion passed by the following vote:

AYES: Bliss, Canning, Escamilla-Greenwald, Horton, Legg, Myers, Sherman

NOES: None

ABSENT: None

3. Brief Announcements from Staff, Commissioners, and Liaisons

- Next month commissions are moving back to in person meetings. The PAC meets in the Community Chambers.*
- City Council will be having a general workshop on Commissions on February 7.*
- Pay tribute to Black History Month and leaders in the Davis community*

4. Public Comment

- No public comment*

5. Consent Items

A. Approval of Minutes – January 9, 2023 Meeting

B. Council Statement Regarding Tyre Nichols' Death

Horton moved, with a second by Bliss, approval of the consent calendar. Motion passed by the following vote:

AYES: Bliss, Canning, Escamilla-Greenwald, Horton, Legg, Myers, Sherman

NOES: None

ABSENT: None

6. Police Auditor Update and Mental Health Audit Presentation

*A. **Current Caseload** – The Independent Police Auditor Michael Gennaco provided an update on current caseload status.*

- B. Mental Health Audit Presentation**– *The Independent Police Auditor completed an audit on mental health calls for service to the Davis Police Department. The Auditor presented his findings and the Commission had the opportunity to ask questions and discuss.*

The Commission discussed and asked questions about the audit. No further action was taken. Commissioner comments and questions include the following:

- *What is the cost for ambulance transport? (Dependent on insurance costs, etc.)*
- *Discussed Auditor recommendation for county to provide some sort of transport option if ambulance isn't available, rather than using a patrol car, as well as take into consideration that ambulance transport can be costly. Crisis Now is currently looking into options for alternative transportation. Curious as to what other agencies do*
- *In the case where there is both the clinician and an officer, is it protocol for officer to take secondary position as has been demonstrated in the sample cases? (This is typical approach in Davis.)*
- *If transport type not ambulance or patrol car, will there be option for no restraints?*
- *Note that the time of detention begins at the time that the officer determines need, as opposed to the time the paperwork filled out.*

Public Comment:

- *Jeremy Taylor – Does not feel audit had helpful information in it.*

7. Regular Items

- A. Discussion Regarding Davis Police Department Recruitment/Hiring/Retention Statistics, Practices, and Trends** – *Davis Police Chief Darren Pytel presented information on vacancies and current recruitments to the Commission and answered questions.*

- *Dispatch, Deputy Chief and Officer vacancies*
 - *Dispatcher shortage is creating cancelled vacations, cancelled trainings.*
 - *Less traffic patrol will impact RIPA data, with fewer traffic stops overall.*
- *Officer shortage country wide, with smaller applicant pools*
- *City completing salary survey, which may inform recruitments and hiring*
- *About ½ of the department has less than 6 years in the department*
- *Increased quality of applicants due to increase in stringent background requirements*
- *Is department trying to recruit a diverse pool of people with different outreach methods? And if so, what are they?*
 - *Far fewer women going through academy than in past years*
 - *Recent officers brought on have been diverse*
- *What is Chief's view on diversifying work force?*
- *How communities police is reflection of culture of department. Connection is important and having a diverse department can help with that and help officers work with community.*
- *Is there metric for screening out applicants that would bring the wrong culture?*
 - *Backgrounds weed applicants out.*
- *What is gender ratio in department?*
 - *Sworn – 6 females (about 10%)*
- *Are interview questions available for public to see?*

- Questions aren't available, however POST provides guidance on required types of questions and from a variety of categories.

Public Comment:

- Carol Gavin – Concerned about bias in hiring, with job postings, background searches, relatives.
- Jeremy Taylor – Think about incentives.

- B. Annual Police Auditor Review** (Bliss, Horton, Canning, Escamilla-Greenwald) – The Subcommittee provided a draft review of the Independent Police Auditor and presented it to the full Commission for discussion. The review was included in the packet (*and is included as an attachment to the minutes). The commission did not have any additional comments.

Public Comment:

Jeremy Taylor – Concern that Gennaco is underutilized. Audits aren't helping to improve.

Escamilla – Greenwald moves to send recommendations to the City Council with second by Horton. Motion passed as follows:

AYES: Bliss, Canning, Escamilla-Greenwald, Horton, Legg, Myers, Sherman

NOES: None

ABSENT: None

- C. Identify Subcommittee for 2023 Audit** – At the January meeting, the Commission requested the Auditor consider an audit on police hiring challenges. The Commission appointed a subcommittee to work with the Auditor, consisting of Horton, Canning, Myers, Escamilla-Greenwald to be on the sub-committee. There is no report out.

Public Comment:

USMC – Regarding audit for hiring challenges – you can spend a lot of time unless you have a lot of incentives to offer.

8. Future Agenda Item Requests/Long Range Calendar/2023 Workplan

- Requests for future agenda items:
- Informational item on SB 2 and briefing on George Floyd Policing Act
- Public facing policy on how co-responder model is supposed to work in relation with the police department policies
- Someone from Davis Police Department about crime fighting task forces that operate within the department and how mutual aid works and who is in charge.
- Suggests that the chief comes every 2-3 month to speak about proposed items from the commission. Ideally coming back in April, with the PAC putting together items for him in March.

9. Adjourn

Horton moved with second by Canning to adjourn at 8:43 p.m. Motion passed by consensus.

Annual PAC Evaluation (2022) of Independent Police Auditor
(Approved by PAC 02-06-2023)

Achievements:

- Participated in Community Outreach Meeting as one of two Speakers. His presentation very informative and well received by attendees.
- Attended entire monthly PAC meetings, answering questions and providing advice, legislative updates and relevant information to enrich our discussions/decisions.
- Engaged with PAC in differing thoughts and opinions about policing and the Mental Health Audit delays allowing Commissioners to flush out ideas and concerns brought out by community members and the PAC

Concern:

- Delay in getting complaints from DPD then delay in getting review/information to PAC. His most recent report (January, 2023) notes 10 cases sent over in April 2022 but none since. The report notes that the DPD had completed reviews on the 10 but no IPA reports have been provided to PAC.

Goals for 2023:

- Complete and inform PAC about any complaints within 90 days of DPD completed review.
- Participate as a speaker in one community outreach meeting.
- Provide quarterly follow-up of past IPA and PAC recommendations to DPD (from complaints, use of force incidents and completed audits). This goal will need the IPA, City Manager, DPD Chief and City Staff to develop and implement this review process.
- Continue to provide PAC with national policing standards and legislation for PAC to use as benchmarks in any review of DPD policies.