

COMMISSIONERS

NAN WHALEY, MAYOR
MATT JOSEPH
JEFFREY J. MIMS, JR.
CHRISTOPHER L. SHAW
DARRYL FAIRCHILD

DIRECTOR
CITY COMMISSION OFFICE
ARIEL WALKER

CLERK OF COMMISSION
RASHELLA LAVENDER



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 11, 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 10, 2021, the Recruitment, Promotion and Discipline working group voted to put forward the following recommendations to the Dayton City Commission.

1. Set annual hiring goals (as laid out in the attached spreadsheet and below) for Black recruits in each new recruit class. Meeting these annual goals means the Dayton Police Department will match Montgomery County's Black population in 10 years, and will match the City of Dayton's Black population in 15 years.
2. Create an incentive program, potentially a cash payment for all officers, if annual hiring goals are met. This would include Police command staff, Civil Service leadership, and the City Manager.

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

Annual Recruitment Goals

	2021	2022	2023	2024	2025	2026	2027	2028	
Total Officers	360	359.79	360	360	360	360	360	360	
Black Officers	22	26	30	35	40	46	52	59	
Non Black Officers	338	334	330	325	320	314	308	301	
Percent Black	6.5	7.2	8.3	9.7	11.1	12.7	14.4	16.3	
Total Attrition	20	20	20	20	20	20	20	20	
Black Attrition	1	1	1	1	1	1	1	1	
Non Black Attrition	19	19	19	19	19	19	19	19	
Total Hires	20	20	20	20	20	20	20	20	
Black Hires	5	5	6	6	7	7	8	8	
Non-Black Hires	15	15	14	14	13	13	12	12	
	2029	2030	2031	2032	2033	2034	2035	2036	GOAL
Total Officers	360	360	360	360	360	360	360	360	
Black Officers	66	74	83	93	103	113	123	133	133
Non Black Officers	294	286	277	267	257	247	237	227	227
Percent Black	18.3	20.5	23.0	25.8	28.6	31.3	34.1	36.9	37
Total Attrition	20	20	20	20	20	20	20	20	
Black Attrition	1	1	1	1	1	1	1	1	
Non Black Attrition	19	19	19	19	19	19	19	19	
Total Hires	20	20	20	20	20	20	20	20	
Black Hires	9	10	11	11	11	11	11	11	
Non-Black Hires	11	10	9	9	9	9	9	9	