

Police Reform Recruitment Working Group  
Meetings Minutes  
January 26, 2021

Mayor Whaley and Judge Parker welcomed everyone to the meeting.

Chrisondra Goodwine gave an update from the supergroup about other group's progress.

Ofc. Jones and Sgt. Heyob gave a brief update on recruiting. They have found a decent number of people who are interested in the recruitment community group from PACT, the Citizens Academy and the police reform groups. They are going to meet by Zoom to coordinate social media and messaging.

DPD is working on goals to present in the next meeting.

William Gillespie said he believed it was going to take more than intensifying recruiting efforts to get a more diverse police force. A strong, targeted media effort is necessary.

Ofc. Jones asked for sources to reach out to for media.

Mayor Whaley asked people to volunteer for the committee, and to reach out to others to volunteer as well.

William Gillespie continued – need engagement with young people who do not think they want to be police.

Mayor Whaley said we know that in terms of diversity, the pipeline of applicants is the biggest problem. But if we get the pipeline right, we need to pull out any other barriers that could be impeding us from having the composition of our police force that we want.

With that, Mayor Whaley introduced the recommendation to make a charter change related to the rule of one. If the group approved, the recommendation would go to the charter review committee for consideration. If they approve, it will go to the city commission and then on to the voters.

Torey Hollingsworth introduced the language: "Undertake necessary legal changes to the Charter and corresponding policies to allow for flexibility in the hiring and promotional process for Police and Fire.

Chrisondra Goodwine said that she likes that the recommendation language is clarifying. Believes this is the moment to make this change. She made a motion to approve. Cornell Trammell seconded. The recommendation passed.

Ken Couch then talked through the Human Resources Department's research into the other Big 6 cities' civil service selection policies.

- Dayton and Cincinnati both use rule of one, but Cincinnati's consent decree allows them to include a provision that for every 4 white male applicants hired, a non- white male applicant must be hired.
- Akron uses the rule of three
- Columbus and Toledo use a banding system

Ken Couch said the nice thing about banding is that it allows for you to do interviews. There must be at least 5 people in each band. From the HR perspective, anything that adds an interview component in addition to the written test is a win.

Travis Dunnington asked if it is possible to take diversity into account, ie, if a band does not have commensurate amounts of diverse candidates, could they be included?

Ken Thomas said that Civil Service does not necessarily want to adopt another city's process wholesale. Come up with a "Dayton Process" that follows merits and fitness.

Chrisondra Goodwine said she liked the idea of adding in an interview. But asked who would be on the hiring committee.

Sgt. Heyob said that too many people, especially diverse applicants, are getting eliminated due to the preliminary physical fitness test. DPD is trying to figure out how to train people for the physical fitness exam.

Dianne Perkins said that Civil Service is eliminating the PFT for this year to help candidates get prepared.

David Lawrence presented the timeline for this year's recruitment process

Mayor Whaley asked members to send in recommendations for guiding principles for a new civil service process.