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**CITY of DAYTON, OHIO**  
**OFFICE OF THE CITY COMMISSION**

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November 11, 2020

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 November 10, 2020, the Training working group voted to put forward the following recommendations to the Dayton City Commission:

1. 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. The de-escalation policy should:
  - a. Define de-escalation as a desired outcome achieved by utilizing decision-making, communication, and tactics to resolve conflict, or potential conflict, ethically based on the preservation of life per the safety priorities.
  - b. Define de-escalation tactics
  - c. Outline when it is safe and appropriate for officers to use de-escalation tactics
  - d. Complement well-defined use-of-force policies
  - e. Be presented to this working group for review before they make their final recommendation
  
2. Provide supplemental de-escalation training in the Police Academy. This de-escalation training should:
  - a. Promote the safety of officers and community members
  - b. Provide officers the communication and tactical skills required to de-escalate situations in which persons have non-lethal weapons
  - c. Identify measurable outcomes that demonstrate officers' proficiency in these skills
  - d. Incorporate education/learning on race and cultural competence

3. Reinforce the importance of de-escalation tactics through annual refresher courses and in roll call trainings
4. Create and expand opportunities for additional de-escalation training through outside instructors
5. Provide additional training for supervisors on how to encourage the use of de-escalation tactics that incorporates education/learning on race and cultural competence
6. Incorporate measurable documentation of de-escalation tactics used in police/citizen interactions into current reporting
7. Identify and monitor benchmarks for officers' use of de-escalation tactics
8. Provide a public annual report on the use of de-escalation tactics including demographics data
9. Monitor officers' performance in use of de-escalation tactics through monthly inspections
10. Create a system of managerial accountability to ensure the use of de-escalation tactics
11. Place greater emphasis and recognition on the use of de-escalation tactics in performance evaluations

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