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OFFICE OF THE CITY COMMISSION

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December 10, 2020

TO: Police Reform Working Group- Training

FROM: Ariel Walker
Director, Office of the City Commission

RE: Recommendations on Training

On November 11, 2020 the Training Working Group voted to put forward the following recommendations to the Dayton City Commission:

- Update Dayton Police Department's use-of-force policy to include a de-escalation policy in regards to all people regardless of race, gender, sexual orientation, ability, age, religion, etc.;
- Provide supplemental de-escalation training in the Police Academy
- Reinforce the importance of de-escalation tactics through annual refresher courses and in roll call training;
- Create and expand opportunities for additional de-escalation training through outside instructors;
- Provide additional training for supervisors on how to encourage the use of de-escalation tactics that incorporates education/learning on race and cultural competence;
- Incorporate measurable documentation of de-escalation tactics used in police/citizen interactions into current reporting;
- Identify and monitor benchmarks for officers' use of de-escalation tactics;
- Provide a public annual report on the use of de-escalation tactics including demographic data;
- Monitor officers' performance in use of de-escalation tactics through monthly inspections;
- Create a system of managerial accountability to ensure the use of de-escalation tactics;
- Place greater emphasis and recognition on the use of de-escalation tactics in performance evaluations.

1. In reference to the recommendation to update the Dayton Police Department's use-of-force policy to include a de-escalation policy in regards to all people, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department and the Working Group to draft an updated policy regarding the Department's use of de-escalation practices regardless of race, color, religion, sex, ancestry, national origin, place of birth, age, marital status, familial status, sexual orientation, gender identity, or disability. The draft that is currently being discussed by the Working Group in partnership with the Dayton Police Department contains the elements discussed in the recommendation.
2. In reference to the recommendation to provide supplemental de-escalation training in the Police Academy, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to implement the updated training policy once it is completed in 2021. Additional training to review and reinforce the policy will also be presented through future roll-call trainings and through annual trainings.

Related training is expected to be largely based around the Integrated Communications, Assessment, and Tactics (ICAT) training. Trainings will promote the safety of officers and community members, provide officers communication and tactical skills to de-escalate situations in which persons have non-lethal weapons, identify measurable outcomes that demonstrate proficiency, and incorporate race and cultural competence.

3. In reference to the recommendation to reinforce the importance of de-escalation tactics through annual refresher courses and roll call training, the Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to integrate de-escalation training into the annual training requirements and roll call trainings.
4. In reference to the recommendation to create and expand opportunities for additional de-escalation training through outside instructors, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to identify and utilize outside instructors on de-escalation and other related topics.
5. In reference to the recommendation to provide additional training for supervisors on how to encourage the use of de-escalation tactics that incorporates education/learning on race and cultural competence, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to outline expectations for supervisors in their managing roles.
6. In reference to the recommendation to incorporate measurable documentation of de-escalation tactics used in police/citizen interactions into current reporting, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to incorporate the use of de-escalation techniques into the existing "Response to Aggression/Resistance/Non-Compliance" reports and other citizen interactions where appropriate.

7. In reference to the recommendation to identify and monitor benchmarks for officers' use of de-escalation tactics, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to utilize collected data to establish benchmarks and evaluate the use of de-escalation tactics. This will allow for tracking and inform training needs.
8. In reference to the recommendation to provide a public annual report on the use of de-escalation tactics including demographic data, the City Commission Agrees. The City Commission directs the City Manager to work with Dayton Police Department to incorporate data into annual published reports on the department's use of force.
9. In reference to the recommendation to monitor officers' performance in use of de-escalation tactics through monthly inspections, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to add guidance for supervisors and lieutenants to monitor Mobile Video Recorder and Body Worn Camera videos of officer interactions to include de-escalation tactics.
10. In reference to the recommendation to create a system of managerial accountability to ensure the use of de-escalation tactics, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to utilize collected information through documented reports to identify both individual and larger department trends. Supervisors will be required to report the use of de-escalation tactics during an incident or explain why use of de-escalation tactics were not appropriate.
11. In reference to the recommendation to place greater emphasis and recognition on the use of de-escalation tactics in performance evaluations, the City Commission Agrees. The City Commission directs the City Manager to work with the Dayton Police Department to utilize the Employee Appraisal form to include de-escalation tactics to ensure that de-escalation tactics are a component of how an officer's performance is evaluated both monthly and in annual reviews.

As all five Reform Committees continue their work and make recommendations, the City Commission is committed to providing updates during the due diligence and implementation process.

Thank you for your work on behalf of the City of Dayton.

Sincerely,



Ariel Walker

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