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CITY of DAYTON, OHIO
OFFICE OF THE CITY COMMISSION

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February 8, 2021

To: Commissioner Matt Joseph
Commissioner Jeffrey J. Mims, Jr.
Commissioner Christopher L. Shaw
Commissioner Darryl Fairchild

From: Mayor Nan Whaley

Re: Police Reform Working Group Recommendations

On February 2, 2021, the Recruitment, Promotion and Discipline working group voted to put forward the following recommendations to the Dayton City Commission.

1. Ensure that an interview panel for police recruit selection is diverse and includes representation from the community alongside relevant city staff.
2. If a banding system is adopted for police recruit selection, explore ways to ensure that the process is not creating undue burden for applicants of color. For example, 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.

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,

Nan Whaley

Nan Whaley
Mayor

Cc: Ms. Dickstein
Mr. Parlette
Ms. Lofton
Ms. Doseck
Ms. Walker
Chief Biehl