



**City of Davis**  
**Police Accountability Commission Meeting Minutes**  
**Monday, June 3, 2024**

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**1. Call to Order & Roll Call**

*Chair Dillan Horton called the meeting to order at 6:37pm.*

*Members Present: Cecilia Escamilla-Greenwald, Elizabeth Griswold, Dillan Horton, John Myers*

*Members Absent: Mary C Bliss, Robert Canning, Don Sherman*

*Others Present: Stephen Connolly and Michael Gennaco, OIR Group; Asst City Manager Kelly Stachowicz; Councilmember Gloria Partida*

**2. Approval of Agenda**

*Escamilla-Greenwald moved, with a second by Myers, approval of the agenda. The motion passed by the following vote:*

*AYES: Escamilla-Greenwald, Griswold, Horton, Myers*

*NOES: None*

*ABSENT: Bliss, Canning, Sherman*

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

*Stachowicz: Announce new commissioner, Angela Willson, starting July 1. Ms. Willson introduced herself. Stachowicz noted two comments regarding military equipment ordinance, including Connor Gorman email and davisite.org post and Robert Canning comment re: military ordinance*

*Chair Horton noted that June is Pride Month. Noted that LGBTQ community still has challenges with law enforcement and challenges with being victims of crime.*

*Escamilla-Greenwald: members of the LGBTQ community are still marginalized in Davis. Community members can help to look out for them.*

**4. Public Comment**

*No public comment.*

**5. Consent Calendar (May 6, 2024 minutes)**

*Escamilla-Greenwald moved, with a second by Griswold, approval of the May 6, 2024 minutes on the consent calendar. The motion passed by the following vote:*

*AYES: Escamilla-Greenwald, Griswold, Horton, Myers*

*NOES: None*

*ABSENT: Bliss, Canning, Sherman*

**6. Police Auditor Update/Hiring Audit Presentation**

*Stephen Connolly, OIR Group: Provided overview of the Police Department Recruitment and Hiring Audit. Audit started approximately a year ago. General topic of recruitment and hiring is of interest now across many jurisdictions across the nation. When audit review started, police management had many options and was able to fill vacancies, so was focusing mainly on lateral hires. Compensation package was considered competitive. Situation changed after the initial draft – department had multiple vacancies.*

*After Ferguson and then George Floyd, fewer people were interested in law enforcement as a profession and makes it more difficult for departments to recruit and hire. Davis has vacancies but is not in as bad a position as some jurisdictions.*

*Davis Police Department relies on word of mouth of current staff. Noted the department's recruitment video on the city's website helps to recruit the types of individuals the City is interested in attracting. Reviewed the process by which the Davis Police Department recruits. Noted that many of the requirements are set by the State (POST). There is also individual judgment that goes into the process as well. DPD feels they have an attractive agency and feels like they can select qualified individuals.*

*Noted that late in the process they learned of a gap in the screening process, which resulted in the hiring of a person who had a problem with his background.*

*Michael Gennaco: Explained that an officer had previously been involved in a use of force incident years before being hired to the Davis Police Department. Once discovered, the officer was dismissed and is no longer with the department. In part, this was because individual used different names, which City was not aware of. Search engines will respond in different ways based on factors, but don't usually list sites with paywalls first or second. New protocols were put into place to require use of multiple search engines.*

*Recommendations are to have more community involvement in the process, specifically to inform the process. Recommends Commission list out the types of attributes they think are important in an officer. Second recommendation is for PAC member(s) to meet new officer as a welcome.*

*Commission Questions:*

- Wouldn't the questionnaire have asked something about history? (Questions not clear that they would have to answer.)*
- Does Department work directly with police academies for recruitment purposes? (Department is small that it hasn't had to work too much with police academy)*
- Do they reach out to community colleges?*
- Are lateral hires fast tracked?*
- More diverse force does not result in better outcomes for community members. Gennaco says that women do not use as much force as men.*

- *Horton wants to push civilian participation in the actual hiring process. (Gennaco suggests starting with some engagement and that may breed additional engagement.)*
- *Escamilla-Greenwald: suggests a subcommittee to work on questions that PAC would want to ask new officers.*
- *Coffee with a New Cop*
- *Regarding hiring incident, Horton remains concerned about reliance on search engines. Aren't there more official/formal searches that can be done other than "googling" if person involved in litigation or some other major issue. Perhaps solution is outside of this room.*
- *If department relying on the same contractor, should they be looking at a different person?*
- *Commission commends department/chief for responding quickly.*

*Public Comment:*

*Angela Willson: When Deputy Chief was being hired, some CAB members were asked about qualities the department should look for.*

*Form a subcommittee of Escamilla-Greenwald, Griswold, Willson for recommendations. Will ask Gennaco/Connolly to assist subcommittee.*

## **7. Regular Items**

### **A. Military Equipment Annual Review –**

*Stachowicz: City required to renew annually the possession and use of any items that fall under the definition of "military equipment." This is required because of statewide legislation. For Davis, this includes: armored rescue vehicle, unmanned aircraft (drones), chemical agent and smoke canisters, noise flash diversionary devices (flash bangs), kinetic energy and impact munitions, rifles, breaching tools. The City has all of this equipment and it has been previously approved but it requires annual recertification. For the chemical agents/smoke canisters and the flash bangs, the City is switching manufacturers but repurchasing new versions of the same equipment.*

*The legislation requires that the Council make findings that the equipment continues to*

- *Be necessary*
- *Safeguard the public*
- *Be cost effective*
- *Meet the prior conforming usage*

*Commission Questions:*

*Armored Rescue Vehicle: How much does ARV cost? How many times used? Is it necessary in Davis? \$200,000 in cost over life of vehicles seems like funds could be better used elsewhere.*

*Myers: Hope that ARV would never have to be used but would be in favor of keeping it for a critical incident.*

*Horton, Griswold and Escamilla-Greenwald question whether necessary. Myers believes it is necessary.*

*No Public Comment*

*The Commission authorized Chair Horton to speak on the Commission's behalf regarding military equipment at the City Council meeting. Three of the commissioners question whether all the equipment is necessary and meets the required findings. One commissioner believes the equipment is necessary and meets the findings. The majority question whether this is the best equipment for the City to have and hope that the Council presentation will explain why this equipment is necessary and how they meets the findings.*

**B. Discussion of Fall Outreach Event –**

*Horton: Asked for input of ideas from commissioners.*

*Partida: Ask community what they would like to see for new hires.*

*Griswold: non-violent response to calls for service, particularly for mental health calls. Bias by proxy*

*No public comment*

*Commission members will think about ideas for outreach meeting over the next month.*

**8. Long Range Calendar: Upcoming Meeting Dates and/or Potential Agenda Items**

*Horton: LGBTQ community can be victims of law enforcement/violence/public safety. What should community members do? Would like to discuss at a future meeting. Some of community's hate incidents/crimes have adverse effect on children/youth.*

*No public comment.*

**9. Adjournment**

*Escamilla-Greenwald moved, with a second by Myers, to adjourn the meeting. The motion passed by the following vote:*

*AYES: Escamilla-Greenwald, Griswold, Horton, Myers*

*NOES: None*

*ABSENT: Bliss, Canning, Sherman*

*The meeting adjourned at 8:25pm*