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CITY of DAYTON, OHIO
OFFICE OF THE CITY COMMISSION

101 WEST THIRD STREET • P.O. BOX 22 • DAYTON, OHIO 45401
CITY HALL • (937) 333-3636 • www.daytonohio.gov

March 29, 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 March 23, 2021, the Recruitment, Promotion and Discipline working group voted to put forward the following recommendations to the Dayton City Commission.

Polygraph Recommendations

1. Ensure multiple polygraphists are available to conduct polygraph tests, including the option of engaging outside agencies if necessary.
2. Explore creating training opportunities within the city organization for new polygraphists.
3. Allow an applicant to immediately request a second polygraph if they fail a portion of the test or show inconclusive results.
4. Ensure that an applicant is aware of the civil service appeals process if they are disqualified from hiring due to a failed or inconclusive polygraph.
5. Conduct polygraph tests in neutral site.
6. Require a second polygraphist to verify a result that indicates deception and/or is inconclusive.
7. Create explicit focus on weeding out candidates with problematic views or violent tendencies. Include questions that probe authoritarian or violent tendencies or racial animus.
8. Reevaluate the use of the polygraph and the guardrails in one year and continue to explore the use of alternatives.

Chief Hiring

1. Involve community members in the creation of the position description and include a reform orientation as a requirement of the position.

2. Involve community members in the interview process. Use police reform working groups as a discussion question for interviews.
3. Pull community members from police reform working groups where trust and report have already been built between the community and police.

Marijuana Policy

1. Align the prohibition on marijuana use with the prohibition on nicotine for recruits.

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
Mayor

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