

Police Reform Recruitment Working Group  
Meeting Minutes  
October 6, 2020

Becky Gaytko presented on her role as a civilian coordinating community engagement in the Chief's office for Dayton Police. She also runs the criminal justice fellowship program, which is an unpaid internship program that provides college credit for students in criminal justice programs.

- It was not intended to be a recruitment tool
- Pulls students from Wright State, UD, and Central State. Because many of those students are not from the area, they don't always end up looking for jobs locally.
- Becky did not know the diversity of the students involved in the past, but said she would begin to track that information.

The group updated the charter to adopt language for how recommendations would be voted on. Ellis Jacobs made the motion and William Gillespie seconded.

The meeting was primarily made up of discussion of the recommendation language. The originally proposed language is available on the website, as is the final recommendation language.

On the recruitment team recommendation:

- William Gillespie suggested that one person in command staff be in charge
- Sgt. Heyob suggested that the term "team" be replaced with "unit"
- Natasha Spears wanted to make sure that it was not just a single person with recruitment responsibilities, but a team so that there could be continuity.

On the recruitment budget recommendation:

- Sgt. Heyob had not yet been able to connect with Columbus to understand their budget
- William Gillespie suggested replacing "adequate" with "robust"
- Travis Dunnington suggested that the money should be spent on good people, not on events and advertising
- Cornell suggested promoting through social media
- The group decided to ask for more information about what a "robust" budget could look like before moving forward with the recommendation

On the 18 to 20 year old gap recommendation:

- Ofc. Savage discussed an opportunity that may be emerging to partner with a security service to hire out of the DPS program
- William Gillespie suggested that if the young people were employed by the city instead of a third party, that they could be part of the Homegrown Heroes program. Or could be part time with the city, part time with a third party.

On the polygraphs recommendation:

- Ellis Jacobs was skeptical of polygraphs efficacy, but said he understood the need to weed out bad actors
- Cornell Trammell suggested that the polygraph doesn't weed out liars, but it can stop good people from moving forward
- Chrisondra was ok with the suggestion to move the polygraph to a third party agency, but suggested that the agency would need to be diverse
- Mayor Whaley suggested that the group table the recommendation and get more information on why Dayton Police wants to continue using polygraphs and understand what alternatives might exist
- Travis Dunnington asked if the background (and polygraph) could be done with a focus on weeding out people with racial bias

There was not significant conversation about any of the other recommendations