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**CITY of DAYTON, OHIO**  
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April 12, 2021

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

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

**RE:** Recommendations on Recruitment

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 for Black recruits in each new recruit class. Meeting the goal will mean 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 the annual hiring goals are met. This would include police command staff, Civil Service leadership, and the City Manager.

In reference to recommendation 1 regarding annual hiring goals for Black recruits in each new recruit class, the City Commission Agrees. The detailed plan laid out by the Working Group sets ambitious goals for the City of Dayton's recruitment process. The City Commission directs the City Manager to work with DPD to utilize the full-time Recruitment Unit and ensure they have the resources necessary to support their work, engage with Dayton Public Schools high school graduates to connect them to hiring opportunities, and create a Recruitment Committee which will engage diverse community members to provide feedback and assist in recruitment.

In reference to recommendation 2 regarding the creation of an incentive program if annual hiring goals are met, the City Commission requested guidance from the Law Department. As this issue impacts the wages of the bargaining units, it would need to be negotiated. The City Commission directs the City Manager to work with Human Resources to determine how this recommendation can be implemented.

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