

Police Reform Working Group 4

February 2, 2021

Agenda

- Welcome
- Civil Service Selection Process Recommendation Ideas
- Goals Discussion
- Next Steps

Recommendation Draft

Ensure that the interview panel is diverse and includes representation from the community alongside relevant city staff.

-Chrisondra Goodwine

Recommendation Draft

Propose banding as suggested by percentiles: 100-90. 90-80, 80-70, etc.

But if there is not a commensurate percentage of applicants of color in individual band considered then the band will be expanded in a way that does permit a commensurate percentage of applicants of color to be considered. For example if 40% of total applicants are of color (or female), but only 10% of folks in the 90-100 band are of color (or female) then the second banding group can ALSO be considered.

-Travis Dunnington

Recommendation Draft

- Civil Service Commission should develop a selection process for the City safety forces that utilizes a validated assessment, grounded on merit and fitness, that will continually evaluate how to maximize a more diverse and inclusive recruitment class. This will be in concert with the City Manager, Police and Fire Departments and be provided the requisite budgetary needs to achieve the outcomes.

- Ken Thomas

Recommendation Draft

- Civil Service Commission in the development of their assessments will seek to have processes that are inclusive of diverse groups, individuals, vendors, panels, thoughts, backgrounds that could have both input on development and selection criteria.

- Ken Thomas

Recommendation Draft

- Civil Service Commission will also consider adaptive processes for scheduling, interviewing, applying, collecting of necessary and relevant information that can better meet the opportunities to attract and retain a diverse and inclusive group of candidates.

- Ken Thomas

