



# Reorganization Plan

April 2022

## Why is the reorganization needed?

- The Dayton Police Department is facing challenges related to attrition and there is an increased need for additional officers to respond to calls for service and to further **enhance community policing efforts**.
- After examining current staffing, approximately 50% of sworn officers are assigned to patrol. Best practices state 60% should be in patrol to respond to calls for service.
- Patrol staffing levels are also reaching a critical level this summer and the current recruit class (26 recruits) does not complete initial field training until September 2022.



- Through **police reform** there is also a need to ensure:
  - Transparency
  - Accountability
  - Training
  - A focus on Community Engagement
  - Minority Recruiting/Diversity
- Given this and other factors, the police department must create an organizational structure that aligns and responds to current community needs to address public safety challenges.



## The restructure will:

- Add approximately **30 patrol officers** to respond to calls for service
- Place all patrol officers and districts under one Division/Major.
  - This change will **ensure consistency** during our initial contact with citizens and assist with the **accountability** of patrol officers.
- Make officers and sergeants **responsible for smaller geographic areas** (patrol beats) to **enhance community policing**.
  - Sergeants and officers will be assigned to patrol beats, which will increase the number of officers who will address ongoing neighborhood complaints. This previously was handled by a small unit in both East and West Patrol.
- Increase the department's focus on **community engagement, minority recruiting, training** (officers and community members), and employee development by placing these resources under the newly created **Community Services Division**, which will work closely with the Planning Department's - Division of Community Engagement.

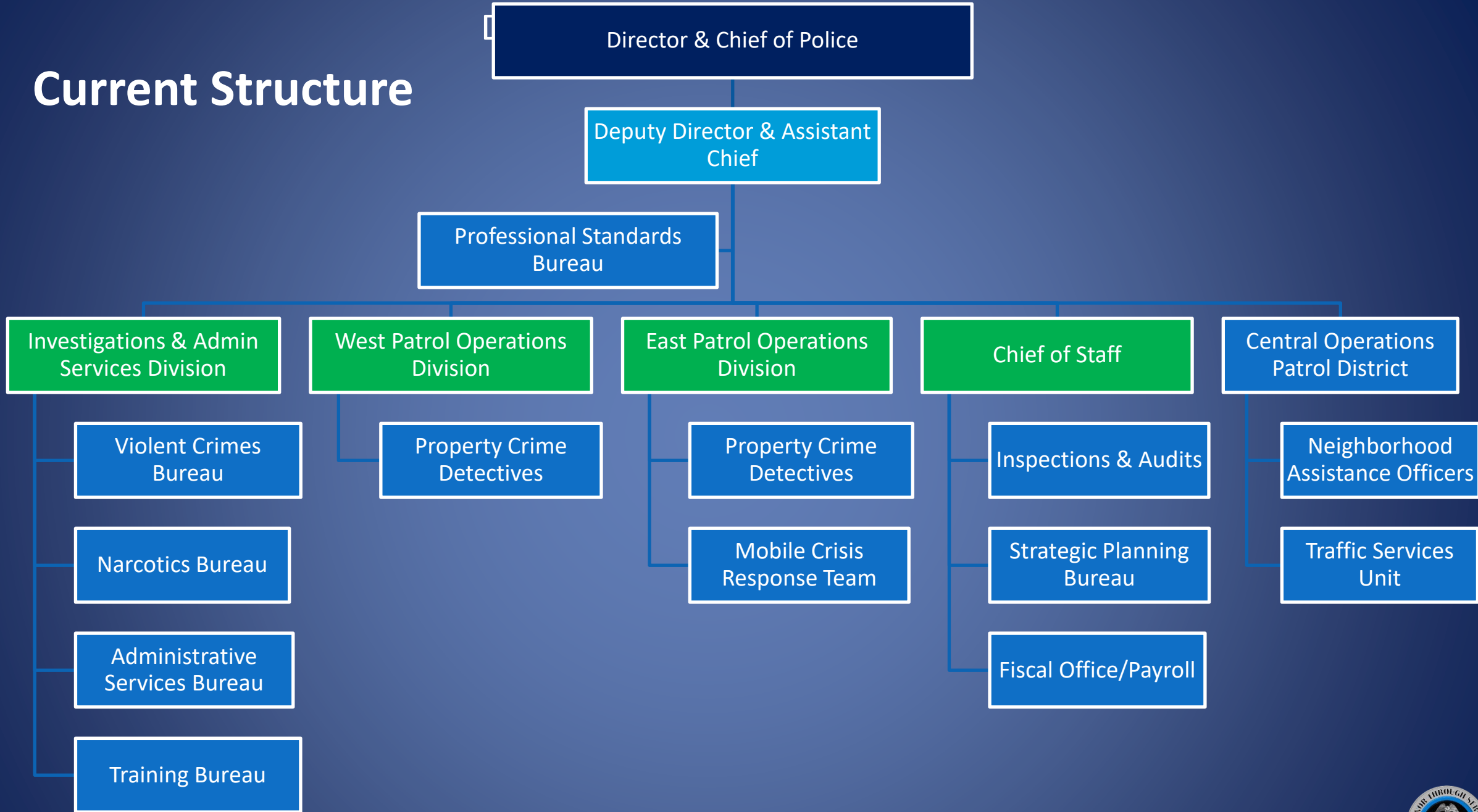


## The restructure will:

- Create the Operations Support Division that will have additional uniform personnel to assist patrol with special event planning, parking complaints, traffic complaints, **long-term community problems**, and the **Mobile Crisis Response Team**.
  - This Operations Support Division will also work closely with Dayton Mediation Center's **Alternative Response Program**.
- Move all investigative personnel under the Investigations Division, which will allow for career progression of detectives and flexibility with how cases are assigned/investigated.



# Current Structure



# New Structure

Director & Chief of Police

Deputy Director & Assistant Chief

Professional Standards Bureau

Inspections & Audits

Investigations Division

Patrol Operations Division

Operations Support Division

Support Services Division

Community Services Division

Violent Crimes Bureau

West Patrol District

Special Operations Bureau

Administrative Services Bureau

Neighborhood Assistance Officers

Training Bureau

Central Investigations Bureau

Central Business District

Strategic Response Unit

Strategic Planning Bureau

Community Engagement Unit

Special Investigations Bureau

East Patrol District

Community Resources Unit

Fiscal Office/Payroll

Recruiting

Traffic Services Unit





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