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

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February 8, 2021

**TO:** Police Reform Working Group- Recruitment, Promotion, and Discipline

**FROM:** Ariel Walker  
Director, Office of the City Commission

**RE:** Recommendations on Recruitment Age and Pre-Employment

On January 7, 2021 the Recruitment, Promotion, and Discipline Working Group voted to put forward the following recommendations to the Dayton City Commission:

1. Increase the police recruitment cut-off age to 69
2. Design a program to correct low-level policy violations and document their frequency. Representatives from the Dayton Police Department, the Fraternal Order of Police, and community members will work together to create a draft of the program description that will be brought back to the working group for approval.

In reference to the increasing the police recruitment age to 69, the City Commission Accepts this recommendation. The City Commission will work with the Civil Service to implement this change in the next full recruitment cycle.

In reference to the recommendation to design a program to correct low-level policy violations and document their frequency, the Commission Accepts. The City Commission directs the City Manager to work with DPD to review program models for self-reporting and low level discipline, including the National Institute of Health, Error Reporting System and the Federal Aviation Administration, Aviation Safety Action Program. This information will be utilized in discussions with HR, the DPD Professional Standards Bureau, the Fraternal Order of Police, and member of the community to create a detailed recommendation and response.

As all five Reform Committees continue their work and make recommendations, the City Commission is committed to providing updates during the due diligence and implementation process.

Thank you for your work on behalf of the City of Dayton.

Sincerely,

A handwritten signature in blue ink that reads "Ariel Walker". The signature is written in a cursive, flowing style.

Ariel Walker

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