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CITY of DAYTON, OHIO

OFFICE OF THE CITY COMMISSION

101 WEST THIRD STREET • P.O. BOX 22 • DAYTON, OHIO 45401
CITY HALL • (937) 333-3636 • www.daytonohio.gov

March 29, 2021

To: Mayor Nan Whaley
Commissioner Matt Joseph
Commissioner Jeffrey J. Mims, Jr.
Commissioner Christopher L. Shaw

From: Commissioner Darryl Fairchild

Re: Police Reform Working Group Recommendations- Training Committee

On March 23rd, the Training working group voted to put forward the following recommendations to the Dayton City Commission:

1. Update de-escalation policy to include the attached language
2. Include diverse community members in the Training Committee from the following organizations:
 - a.) The complaint intake person as recommended by the Oversight working group
 - b.) One member from drug and alcohol rehabilitation/ mental health organization
 - c.) One member from an organization that serves youth
 - d.) One member from an organization that serves those on probation or parole
 - e.) One member from the Public Defender's Office
 - f.) In conjunction with the Human Relations Council, Community Engagement Department, and other community organizations, create a process to include community members in the Training Committee
3. Include Duty to Intervene Training, which Dayton Police Department is implementing for officers as part of an executive order, into Police Academy training
4. i.) To ensure a bias-free policing standard, we recommend the Dayton Police Department procure an external organization to complete a traffic stop analysis. Researchers will work with community members and police to determine what information they would like included in the traffic stop analysis. The traffic stop analysis should:
 - a.) Be conducted to the highest academic standard
 - b.) Provided nuanced information on how to improve traffic stops
 - c.) Include citizen anecdotes on traffic stops
 - d.) Be made publicly available

ii.) If the traffic stop analysis reveals disparate enforcement, Dayton Police Department should work to reduce these effects through policy changes, training, executive orders, etc.

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 these recommendations.

Sincerely,



Darryl Fairchild

Commissioner

Cc: Ms. Dickstein

Mr. Parlette

Ms. Lofton

Ms. Doseck

Ms. Walker

Chief Biehl

Updated De-escalation Policy Language

a. **Supervisors role in De-escalation**

The prospect of a favorable outcome is often enhanced when supervisors become involved in the management of an overall response to potential violent encounters by coordinating resources and officers' tactical actions. Supervisors should possess a good knowledge of tactics and supervise officers under their command in regard to proper training and ethical standards. As a good practice, supervisors will acknowledge the matter, respond to incidents in a timely manner, and take the necessary actions in accordance with policies and procedures to ensure officers' accountability where law enforcement use of force is probable.