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CITY of DAYTON, OHIO
OFFICE OF THE CITY COMMISSION

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October 6, 2020

To: Commissioner Matt Joseph
Commissioner Jeffrey J. Mims, Jr.
Commissioner Christopher L. Shaw
Commissioner Darryl Fairchild

From: Mayor Nan Whaley

Re: Police Reform Working Group Recommendations

On October 6, 2020, the Recruitment, Promotion and Discipline working group voted to put forward the following recommendations to the Dayton City Commission.

1. Create a permanent, full-time dedicated recruitment unit within the Dayton Police Department comprising at least one full-time recruitment officer and non-sworn personnel who are led by a member of the command staff. The recruitment unit will report directly to the Police Chief and work alongside Civil Service and community partners to achieve recruitment goals.
2. The recruitment unit will have a robust annual budget to carry out recruitment activities, including advertising and holding community events. The City Commission and staff will provide a budget estimate within 30 days for review by the committee.
3. Create an advisory group of diverse community leaders that will aid the recruitment unit in reaching diverse potential police recruits.
4. Work with a diverse group of community partners, volunteers, and marketing professionals to create recruitment materials that appeal to diverse applicants and highlight various aspects of police work.
5. Create a variety of programs to employ 18 to 21 year olds that are interested in careers in policing. One program could function like the Columbus cadet program and seek to expose young people to various police roles.
6. Bid out the psychologist contract with a preference for a diverse group practice in order to allow for a broader range of professional opinions used in making hiring decisions, and to shorten the pre-employment time period.

7. Create multiple opportunities to take the physical fitness test and preliminary entry-level assessment outside of normal business days and hours.
8. Recruitment unit and civil service will explore creative ways to test applicants in the field.
9. Create test prep materials and sessions for the entry-level assessment with an eye toward cultural competency.

Per the working group's charter, the Dayton City Commission has 30 days to respond to the group with one of three options: accept the recommendation, reject the recommendation, or ask the group for further information to be able to evaluate the recommendation.

Accepting this recommendation does not mean that it will be implemented within the 30 day time window. Instead, it means that the City Commission directs the City Manager, Dayton Police Department, or other applicable entity to take action to implement this recommendation as soon as is practicable.

Thank you for your consideration of this recommendation.

Sincerely



Nan Whaley
Mayor

Cc: Ms. Dickstein
Mr. Parlette
Ms. Lofton
Ms. Doseck
Ms. Walker
Chief Biehl