

Police Reform Recruitment Working Group  
Meeting Minutes  
January 5, 2021

Mayor Whaley and Judge Parker welcome the group.

Begin by finalizing the returned recommendation on the age cut off for recruits. Ken Couch flagged that there is a city policy that Dayton Police and Fire must retire by 70. Group members felt comfortable otherwise, recognizing that the intention is not to recruit 69 year olds.

Chrisondra Goodwine made motion to adopt the recommendation that the recruitment age be increased to age 69. Cornell Trammel seconded. The motion passes.

Dianne Perkins then gave an update on the current preemployment process for police that will begin this spring. Testing for the police recruit class will occur in May. That means applications will be accepted in March and April. There will not be a 2021 police recruit class because of the economic issues related to the pandemic. This group tested in May will enter the Academy in February 2022. That class will be larger, with 34 recruits.

William Gillespie asked why this was being done so quickly, since anyone recruited after April will not be able to enter the Academy until 2023. This will really hamstring a robust recruitment effort. Cornell asked if there was any possibility of doing a second test in 2021 for another recruit class. However financial constraints won't allow for more than one recruit class. Civil Service is trying to figure out continuous testing, however.

In order to have as diverse of a class as possible in 2022, we need to make sure the recruitment committee is sat soon. Who should sit on this committee?

- Sales professionals
- DPS officials
- People working with young people
- Clergy
- JFS/Job Center employees
- Criminal justice institutions/corrections officers
- VA
- Victory Project

Natasha Spears commented that we really need to wrap our heads around what we mean as diversity – it is not just Black people.

William Gillespie agreed with her, but said he is especially worried about the representation of Black people in the police department because they are so underrepresented.

Travis Dunnington suggested a media blitz. He volunteered to go into the community as a public defender to talk about how important recruiting police officers is. “Be the change you want to see.”

Need to get to churches, other places where people gather.

Also need to reach media outlets that are speaking to young Black people.

Asked group to send Officer Salli Jones and Sgt. Heyob an email to start a list and to set up an initial Zoom to get into details.

Reinforcement that testing time must be adjusted. Civil Service is planning to offer the test at different times, including evenings and weekends. Working on a test prep guide with Siena Consulting.

Major Paul Saunders joined the group to talk about body camera policy.

- BWC will be activated during any citizen generated calls for service as what is what is already covered in the in-car camera policy.
- Essentially, all proactive and citizen-generated interactions will be recorded.
- At this point, sidearm signal (i.e., the camera will turn on when gun is drawn) is part of contract. If another officer is within 30 ft, their camera will also activate.

The policy is currently under review with the Law Department.

Is there anything in the policy preventing officers from distorting the video or turning the camera off?

- They are prohibited to turn it off, period. Audits will look for this. If not activated, the officer would be investigated. Could be punished for violating both policy and the code of conduct.

Audits currently typically result in additional training more than anything else.

Ellis Jacobs asked what the retention of video would look like and what policies are on its use?

- 30 day retention schedule like the MVR, at the moment, unless video is evidentiary.
- Ohio legislature passed state law allowing for redactions of noncriminal but embarrassing citizen activity caught on camera like nudity. If not protected under the state statute, it will be public record for as long as it exists under the retention policy.
- No nudity, deceased people, children, private personal information.

Chrisondra asked what the consequences would be for a second BWC offense.

- There is a "going rate" for some offenses like seatbelts, otherwise it goes through the progressive discipline policy. Must follow standard practice unless there is a reason not to.
- There is not a going rate for BWC offenses, at least not now. It would follow the progressive discipline standard unless there is a code of conduct offense.

Code of Conduct violations are usually the most serious offenses. Typically Law and HR step in at that point.

The group decided to move forward recommending that the ASAP program be examined further. Chrisondra brought the motion, Travis seconded. The motion passed.

