



Message to the Daly City Community

Daly City Police Chief Patrick Hensley

June 18, 2020

To the Daly City Community,

Last night at a City Council Study Session, we had the opportunity to talk about our police department's use of force policy, following the senseless and tragic death of Mr. George Floyd in Minneapolis. What we saw on that video was contrary to everything we have learned as police officers and everything we believe in as human beings. Your police officers feel the same way I do, angry, frustrated, and deeply disturbed.

As a police department we continue to have difficult conversations with each other and our community. Police officers understand we have a duty and obligation to protect and serve every member of the community, and we take that oath seriously. We remain resilient and focused on our mission and will continue to serve this community with honor and professionalism as we continue building relationships that matter.

I have spent most of my life either living or working in this city. I attended school here, married my wife here, purchased my first home here, and both of my children were born here. I have been a police officer for 26 years now serving as your Chief of Police. This is a diverse community and we have a diverse police department. We stand in and with our community every single day.

We believe in accountability, and we believe actions are stronger than words. In 2016, we purchased our (IA Pro/Blue Team) use of force accountability software. The system insures we don't miss the opportunity to track all uses of force, as well as providing us with an early intervention system regarding officers who may need additional training. The software requires every use of force be reviewed and approved by a sergeant, lieutenant, and captain. We are one of very few agencies who utilize this system.

In 2017, we began training officers in de-escalation, procedural justice, and implicit bias. In 2018, we purchased our force analysis software that provides the public with all the details regarding every use of force. A total of 150 data points are pulled from every use of force report and uploaded to our website. We are 1 of only 3 California police departments who share this objective data with the public. We made the decision to implement accountability measures and provide de-escalation, procedural justice, and implicit bias training on our own, with no pressure to do either. Actions are stronger than words.

I am very aware of the political pressure calling for defunding the police. Not long after I was hired as a police officer in 1994, we were authorized arguably 121 police officer positions. We had a Community Policing Unit that included officers assigned full-time to each of our high schools, as well as officers assigned to our elementary and middle schools. We recognize the

importance of building relationships with our children, as that is a path forward to a healthy community. Today we have 1 School Resource Officer.

Over the last 26 years we have been continually asked to do more with less. What was 121 authorized police officers, is now 101 authorized police officers. Our population continues to increase while our number of police officers continues to decrease. We have the lowest officer to resident ratio in the entire county, despite serving the largest population as well as being the busiest city. And although I understand police officers are costly, and I can appreciate the difficult decisions that had to be made, I would still argue that we have been defunding our police department for more than 20 years.

I recognize and appreciate that this Council has begun thoughtfully and cautiously restoring police officer positions with guidance from our City Manager Shawna Maltbie. We are grateful, and despite our continued staffing challenges, we remain resilient and very proud that year after year, Daly City is recognized as one of the 100 safest cities in the State of California. We are proud of our community engagement, support, and the great relationships we enjoy. This does not happen by accident. It is through the dedication of our police officers, working with our community, to ensure Daly City remains a safe place to live, work, and visit.

I am very proud of our police officers and our community. We will continue to do better and build relationships that matter. My commitment to each of you and this community has not wavered. Please continue to provide us with the resources we need to succeed.



Chief Patrick Hensley

phensley@dalycity.org

(650) 991-8115