

August 4th - Recruitment Working Group Meeting

Mayor opens with acknowledgement of the Oregon District shooting anniversary. A reminder of how challenging police's jobs are, and that police are willing to run into danger to protect citizens. This police reform process is very challenging and nuanced, and we have to find ways to push to do better and to root out systemic issues while acknowledging the reality of police's jobs.

Charter is presented for adoption

- Chrisondra Goodwine makes the motion to pass
- William Gillespie seconds
- Voice vote taken

Working group charter is adopted

The working group was sent and previously reviewed a video about the basics of civil service rules in Dayton. The video is available at: https://www.youtube.com/watch?v=ljnz_Oa1y4Y&feature=youtu.be

Working group members then asked questions based on the video.

- How is the chief hired?
 - o The chief is an unclassified position, meaning he/she is hired solely at the discretion of the City Manager. That position does not have to involve civil service rules, or the FOP contract. There are few restrictions on how that person is hired.
 - o Suggestion that perhaps there could be a public process for hiring the police chief.
 - o This discussion was tabled for a later date when the working group begins to look into promotions
- How much can be changed within civil service without changing the city charter?
 - o The Civil Service Board has discretion over the civil service rules, with Commission approval
 - o The hiring process itself can be changed at the civil service staff level
 - o The charter gives lots of flexibility to the civil service rules, and the civil service board has broad discretion
 - o The civil service rules and regulations will be circulated to the group and posted on the police reform website
- Discussion about the length of the hiring process. It takes approximately nine months for an officer to be hired. A WG member suggested that the process is too long, and that people drop out over the course of that time. DPD staff agreed.
 - o Timing is especially a challenge for recruiting from local historically-black colleges and universities (HBCUs) – Wilberforce and Central State. According to DPD, their grads are typically “snatched up” right after graduation by other departments on different timelines from DPD
- Can Dayton Police recruit from other city's academies?

- There are other Ohio Peace Officer Training Academy (OPOTA) certified training programs in the region. OPOTA creates essentially the bare minimum threshold that a police officer in Ohio must meet.
- DPD does not allow people to hire directly into DPD from other training programs because they have “had issues” with recruits from other programs. Any recruit that came from another program would still have to go through the DPD Academy.
- Discussion of the “written” (actually online) civil service test
 - Concern about test anxiety – that people who may be qualified to be an officer, or would make a good officer, get nervous about the test and do poorly.
 - Old exam process had a high failure rate. But the Department of Justice threw that test out when the department was under consent decree.

Discussion of the background investigation

- Background check consists of: Employment history; Criminal history (including as a juvenile); May do neighborhood visits to talk to people who know the candidate. These do not happen if the candidate is not local – ie, there is no one traveling past a three-hour radius to conduct a neighborhood visit
- All candidates must do a polygraph test about their answers
- Is there a credit check or a check on child support?
 - No longer a credit check
 - Child support is not automatically a disqualifier. The issue is with state law there that nonpayment of child support could result in losing a drivers license, which is required for the job.
- Only automatic disqualifiers in background check are: domestic violence conviction, drug use within a certain time period
- Federal government limits people with certain previous felony convictions from becoming police because they are not allowed to access federal LEADS database

Discussion on the Rule of One

- Rule of One was implemented by Judge Walter Rice after federal litigation.
- Mayor Whaley reports that he has said the only way to change the rule of one is through a change to the City’s charter
- Civil Service, based on their data, doesn’t believe that the Rule of One harms racial diversity in recruits. Very few people who pass the civil service exam (ie, get on the list) don’t get an offer to be in the academy at some point. It just may not be immediately after they take the test.

2020 Recruit Class Diversity

- 21 total recruits
- 14 white males, 4 white females, 2 Black females, 1 Hispanic male
- 140 total candidates processed. Civil service will provide breakdown of those candidates racial/ethnic mix, as well as for last five years