

November 13, 2015

**FOR YOUR INFORMATION MEMO**

To: Mayor and Members of City Council  
From: Harry Black, City Manager **HB**  
Subject: **Police Chief Candidate**

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Today, I am proudly presenting Interim Chief Eliot Isaac as my candidate for Cincinnati's next Police Chief.

As has been communicated on several occasions, a decision of this magnitude will not be done in a vacuum. This is why Interim Chief Isaac will now be subjected to a rigorous vetting process that will begin with a public hearing before the Law and Public Safety Committee on Monday at noon.

This will be followed by a series of private interactive sessions with panels representing Cincinnati's various constituencies, including:

- 1) Community
- 2) Cincinnati Police Department (CPD) Staff
- 3) Clergy
- 4) Business Community
- 5) Sentinels

I believe Interim Chief Isaac is the right person to lead the CPD forward; however, it would not be prudent to move further without a thorough vetting process. The position of police chief simply represents too much in terms of public safety and community relations to proceed with anything less than an exhaustively inclusive process.

This action represents the next phase of the Police Chief selection process, which began immediately upon the position becoming vacant. I have spent the last several weeks listening and conversing with internal and external stakeholders throughout the community. I also engaged the general public and CPD personnel via a survey that produced 399 responses, the results of which were shared earlier this week.

**Rationale**

In my time working with Interim Chief Isaac, I have developed a high regard for his steadfast commitment to the safety and well-being of Cincinnati and the people who live here. Additionally, his long tenure with (and rise up through the ranks of) the CPD position him well for this challenge. This is evidenced by the fact that he and his leadership team have already made great strides in righting the ship with regard to improving CPD morale.

A critically important piece of this decision-making is the input received from all facets of the community, including our Police Department staff. For example, the results of citizen/CPD staff surveys prioritized choosing someone who is capable of improving morale within the department. Interim Chief Isaac is highly respected among his fellow officers.

Also, Interim Chief Isaac has actively participated as the CPD has embraced and integrated the tenants of the historic Collaborative Agreement. A healthy respect and appreciation for the community as true partners is an absolute must for our next Chief and there is no doubt interim Chief Isaac understands this.

## **Background**

Hired in 1988, Eliot Isaac is a 26-year veteran of the Cincinnati Police Department.

His experience spans virtually every aspect of policing including: administration, patrol command, internal investigations, problem solving and community engagement.

He became a police captain in 2004, and has most recently served in patrol administration. Prior to this, he served as Criminal Investigation Commander where responsibilities included oversight of all types of investigations. From 2007 to 2012 he served as District Four Commander. He also served as the Internal Investigations Section Commander and Department Night Chief. In July of this year, he was sworn in as CPD's Executive Assistant Police Chief.

Interim Chief Isaac holds a Bachelor's Degree in Organizational Leadership from Xavier University and is currently pursuing a Master's Degree in Xavier's Human Resources Development from Xavier.

Interim Chief Isaac has accumulated 20 letters of commendation, is a member of the National Organization of Black Law Enforcement Executives (N.O.B.L.E.), a member of the FBI National Associates and serves as a volunteer with the international faith-based organization H.O.P.E Worldwide.

A copy of Interim Chief Isaac's resume is attached.

## **Next Steps**

Monday, at a special meeting of the Law and Public Safety Committee Interim Chief Isaac will have a public dialogue with the City's policymakers. This will be followed by a series of private meetings with a diverse group of leaders representing Cincinnati's various constituencies.

Attached is a roster of the Police Chief Selection Panel members.

Following the conclusion of these meetings, I will continue my deliberations and conversations before making any final decisions related to the selection of Cincinnati's next police chief.

I want to commend the entire CPD staff for their continued hard work and professionalism during this time of transition.

This memo is for informational purposes only; no action is required at this time.

# **Eliot K. Isaac**

## **PROFESSIONAL SUMMARY**

An esteemed career with over 20 letters of commendation and multiple community leadership awards. Experience and expertise spans across virtually every aspect of policing: administration, patrol command, internal investigations, implementation of problem solving and thorough community engagement. Comfortable with community engagement and developing relationships that assist in intelligence led policing and problem solving practices that are “out of the box” from traditional policing models. Retains a deep comprehension of Law Enforcement best practices and community teambuilding that assisted in the lowest District Four violent crime rate in a decade.

### **Areas of Expertise/Service:**

- Extensive experience and knowledge of Cincinnati Police Department, serving 27 years with 11 years as a part of the Command Staff.
- Served as both an Internal Affairs investigator and Commander investigating police misconduct and citizens complaints.
- Implemented various problem solving partnerships with various community groups across multiple communities.
- Enhanced partnerships with community and Central Vice Control Section to create specific neighborhood crime projects.
- Active in community organizations that partner with District Four to provide meals, toys, and clothing to several hundred families during the holidays.
- Extensive knowledge and expertise in working with business leaders in the Cincinnati community.

## **PROFESSIONAL EXPERIENCE**

### **Executive Assistant Police Chief – Cincinnati Police Department – (2015 – Present)**

Managed a variety of functions at an executive level to support the operation of the department. Responsibilities include oversight of the operation of the Professional Standards Section, Training and Development Section, Personnel Section, Technology & Systems Section, Evidence/Property Management Section and Police Records Section.

### **Police Captain – Cincinnati Police Department – (2004 – 2015)**

#### **Captain – Criminal Investigations Section (August 2012 – Present)**

Managed and directed the activities of Criminal Investigation Section (CIS). Responsibilities included investigation of: homicides, bank robberies, Sex Crimes, child abuse, forgery, gang related activities, dignitary protection and special investigations.

## **District Four Commander.- (2007 – 2012)**

Managed and directed the activities of approximately 150 officers, supervisors and civilian personnel in one of the largest police districts in the City of Cincinnati, encompassing the largest African American community in the city. Managed investigations of all crimes across the ten communities that comprise District Four and working with community and city stakeholders in overseeing crime reduction. Those efforts have led to the following successes:

- Lowest District Four violent crime rates in a decade including: reductions in calls for service, response time and auto accident rate.
- Walnut Hills Round Up which led to the arrest of 18 felons and dismantling of one of the city's most violent gangs. It was a collaborative effort led by District Four officers but included officers from: SWAT, Central Vice Control, Vortex, Hamilton County Probation and various districts Violent Crime Squads.
- Created investigative teams and community partnerships responsible for investigations that led to the drastic reduction of violent crimes in District Four neighborhoods:
- The reduction of crime across all ten District Four neighborhoods were the result of the following projects and efforts:
  - Corryville Neighborhood Enhancement Program (NEP)
  - University of Cincinnati Student Safety Program
  - Chronic Nuisance Enforcement with an emphasis on Landlord Tenant Training, CPTED assessment and Chronic Nuisance enforcement
  - Avondale Crime Project- District Four partnership with Central Vice Control focused on addressing robberies, gun and drug sales.

## **Internal Investigations Section Commander 2005-2007**

Supervised and directed the assignment of cases to investigators of allegations of police misconduct, citizen complaints (including excessive use of force), criminal activities by police personnel, shots fired by police and deaths in custody. Upon assuming command of the Internal Investigation Section (IIS), there was a negative relationship and negative perceptions in the community. Following the April 2001 civil unrest, the City of Cincinnati Police Department was under a Consent Decree with the United States Department of Justice (DOJ) to make changes in our internal investigation process. As of 2005, IIS has not been wholly compliant and there was a fractured relationship with the Citizens Complaint Authority (CCA), particularly there issues with the Citizens Complaint Resolution Process (CCRP). In response to the issues within IIS, I implemented the following to bring the Cincinnati police Department in compliance with the DOJ:

- Developed Standard Operating Procedures to bring IIS in compliance under federal monitors
- Established positive relationship between CPD and Citizen Complaint Authority by conducting regular meetings to resolve any interagency discrepancies, increased investigator involvement with the entire complaint process and facilitated greater transparency of investigations

## **Department Night Chief 2004-2005**

Responsible for command level management during overnight operations of the Cincinnati Police Department including: attending community council meetings across all five police districts and informing community leaders on police activities in their district, attending roll calls across all five districts to ensure adherence to policies on the overnight shift, gather intelligence on nightly activities and alert district police supervisors of potential problems in their district.

## **Police Lieutenant 2002- 2004**

### **District Four Third Shift Commander 2002-2004**

Responsible for commanding the overnight shift of Cincinnati Police District Four, including deployment of officers and resources throughout the community.

## **Police Sergeant 1997- 2002**

Internal Investigations Section Investigator 1999- 2002

District Four Shift Sergeant 1997-1999

## **Police Officer 1988-1997**

District One Investigative Unit 1995-1997

District One Violent Crimes Unit 1993-1995

District One Community Policing Unit 1991-1993

District One Shift assignment 1990-1991

District Four Shift assignment 1989-1990

Police Recruit 1988-1989

## **Education/Professional Development**

Master of Science: Human Resource Development -Xavier University (completion May 2016)

Bachelor of Arts - Xavier University, 2010

Senior Management Institute for Police 2013

FBI National Academy- 221<sup>st</sup> Session 2005

FBI Academy Evidentiary Photography Course 2005

Urban League African-American Leadership Development Program Class IX 2004

United States Army National Guard 1985- 1991

## **Professional/ Community Service**

Member of N.O.B.L.E. (National Organization of Black Law Enforcement Executives)

Member of FBI National Academy Associates

Volunteers with H.O.P.E. Worldwide (an international faith-based organization)

## **Recognition**

2010 YMCA Black and Hispanic Achievers Award

1996 Hamilton County Police Association Police Work with Children Award

30 Letters of Commendation

**Invitations were forwarded to the following individuals /organizations:**

**Sentinel Police Association**

Phill Black  
Eddie Hawkins  
Marcus McNeil  
Olivia Greer-Brown  
Ron Avant  
Louis Arnold Sr.  
Corey Bonner

**Various CPD Personnel ( Rank and File including civilians)**

Captain Dave Fink  
Captain Lisa Davis  
Lieutenant Bruce Hoffbauer  
Sgt. Rodney Pompey  
Sgt. Stephanie Fassnacht  
PO Phil Penn  
PO Ed Hawkins  
PO Gary Fangman  
PO Joehonny Reese  
PO Mary "Katie" Werner  
PO Toni Savard  
PO Janhytta "Nikki" Oliver  
Mrs. Carrie Howell  
Mrs. Marcella Lamb  
Mrs. Tracy West

**Business Stakeholder List**

David Ginsburg  
Alfonso Cornejo  
Sean Rugless  
Gwen Robinson  
Donna Jones Baker  
Jill P. Meyer

**Community Stakeholder List**

Ozie Davis  
Patricia Milton  
Mary Jenkins  
Keith Blake  
T.J. Bates  
Tom Gamel  
Pete Witte  
Robert Mosley Sr.  
Dr. Erica King- Betts

Clergy

Rev. John Agbaje

Rev. Dr. Alphonse Allen, Jr.

Pastor Robert E. Baines

Pastor Chris Beard

Reverend W.D. Billups

Reverend Dennis Chriszt

Pastor Jerry Culbreth

Pastor Carol Dantley

Bishop Michael E. Dantley

Pastor Eugene Ellington

Rev Doc Foster

Pastor Marcus Gardner

Reverend Dr. H.L. Harvey, Jr

Pastor Larry J. Holley

Pastor Damon Lynch, III

Pastor Damon Lynch, Jr

Pastor Peterson Mingo

Reverend Rick C. Nance Sr.

Reverend Rousseau Andre O'Neal

Pastor James Pankey

Pastor Mike Scruggs

Pastor KZ Smith

Pastor Ennis Tate

Rev. Fred Wright

Tony Stieritz

Rev. Leonard Wenke

Bro. Mike Murphy