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CITY of DAYTON, OHIO
OFFICE OF THE CITY COMMISSION

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January 7, 2021

To: Mayor Nan Whaley
Commissioner Matt Joseph
Commissioner Jeffrey J. Mims, Jr.
Commissioner Darryl Fairchild

From: Commissioner Christopher L. Shaw

Re: Police Reform Working Group Recommendations

On January 7, 2021, the Community Engagement working group voted to put forward the following two recommendations to the Dayton City Commission (see attached):

- Community Orientation
- Ongoing Community Engagement

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,

Christopher L. Shaw, Commissioner

Cc: Ms. Dickstein
Mr. Parlette
Ms. Lofton

Ms. Doseck
Ms. Walker
Chief Biehl
Lt. Col. Carper

Community Orientation

GOAL:

During academy recruit training, new recruits will participate in a Community Orientation segment. This orientation will primarily be led by experts in Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or any other underserved communities. This is similar to Nashville MHRC's Mobile Diversity Seminar.

Ongoing Community Engagement

GOAL:

Require all officers to participate in consistent, ongoing community engagement activities throughout their career, building upon the Orientation training, through Intentional Outreach to meet departmental goals. The engagement shall prioritize Black, Hispanic/Latinx, LGBTQ+, Muslim, and/or any other underserved communities. The officer must indicate which underserved community their engagement specifically benefits, with an emphasis on the aforementioned communities.

ACTIVITIES:

- Establish a baseline for the monthly average hours spent on community engagement for patrol officers.
- Once the baseline is established, identify metrics to increase the average community engagement hours per officer, per month.
- Once the community orientation training is established, establish a timeline to have all current patrol officers attend the training.
- The Public Appearance Form will be updated to add categories for identified groups for tracking purposes and we will work to develop the ability to track community engagement activity per officer.
- Officers who participate in community engagement activities will be required to complete the electronic Public Appearance reporting form immediately after the function has concluded.
- Training related to community orientation/engagement will be tracked in PowerDMS.

EVALUATION:

- Performance review
 - The Dayton Police Department has an annual performance review process identified in General Order 1.02-14, which requires the next level supervisor to meet with the employee and to document the employee's performance.
 - The current performance appraisal form for officers/supervisors shall be updated to include a Community Engagement section that will indicate whether or not the officer/supervisor is exceeding, meeting, or falls below the standards of the community engagement values identified.
 - If an officer/supervisor is below standard during the performance period, a supervisor will identify actions in a Performance Improvement Plan and meet with the employee to discuss what improvements need to be made. There will be a follow-up evaluation completed in 90 days and if the employee's performance is still below standard, disciplinary action will be initiated.

- The Police Department will send a report on a quarterly basis to the City Manager regarding the number of community engagement hours, citizens contacted during these efforts, and the number of officers who attended community orientation training. The report will be shared with the City Commission and published on the City website for public review.