



Cincinnati Police Department
STAFF NOTES

August 07, 2012

James E. Craig, Police Chief

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1. REVISION TO [PROCEDURE 16.111](#), EMPLOYEE TRACKING SYSTEM

Procedure 16.111, Employee Tracking System, Section E, has been revised to require documentation from Department Hearing Officers regarding their intervention recommendations, if any, to District Commanders. The revision also includes a requirement that a documented entry of the Department Hearing Officer's recommendations be entered into the ETS system.

Department Level Hearing Recommendations

Department Hearing Officers are to recommend an intervention plan as the result of a sustained Department Level Hearing or investigation. Once the intervention plan recommendation is approved:

1. The Professional Standards Section will document the intervention plan recommendation on a form 17 and route through channels to the member's district/section/unit commander and the Inspections Section.
2. Upon receipt of the Form 17, the district/section/unit commander will ensure implementation of the intervention plan and document the specifics of the plan via ESL notation in the member's ETS file.
3. Inspections Section will provide any necessary assistance and will ensure the affected member is included in the Quarterly ETS Review process.

This revision is effective immediately. Personnel should review Procedure 16.111 in its entirety. The revised procedure is available on the Department intranet and web page.

2. REVISION TO FORM 55, LETTER OF UNDERSTANDING

The Form 55, Letter of Understanding, has been revised to reflect the changes in fringe benefit rates published by the City of Cincinnati, Department of Finance (Bulletin #2-2012).

This revision is effective immediately. Form 55, Letter of Understanding is available in the CPDFORMS folder on the "H" drive of Department computers.

3. REVISION TO THE DEPARTMENT ORGANIZATIONAL CHART

[Attached](#) to these Staff Notes is a newly revised Department Organizational Chart, effective Sunday, August 5, 2012.

The Organizational Chart has been revised to reflect ongoing Department reorganization efforts. In addition to the organizational changes announced in the Staff Notes on July 17, 2012, this revision incorporates the following:

- The rank of Lieutenant Colonel replaces the title of “Assistant Chief” on the Department Organizational Chart.
- Safe Streets Unit will be relocated from Neighborhood Policing Administration to Investigations Administration.
- Major Offenders Unit will absorb Personal Crimes Unit, and will reflect two squads: Financial Crimes Squad and Personal Crimes Squad.

4. RELOCATION OF PUBLIC EMPLOYEES ASSISTANCE PROGRAM

The Public Employees Assistance Program (PEAP) will relocate its offices to the Victory Parkway Executive Building at 2368 Victory Parkway, Suite #401, on Tuesday, August 7, 2012. The PEAP telephone and fax numbers will remain unchanged. During the move on August 7, PEAP will not schedule any appointments, but the telephone lines will remain open for emergencies. On Wednesday, August 8, 2012, PEAP will be scheduling appointments on a limited basis. An informational flyer regarding the relocation of PEAP is [attached](#) to these Staff Notes.

5. CITIZEN COMPLAINT AUTHORITY INTERVIEWS

Officers are reminded that, when notified by the Citizen Complaint Authority (CCA) to appear for an interview, they must be cognizant of the need to fully articulate their responses to the interview questions posed by the CCA investigator(s).

Officers notified to appear for an interview by CCA are bound by the same requirements as those that apply when they respond for an interview by Professional Standards Section investigators. These requirements are outlined in Section 2.26 of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department, which requires officers to respond completely and truthfully to all questions that are specifically, directly, and narrowly related to their performance as a police officer. Officers’ responses to questions posed by CCA investigators should be articulated in a manner that is no less thorough than their responses to questions posed by Professional Standards Section investigators. Professionalism in all matters reflects most favorably on the organization and its members.

6. EMOTIONAL INTELLIGENCE (EI) AND LEADERSHIP DEVELOPMENT TRAINING SERIES

This month, Training Unit is publishing an [Emotional Intelligence \(EI\) newsletter](#) about Teamwork:

- **Teamwork** – Creating group synergy in pursuing collective goals.

Leaders with this EI competence:

- Model team qualities like respect, helpfulness, and cooperation
- Draw all members into active and enthusiastic participation
- Build team identity and commitment
- Protect the group and its reputation and share credit for successes

7. CARDIOPULMONARY RESUSCITATION TRAINING FOR CIVILIAN DEPARTMENT MEMBERS

Training Unit will conduct Cardiopulmonary Resuscitation (CPR) Training for civilian Department members. This one-day training course will be provided by the Department's certified CPR instructors. Successful participants will be CPR certified through the American Heart Association. Participation is voluntary.

Class size is limited to 30 employees per session and will be filled on a "first come, first serve" basis. Class dates are as follows:

- Wednesday, September 5, 2012
- Thursday, December 13, 2012

Both classes will be held at the Police Academy from 0800 hours to 1600 hours. Business casual attire should be worn.

[Attached](#) to these Staff Notes is a list of employees whose recent CPR Certification will lapse this year. Those employees who wish to attend should submit their request to participate on a Form 17, no later than Tuesday, August 14, 2012. Direct all questions regarding this training to Administrative Specialist James Hendricks, Training Unit, at 357-7552.

8. POLICE MOUNTAIN BIKE OFFICER CERTIFICATION TRAINING

The Department will conduct a Police Mountain Bike Officer Training Course (IPMBA Certification) beginning Monday, September 10, through Friday, September 14, 2012, at Sharon Woods Employee Training Center, 11450 Lebanon Road, Cincinnati, Ohio, 45241.

All interested officers are required to qualify for the training by passing a physical fitness test. The test will consist of a timed two-mile run, a 15 mile group bike ride, two minutes of sit ups, and two minutes of push ups. The physical fitness testing will take place at the Miami Whitewater Forest Nature Center, 9001 Mt. Hope Road, Harrison, Ohio, 4503. Two testing sessions will be offered:

- Tuesday, August 21, 2012, or
- Thursday, August 23, 2012

Officers approved to attend physical fitness testing must bring the following equipment with them:

- A mountain bike
- A cycling helmet
- Cycling gloves
- Eye protection

Interested officers must submit a Form 17 through the chain of command no later than Tuesday, August 14, 2012. Officers being considered should demonstrate a high level of self-initiative and be willing to patrol by bicycling in all types of weather. Direct any questions regarding this training to Sergeant Dwayne Wilson, Training Unit, 564-1061.

9. COMPSTAT INFORMATION

[Attached](#) to these Staff Notes is the most current COMPSTAT Information. Department personnel are directed to review this information to ensure they remain familiar with crime patterns and trends occurring within the City and their areas of responsibility.

16.111 EMPLOYEE TRACKING SOLUTION

Reference:

Memorandum of Agreement between the Cincinnati Police Department and the U.S. Department of Justice
Employee Tracking Solution Protocol

Definitions:

Organizational Group - employees assigned to the same work group within the same district, section, or unit. Example: activity generated by second shift officers assigned to District One is compared to the activity of only those officers assigned to second shift in District One. Bureau commanders will determine the composition and number of groups within their respective bureau.

Personnel Service Record - information in the individual Personnel Information Sheets, Personnel Service Jacket, and the individual personnel file contained within the Employee Tracking Solution (ETS). The Personnel Service Record is just one of several tables within ETS and is used to provide the common dataset, e.g., Employee Identification Number, to link data in the other components of ETS.

Weighted Risk Assessment - all risk activities tracked in ETS are given specific weights to allow for a compilation scoring. This compilation score will be the basis for comparing employees within their organizational group based on variance from the mean. To view a specific weight assigned to a risk activity in ETS, click on the Inspections Section icon, then click on the Activity Assessment icon, and then click on the Activity Assessment Setting Document icon.

Threshold - values individually determined for each organizational group from the weighted aggregate risk activity and each individual activity measured by ETS. When used for analysis, thresholds will be defined in standard deviations above and below the mean.

Supervisory Observation - This is the initial phase of supervisory overview. This is accomplished in the daily tasks of first line supervisors through the observation of employees during their tour of duty and regular reviews of the daily worksheets and work products submitted by the employee. Employees who exceed the threshold in any category and no pattern of behavior exists, positive or negative, will be listed under Supervisory Observation.

Supervisory Monitoring - The second phase of supervisory overview. This is accomplished through Supervisory Observation in addition to the monitoring of specific activity, which in the supervisor's opinion appears to be patterned behavior. Employees who exceed the threshold in multiple categories or any one category with multiple incidents and patterned behavior may be present, positive or negative, will be listed under Supervisory Monitoring.

Supervisory Review - The third phase of supervisory overview. This is accomplished through Supervisory Observation and Supervisory Monitoring in addition to a written summary of the employee's activity in the commander's quarterly Organizational Group Analysis covering the rating period dates. Employees who exceed the threshold in any category with multiple incidents and patterned behavior does exist, positive or negative, will be listed under Supervisory Review.

Supervisory Intervention - The final phase of supervisory overview. This is accomplished through Supervisory Observation, Supervisory Monitoring, and Supervisory Review, in addition to an implemented course of action (intervention), designed to influence and prevent behaviors, which may lead to undesirable consequences. Employees who exceed the threshold in any category with multiple incidents and existence of a negative pattern of behavior will be listed under Supervisory Intervention.

Purpose:

The Employee Tracking Solution (ETS) is a tool to assist supervisors and managers in the assessment of overall employee performance and to serve as an early warning system for employees engaged in risk activities.

Policy:

Managing risk is an important factor in the success of an organization. Reviewing risk activities and patterns of risky behavior, as well as recognizing proper and ethical conduct is the responsibility of those supervisors and managers. ETS has been developed to assist supervisors and managers in identifying both high achieving employees and those employees in need of intervention.

When the intervention includes a referral to an outside agency (Public Employees Assistance Program, police psychologist, etc.) only the name of the agency will be listed. The reason for the referral will be outlined in the employee's medical jacket maintained at Personnel Unit. Authorized employees may access the medical jacket by contacting Personnel Unit.

Information:

ETS will capture and record information on the following areas:

- Uses of force
- Canine bite ratios
- Number of canisters of chemical spray used by officers
- Injuries to prisoners
- Instances in which force is used and a subject is charged with “resisting arrest”, “assault on a police officer”, “disorderly conduct”, or “obstruction of official business”
- Critical firearm discharges, on and off-duty
- Complaints and their dispositions
- Criminal proceedings initiated, civil or administrative claims filed, and all civil lawsuits served upon the City or its officers or agents, resulting from operations or the actions of Department personnel
- Vehicle pursuits
- Disciplinary action imposed on Department personnel
- Individual training information and records
- Injuries to personnel
- Auto accident information
- Court attendance
- Award/commendation information

ETS will compare the performance of employees assigned to similar organizational and/or peer groups. When used in conjunction with regularly scheduled reviews, supervisors will be able to use this system to assist in the evaluation of employee performance in addition to recognizing individual and group patterns which may warrant further review or intervention.

Procedure:**A. Bureau Commander Responsibilities**

1. Define the organizational groups within their respective bureau.
2. Review and make recommendations to the Police Chief regarding the quarterly reports submitted by district/section/unit commanders.
3. Compare Inspections Section’s quarterly audit to the reports compiled by district/section/unit commanders.

B. District/Section/Unit Commander Responsibilities

1. Ensure each officer is reviewed through ETS at the conclusion of each 28 day work period, or monthly, based on the work schedule of the organizational group and documented in the employee's Evaluation Supplement Log (ESL).
2. Ensure supervisors transferred into their unit perform an ETS review for personnel under their command. Document the review in the supervisor's Evaluation Supplement Log (ESL).
3. Ensure all supervisors in the employee's chain of command perform an ETS review for personnel transferred into their unit. This review should be documented in the transferred employee's Evaluation Supplement Log (ESL).
4. Prepare a report, routed through the bureau commander for presentation at the quarterly Command Review Session, identifying the following:
 - a. Recommended action for those employees under their command identified as being above established thresholds as determined by the quarterly ETS Organizational Analysis. Recommended action will include which level of supervisory overview identified employees will be placed under.
 - b. Include a summary of the 12 month ETS Activity Assessment for those employees being placed under Supervisory Review or Supervisory Intervention. Establish and outline action plans for those employees placed under Supervisory Intervention.
 - c. At the discretion of district/section/unit commanders, employees can be placed under any level of supervisory overview, including Supervisory Intervention, even if they are not above any established thresholds as determined by the ETS Organizational Analysis.
 - d. Include an updated status of intervention plans which were initiated for employees during previous quarterly reviews. This status will include whether the employee will remain under the intervention plan, be removed from intervention, or be placed under a different level of supervisory overview.
5. Initiate appropriate intervention at the earliest possible time where intervention is appropriate based on any individual incident or accumulation of incidents.

C. Supervisor Responsibilities

1. Enter each type of report captured within ETS as a preliminary report except for Form 18NC, Noncompliant Suspect/Arrestee Report, and the Form 18CD, Use of Canine Field Deployment Report.
 - a. Route Form 18NC to Inspections Section for entry. The Form 18CD is entered at the Canine Unit.
2. Complete and “work-flow” all reports through ETS per current procedure.
 - a. Route all original documents using the current use of force jacket and appropriate label.
 - b. Fax Form 91SP, Supervisory Investigation of Employee Injury, to the City’s current insurance carrier.
3. Take any intervention or disciplinary action required according to procedure or the Disciplinary Table of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department.
4. Outside of a procedurally mandated action related to an incident, the first review of an employee’s record in ETS will be performed by the first level reviewer who reviews the original incident report unless the incident triggers an automated system alert. This ensures the investigating supervisor is not influenced by information in the system during the incident investigation.
5. All supervisors having line authority over an officer being transferred into an assignment will review the officer’s ETS file at the time of transfer and document the review in the Evaluation Supplement Log (ESL).
 - a. Any supervisor transferred to another assignment will review ETS files on all officers assigned under their supervision.
6. Review individual officer activity at the end of each work period. Review activity in each category and the weighed risk assessment for determination of, and comparison with, the average organizational group activity levels.
 - a. During scheduled reviews, supervisors will look at an entire 12 month period of activity.

- b. Document the review in the Evaluation Supplement Log (ESL) within ETS. If necessary, develop appropriate intervention strategies.
- c. Initiate appropriate interventions when required by procedure. However, interventions may be initiated at any time if deemed necessary to address actions or behavior.

D. Intervention Processes

1. The following activities are considered interventions and will be documented in the employee's Evaluation Supplement Log (ESL):
 - a. Supervisory Review
 - b. Counseling
 - c. Training
 - d. Referral to outside services such as Public Employee Assistance Program (PEAP), Police Psychologist, etc. (list only the agency name)
 - e. Monitoring plan – documented action plan with set reporting intervals
 - f. Reassignment
 - g. Discipline
 - h. Other; or any combination of the above
2. Intervention is mandated as a result of an officer exceeding established thresholds at any of the following required review intervals.
 - a. Based on current procedures or the Disciplinary Table of the Manual of Rules and Regulations and Disciplinary Process for the Cincinnati Police Department.
 - b. The chain of command review process for each incident generated.
 - c. Upon conclusion of supervisory review of individual officer activity for each 28 day or monthly work period.

- d. Upon conclusion of the quarterly Command Review Session.
- e. Upon conclusion of the Inspections Section quarterly audit.
- f. Result of administrative investigations.

E. Department Level Hearing Recommendations

1. Department Hearing Officers are to recommend an intervention plan as the result of a sustained Department Level Hearing or investigation. Once the intervention plan recommendation is approved:
 - a. Professional Standards Section will document the intervention plan recommendation on a Form 17 and route through channels to the member's district/section/unit commander and Inspections Section.
 - b. Upon receipt of the Form 17, the district/section/unit commander will ensure implementation of the intervention plan and document the specifics of the plan via ESL notation in the member's ETS file.
 - c. Inspections Section will provide any necessary assistance and will ensure the affected member is included in the Quarterly ETS Review process.

F. Quarterly Reports

1. Inspections Section will distribute an ETS Organizational Group Analysis spreadsheet to district/section/unit commanders each quarter listing employees exceeding established activity thresholds. This spreadsheet summarizes those employees to be reviewed based on quarterly ETS Organizational Group Analysis. District/section/unit commanders will then prepare a quarterly report after reviewing those listed employee's activities for the preceding 12 month period ending on the following dates: March 31, June 30, September 30, and December 31. These reports are to be routed to the bureau commander within ten days following each reporting period. The bureau commander will review the reports and forward them to Inspections Section for their quarterly audit. The report must contain analysis and intervention information for each officer identified as exceeding the threshold in any risk category for the period.

- a. For each quarterly review, an employee is evaluated on eight risk categories. Each risk category is assigned a numerical weight used to figure the standard deviation. The Organizational Group Analysis will display the total numerical weight of all incidents of the specific risk category. The numerical value does not indicate the number of incidents.
 - b. During a review, a risk category exceeding the established threshold will be displayed in green. A review of each risk category in green is required unless the risk category contains only a single incident. If three or more categories are displayed in green, regardless of whether or not they are single incidents, a review is required. To determine whether a category displayed in green represents a single incident, conduct an Assessment Records search in ETS.
 - c. Supervisory use of the ETS system includes but is not limited to proper review of incidents contained in employee risk categories, intervention recommendations, intervention follow-up, and transfer reviews.
2. The Command Review Session will be held quarterly at the Police Chief's direction. District/section/unit commanders will identify employees from the ETS Organizational Group Analysis spreadsheet to discuss at the command review. Priority will be given to those employees who are under higher levels of supervisory overview; i.e. Supervisory Review and Supervisory Intervention. Intervention plans for identified employees will be outlined and addressed during the command review. The progress of intervention plans already in place from previous quarters will also be addressed.
 3. District/section/unit commanders will determine who will be addressed at the Command Review Session and forward this information to Inspections Section at least 10 days prior to the scheduled quarterly review.
- G. Corrections to Reports
1. Once reports receive final approval they will be locked in ETS. Any locked report needing changes or correction requires approval from the Police Chief.
 - a. Submit a Form 17 to the Police Chief, through the chain of command, requesting the change or correction.

- b. Upon approval, Technology and Systems Section will take the necessary action to correct or change the report.
- c. Revisions to weights as a result of an unfounded or exonerated finding will be handled according to Professional Standards Section's Standard Operating Procedure.
- d. Removal of discipline in the Personnel Module will adhere to current labor agreements.
- e. If a document has not been finalized, the original author or their supervisor can email Technology and Systems Section and request a modification such as redirecting the "work-flow" or a deletion.

POLICE CHIEF
James E. Craig

Executive Assistant
Ms. Sabrina Burton-Simonson

Community Liaison Office
Lieutenant Lisa A. Davis

Chief of Staff
Captain Paul H. Humphries

Police Chief's Adjutant
Lieutenant K. Williams

Police Chief's Aide
Sgt. D. Swingley

Public Information Office
Ms. Fran Cihon

City Hall Safety Liaison
Sgt. R. Antwine

Fiscal Affairs Section
Ms. Ella Topham, Director

F.O.P. President
P.S. K. Harrell

Payroll
Ms. R. Smith

A/P, Special Funds, & Purchasing
Ms. A. Napier

Grants, False Alarms, & A/R
Ms. N. Wagner

Office of Operations
Lieutenant Colonel James L. Whalen

Office of Support Services
Lieutenant Colonel Richard L. Janke

NEIGHBORHOOD POLICING

INVESTIGATIONS

Professional Standards Section
Captain Teresa A. Theegee

Assistant Commander
Lieutenant A. Jones

Planning Section
Captain David J. Bailey

Assistant Commander
Lieutenant M. Fern

Inspections Section
Captain Michael U. Neville

Assistant Commander
Lieutenant B. Young

Human Resources Section
Captain Douglas M. Wiesman

Training Unit
Lieutenant C. Briede

Personnel Management Unit
Lieutenant R. Wolf

Target Range & Firearms Training
Sgt. R. Rengering

Employee Relations Squad
Sgt. L. Shields

Recruitment & Background Squad
Sgt. S. Saunders

SWAT & Tactical Coordination Unit
Lieutenant M. Vennemeier

Terrorism Early Warning
Group (TEWG)

Technology & Systems Section
Captain Jeffrey L. Butler, Jr.

Police Records Unit
Lieutenant C. Matzen

Special Projects Unit
Lieutenant D. Carmichael

Telephone Crime Reporting Squad
Sgt. J. Johnson

Evidence Property Management Section
Lieutenant K. Finan

Court Property Unit
Sgt. S. Meyer

Impound Unit
Sgt. R. Harold

Supply Unit
Sgt. B. Coates

Fleet Management Unit
Mr. D. Diersing

Neighborhood Policing Administration
Captain Stephen G. Luebbe

Night Inspectors
Lt. C. Ruehmer / Lt. T. Brown

Crime Analysis & Problem Solving Unit
Lieutenant M. Herold

Parks Unit
Lieutenant J. Milek

Traffic Unit
Lieutenant B. Hoffbauer

Investigations Administration
Captain Thomas A. Johns

Safe Streets Unit
Lieutenant B. Isaac

Criminal Investigations Section
Captain Eliot K. Isaac

Homicide Unit
Lieutenant Lt. B. Bardua

Major Offenders Unit
Lieutenant M. Mack

Enforcement Squad (day shift)
Sgt. M. Hudepohl

Enforcement Squad (night shift)
Sgt. J. Scott

Financial Crimes Squad
Sgt. M. Winslow / Sgt. S. Fritz

Personal Crimes Squad
Sgt. S. Fassnacht / Sgt. D. Simpson

Commercial Vehicle Squad
Sgt. R. Carter

Motorcycle Squad
Sgt. P. Buccino

Intelligence Unit
Lieutenant L. Thomas

District One
Captain Gary W. Lee

District Two
Captain Paul F. Broxterman

District Three
Captain Russell A. Neville

District Four
Captain Daniel W. Gerard

District Five
Captain Paul W. Neudigate

Central Business Section
Captain Kimberly A. Frey

Special Events Unit
Lieutenant M. Neudigate

Mounted Patrol
Sgt. M. Cornacchione / Sgt. K. Horn

Marine Patrol
Sgt. W. Halusek

Violent Crimes Enforcement Team
Sgt. W. Halusek

Real Time Crime Center
Sgt. W. Hahn

Crime Stoppers

Narcotics and Vice Unit
Lieutenant M. Zwick

Drug Enforcement Agency Squad
Sgt. C. Conners

Vice Regulatory Enforcement Squad
Sgt. A. Schultz

Project DISARM
Sgt. S. Huellemeier

Fugitive Apprehension Unit
Sgt. J. Hunt

Drug Major Violators Squad
Sgt. C. Mitchell

F.B.I. Task Force
Sgt. G. Pille

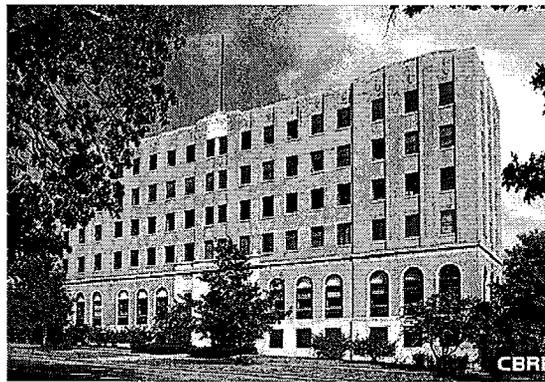


The Public Employees Assistance Program (PEAP)

is *moving* to its new location:

Victory Parkway Executive Building

2368 Victory Pkwy., Suite 401, Cincinnati, Ohio 45206
near East McMillan Street
Enter parking lot from Victory Parkway



Moving Date: Tuesday, August 7, 2012

****All current phone numbers will remain the same****

513-421-7600 (office) 513-421-2085 (fax)



Emotional Intelligence Brings Leadership

The number one challenge for leadership is getting the heads of our units to play together and collaborate. In today's fast moving society and as tasks become so complex, no ONE person has all the skills needed to accomplish them.

Teamwork

None of us is as smart as all of us!

How to build a team culture?

Create a Culture of Teamwork - To make teamwork happen, these powerful actions must occur.

- **Executive leaders communicate the clear expectation that teamwork and collaboration are expected.** No one completely owns a work area or process all by himself. People who own work processes and positions are open and receptive to ideas and input from others on the team.
- **Senior leaders model teamwork in their interaction with each other and the rest of the organization.** They maintain teamwork even when things are going wrong and the temptation is to slip back into former team unfriendly behavior.
- **The organization members talk about and identify the value of a teamwork culture.** If values are formally written and shared, teamwork is one of the key five or six.
- **Teamwork is rewarded and recognized.** The lone ranger, even if she is an excellent producer, is valued less than the person who achieves results with others in teamwork. Compensation, bonuses, and rewards depend on collaborative practices as much as individual contribution and achievement.
- **The performance management system places emphasis and value on teamwork.** Often 360 degree feedback forms are integrated within the system.

Do's & Don'ts for a Dynamic Team

- Commit to something BIG
- Mix & Match Talents
- Share personal successes & challenges
- Study your Mistakes
- Keep Track of Action Needed
- HAVE FUN!

"The way a team plays as a whole determines its success. You may have the greatest bunch of individual stars in the world, but if they don't play together, the club won't be worth a dime." ~Babe Ruth



Benefits of Teamwork

Teamwork is the act of working together and putting in joint efforts to promote or achieve a common goal or mission. If there is stiff competition among employees to outdo one another, you can't get cooperation. Therefore, leaders must emphasize the importance of teamwork and the need to work together to their subordinates and peers if they want to see growth and advancement.



To ensure effective teamwork, one of the most important factors is to impart the goal or mission clearly to the team. Everyone has to know what it is they are working towards and why. It has to benefit everyone involved in order to get their participation. It should lead to a win-win situation. And the side effect of this effort is developing trust, a very important element to get cooperation.

Here are the benefits of teamwork and the importance of working together as a team:-

1. One of the major benefits of teamwork is getting things done in less time. When leaders involve their teams to brainstorm together to find a solution, they will get many different and creative ideas. This effort will enable them to implement the best action plan and assign the tasks to the people involved. When everyone in the team knows that he has a part in the process and the end result, he will put in the efforts to get it completed.

2. Teamwork helps individuals raise their self-esteem. Everyone wants to feel important and needed. When each person is aware of his role and that he is part of a team, he gets a sense of belonging. He will use his talents and creativity to do his best.

3. Teamwork promotes unity, rapport and bonding. When people work together, they are able to give and take, help and support one another because the main focus is to accomplish their mission.

4. One of the advantages of teamwork is it helps individuals develop personal responsibility. Even though the main focus is the team's goal, each person knows that he is accountable and is responsible to do his part or role.

5. A person who participates in a team's effort will develop the right attitude. He will learn a lot of things than can help him advance in his career and personal life. He will become aware of the importance of communication, decision making, planning and preparation and taking constructive action.

6. The other one of the benefits of teamwork is, the task assigned becomes fun instead of a chore or feeling all alone. When people do something in a state of joy, they are very resourceful. They find it easy to learn new skills. They may even outdo their best and discover that they have abilities that they weren't aware of.

So though at first it may look like the benefits of teamwork in the workplace serve only the company's goal, team members actually gain a lot personally from putting in the joint efforts. It helps a person develops positive traits and become a better individual.

[When Teams Work Best article](#)

By Frank LaFasto and Carl Larson, 2001

Keys to Improved Teamwork

By Matt Angello

Sometimes, no, most of the time, the best answer is the simplest one. This violates a widely held view of many consultants. You know, the one that says complexity is good. The less you understand about my brilliant solution to your issue, the better.

I have seen this reasoning applied in the area of team building. There are simply not enough ropes courses, truth hats, role-plays and other interventions out there to help teams become more effective. So consultants keep dreaming up more and more circumstances to take groups out of their normal environments and into an imaginary world where teamwork flourishes like spring daisies.

The problem is that people work in their normal environment, not the ballroom of the hotel where the obstacle course is set up. But don't get me wrong, I think some of these exercises, when properly intended and constructed can be valuable, after you do the basics.

The simple and elegant solution, when it comes to improving team effectiveness can be found when we look in the mirror. They're right there, as obvious as the nose on our face. Well, actually it's our mouth and ears.

Let's start with our ears, because as the saying goes, we have two of those and only one mouth. Effective teams have members that actually listen to one-another. They do not believe or behave as if what they have to say supersedes others' points of view. They don't listen through the "what does this mean to me" filter. As Stephen Covey stated in his Seven Habits masterpiece, they seek first to understand, then to be understood. They take a listen first posture and intentionally view the feedback from the provider's perspective.

Then there's our mouth. Sometimes it is too active, sometimes not active enough. This is mostly determined by our personality hard-wiring and so

while it can be adapted somewhat, it will not be fundamentally altered. But what can change, despite our volume of words, is the candor of our words.

There are a lot of reasons why individuals are not candid with others on their team. As far as I am concerned, very, very few of them are valid. Candor mostly falls prey to what I call the 3 P's- politics, paranoia and protectionism. The 3P's outgrow internal dialogue that tells us to keep a low profile, don't provide anyone with a target, and information (withheld) is power. The 3P's destroy candor.

Bottom line is that a team that does not listen to one-another and share candid dialogue is destined for mediocrity and ultimately, extinction.

Tips4Teamwork, 2008



Mastering the Art of Team & Team Building

Article by: Randall S. Hansen, Ph.D.

How can you be a better team member? How can you get your team to work more effectively as a team? How can you lead your team to success? Here are 10 tips for creating better teams.

1. Foster Open Communications. The best teams are those in which every member shares their thoughts and opinions with the group, and where decision-making is based on dialogue and not dictatorship. But open communication is not just about having an atmosphere in which people can talk freely -- it's also about team members listening to each other and valuing each other's opinions. If your team lacks open communications, bring it up at your next team meeting.

2. Build Trust. Trust is the cornerstone of all effective teams. Without trust, there really is no team, just a collection of individuals working together. Teams need to develop to a point where every member trusts that every other member will do the work required and be an active member of the team. One of the trendy methods of trust-building is having team participate in a ropes-challenge course, where teams work together to solve problems.

3. Set Clear Goals. A team without specific goals will not be as effective as a team with goals. Goals should be specific, including a deadline for completion. But goals should not necessarily always come from the leader of the team; all goals should be discussed by the entire team, especially in situations in which deadlines will be tight.

4. Review Progress. Once goals have been set, the team frequently goes off to complete all the tasks to achieve its goal. This scenario is perfectly fine, except that in too many instances, new information or actions can affect the goal's completion. Thus, teams benefit from conducting regular check-ins with all team members -- perhaps something as often as weekly -- to review progress and iron out any wrinkles or overcome obstacles that have arisen.

5. Encourage Cooperation, not Competition. Despite being placed in teams with co-workers competing with you for your next promotion, you must find a way to collaborate with every member of the team. One of the worst labels in the workplace is that of "not being a team player." You will be plenty of time to showcase your personal accomplishments, but without your cooperation, your team may not succeed. Collaboration is a must.

6. Focus on Professionalism. The reality of life is that we all have certain types of personalities that clash with our own, but for teams to work, you have to put aside these petty differences and focus on the positive aspects of all team members. Remember that you are not forging lifelong friendships with your team, you simply need to work together to achieve your goals. Downplay people's negative traits and focus on their positives -- just as they will yours.

7. Celebrate Differences/Diversity. One of the best trends in society, as well as the workplace, has been a growing diversity of people -- by race, ethnicity, gender, and age. Diversity introduces new ways of thinking and leads to new ideas and better decisions. Rather than feeling uncomfortable that most of the team does not look or act like you, celebrate their individual differences and the value that each brings to the team.

8. Be Enthusiastic. Even if you generally prefer to work by yourself, the reality you are face is that teams in the workplace are here to stay. One way to make the best of the situation is to jump into the team experience with as much enthusiasm as possible. Enthusiasm is contagious, so not only will your enthusiasm help you feel better about being a team member, it will lead other team members to also become more enthusiastic.

9. Share the Work/Do the Work. The best teams are those in which each member plays a vital part in work that results in superior performance; thus it is imperative that each member not only feels he or she plays a vital role, but actually does so. But sharing the work is only part of the equation. The other part is that once the work has been assigned, each team member must be accountable to complete the tasks. Much as been written about the "free-rider" problem within teams, but with individual accountability within the team, people cannot hide from their team responsibilities.

10. Clarify Responsibilities to the Team. Often one of the main causes of team members not completing their work is not because they are "slackers," but because they simply do not understand their role on the team -- or the importance that their work will lend to the team. The key here is that each team member must totally understand his or her role on the team and responsibility to the team so the team can succeed.

1	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	D1	Cook	Danita	3/16/2010
2	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	D4	Tribble	Angela	3/16/2010
3	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	SSS	McNeil	Wanda	3/16/2010
4	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	SSS	Westerman	Douglas	3/16/2010
5	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	ADMB	Hill	Alice	3/16/2010
6	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	RESB	Diersing	David	3/16/2010
7	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Eddens	Janette	3/16/2010
8	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Makepeace	Cheryl	3/16/2010
9	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Niles	Yvonne	3/16/2010
14	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Whitton	Heather	3/16/2010
15	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Yenco	Andre	3/16/2010
16	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Schlegel	Anthony	3/16/2010
17	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Noonan	Ann	3/16/2010
18	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Poplewell	Michelle	3/16/2010
19	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Johnson	Heather	3/16/2010
26	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	IMB	Barnes	Veronica	3/16/2010
27	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	D2	Thompson	Stafford	3/16/2010
28	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	INVB	Choate	Tracey	3/16/2010
29	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	INVB	Berns	Kelly	3/16/2010
30	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	INVB	Brackett	Kathleen	3/16/2010
31	2010	Non-Sworn CPR Training	3/16/2010	0800-1600	RESB	Curriu	Barb	3/16/2010
1	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	D3	Henderson	Marchelle	11/12/2010
2	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	D5	Bolton	Ava	11/12/2010
3	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	D1	Ruckel	Devlin	11/12/2010
4	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	SSS	Sanders	James	11/12/2010
5	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	ADMB	Simon	Christina	11/12/2010
6	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	ADMB	Braun	Deborah	11/12/2010
7	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Caddo	Mark	11/12/2010
8	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Caudill	Deborah	11/12/2010
9	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Heilman	Terri	11/12/2010
10	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Whitton	Bary	11/12/2010
11	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Zenni	Joe	11/12/2010
12	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Lewis	Debora	11/12/2010
13	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Burks	Erica	11/12/2010
14	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Weiler	Angela	11/12/2010
16	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Wabnitz	Kathryn	11/12/2010
17	2010	Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Williams	Sonya	11/12/2010

19 2010 Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Olthaus	Jim	11/12/2010
20 2010 Non-Sworn CPR Training	11/12/2010	0800-1600	IMB	Watkins	Tashae	11/12/2010
21 2010 Non-Sworn CPR Training	11/12/2010	0800-1600	PATA	Schrage	Jennifer	11/12/2010

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

POPULATION:	296,943	CHIEF OF POLICE  JAMES E. CRAIG	TOTAL SWORN PERSONNEL										
AREA:	77 SQ. MILES		GENDER		RACE								
2011 VIOLENT CRIMES PER 1000:	10.2		MALE	776	77.1%	WHITE	514	BLACK	233	OTHER	29	TOTAL	776
2011 PART I CRIMES PER 1000:	81.6		% of Total Males			66.2%	30.0%	3.7%					
		FEMALE	230	22.9%	153	73	4				230		
		% of Total Females			66.5%	31.7%	1.7%						
		TOTAL	1006		667	306	33				1006		
		% of Total Sworn			66.3%	30.4%	3.3%						
		Total Sworn in Districts	655										
		% of Total Sworn in Districts	65.1%									Source: Personnel Unit	

CRIME STATISTICS for week ending 07/28/2012												
	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
VIOLENT CRIMES												
HOMICIDE*	2	2	0%	2	8	-75%	26	42	-38%	26	37	-30%
RAPE	19	24	-21%	24	18	33%	139	133	5%	139	145	-4%
ROBBERY	142	137	4%	137	121	13%	929	956	-3%	929	1132	-18%
AGGRAVATED ASSAULTS	63	54	17%	54	72	-25%	451	556	-19%	451	551	-18%
TOTAL VIOLENT	226	217	4%	217	219	-1%	1545	1687	-8%	1545	1865	-17%
PROPERTY CRIMES												
BURGLARY	432	456	-5%	456	469	-3%	3210	3502	-8%	3210	3596	-11%
THEFT FROM AUTO	312	292	7%	292	284	3%	1987	2611	-24%	1987	2513	-21%
PERSONAL/OTHER THEFT	566	654	-13%	654	619	6%	4472	4573	-2%	4472	5049	-11%
AUTO THEFT	90	99	-9%	99	92	8%	653	775	-16%	653	NA	N/C
TOTAL PROPERTY	1400	1501	-7%	1501	1464	3%	10322	11461	-10%	10322	11158	-7%
TOTAL PART 1	1626	1718	-5%	1718	1683	2%	11867	13148	-10%	11867	13023	-9%

ARREST STATISTICS for week ending 07/28/2012												
	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
ARRESTS												
HOMICIDE	3	3	0%	3	3	0%	24	45	-47%	24	31	-23%
RAPE	1	8	-88%	8	1	700%	24	37	-35%	24	32	-25%
ROBBERY	44	30	47%	30	35	-14%	284	287	-1%	284	357	-20%
AGGRAVATED ASSAULTS	31	22	41%	22	30	-27%	244	356	-31%	244	318	-23%
BURGLARY	54	58	-7%	58	72	-19%	469	445	5%	469	469	0%
THEFT	168	233	-28%	233	215	8%	1505	1668	-10%	1505	1585	-5%
AUTO THEFT	28	28	0%	28	24	17%	167	164	2%	167	156	7%
TOTAL VIOLENT	79	63	25%	63	69	-9%	576	725	-21%	576	738	-22%
TOTAL PART 1	329	382	-14%	382	380	1%	2717	3002	-9%	2717	2948	-8%

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

N/C - Not Calculable

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner)

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

PATROL BUREAU COMMANDER  LT. COL. JAMES L. WHALEN	 AREA: 4.5 SQ. MILES	DISTRICT 1 CAPTAIN  GARY LEE	DISTRICT 1 SWORN PERSONNEL				
			GENDER MALE 80 81.6% FEMALE 18 18.4% TOTAL 98		RACE WHITE 53 66.3% BLACK 26 32.5% OTHER 1 1.3% TOTAL 80		

CRIME STATISTICS for week ending 07/28/2012

	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
VIOLENT CRIMES												
HOMICIDE*	1	1	0%	1	0	N/C	3	11	-73%	3	6	-50%
RAPE	2	2	0%	2	3	-33%	25	20	25%	25	24	4%
ROBBERY	16	25	-36%	25	18	39%	139	179	-22%	139	163	-15%
AGGRAVATED ASSAULTS	8	9	-11%	9	13	-31%	61	101	-40%	61	98	-38%
TOTAL VIOLENT	27	37	-27%	37	34	9%	228	311	-27%	228	291	-22%
PROPERTY CRIMES												
BURGLARY	23	16	44%	16	27	-41%	157	192	-18%	157	219	-28%
THEFT FROM AUTO	26	22	18%	22	25	-12%	187	182	3%	187	252	-26%
PERSONAL/OTHER THEFT	63	45	40%	45	56	-20%	370	372	-1%	370	514	-28%
AUTO THEFT	10	6	67%	6	8	-25%	85	121	-30%	85	NA	N/C
TOTAL PROPERTY	122	89	37%	89	116	-23%	799	867	-8%	799	985	-19%
TOTAL PART 1	149	126	18%	126	150	-16%	1027	1178	-13%	1027	1276	-20%

N/C - Not Calculable

REPEAT CFS LOCATIONS for week ending 07/28/2012

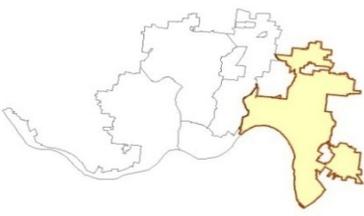
TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	400 W 9TH ST / TOTAL OF 31	416 W 9TH ST / TOTAL OF 16	835 POPLAR ST / TOTAL OF 14
SINGLE FAMILY	830 DAYTON ST / TOTAL OF 3	245 RENNER ST / TOTAL OF 3	1129 CUTTER ST / TOTAL OF 2
COMMERCIAL	30 E LIBERTY ST / TOTAL OF 27	1420 VINE ST / TOTAL OF 14	124 E 13TH ST / TOTAL OF 10

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

**There are arrests that currently do not receive district values: 28 for last 28 days, 51 for previous 28 days, 81 for earlier 28 days, 442 for 2011 YTD, 373 for 2010 YTD, and 2 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).

CINCINNATI POLICE DEPARTMENT COMPSTAT MEETING PROFILE CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012

PATROL BUREAU COMMANDER  LT. COL. JAMES L. WHALEN	 AREA: 24.9 SQ. MILES	DISTRICT 2 CAPTAIN  PAUL BROXTERMAN	DISTRICT 2 SWORN PERSONNEL <table border="1" style="width: 100%; border-collapse: collapse; margin-top: 10px;"> <thead> <tr> <th rowspan="2"></th> <th colspan="2" rowspan="2">GENDER</th> <th colspan="3">RACE</th> <th rowspan="2">TOTAL</th> </tr> <tr> <th>WHITE</th> <th>BLACK</th> <th>OTHER</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>85</td> <td>75.2%</td> <td>46</td> <td>33</td> <td>6</td> <td>85</td> </tr> <tr> <td>% of Total Males</td> <td></td> <td></td> <td>54.1%</td> <td>38.8%</td> <td>7.1%</td> <td></td> </tr> <tr> <td>FEMALE</td> <td>28</td> <td>24.8%</td> <td>19</td> <td>8</td> <td>1</td> <td>28</td> </tr> <tr> <td>% of Total Females</td> <td></td> <td></td> <td>67.9%</td> <td>28.6%</td> <td>3.6%</td> <td></td> </tr> <tr> <td>TOTAL</td> <td>113</td> <td></td> <td>65</td> <td>41</td> <td>7</td> <td>113</td> </tr> <tr> <td>% of Total Sworn</td> <td></td> <td></td> <td>57.5%</td> <td>36.3%</td> <td>6.2%</td> <td></td> </tr> </tbody> </table> <p style="text-align: right; font-size: small;">Source: Personnel Unit</p>		GENDER		RACE			TOTAL	WHITE	BLACK	OTHER	MALE	85	75.2%	46	33	6	85	% of Total Males			54.1%	38.8%	7.1%		FEMALE	28	24.8%	19	8	1	28	% of Total Females			67.9%	28.6%	3.6%		TOTAL	113		65	41	7	113	% of Total Sworn			57.5%	36.3%	6.2%	
	GENDER		RACE				TOTAL																																																
			WHITE	BLACK	OTHER																																																		
MALE	85	75.2%	46	33	6	85																																																	
% of Total Males			54.1%	38.8%	7.1%																																																		
FEMALE	28	24.8%	19	8	1	28																																																	
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CRIME STATISTICS for week ending 07/28/2012

VIOLENT CRIMES	07/01/12 TO	06/03/12 TO	%	06/03/12 TO	05/06/12 TO	%	YTD 2012	YTD 2011	%	YTD 2012	YTD 2010	%
	07/28/12	06/30/12	CHANGE	06/30/12	06/02/12	CHANGE						
HOMICIDE*	0	0	N/C	0	1	-100%	2	3	-33%	2	6	-67%
RAPE	5	1	400%	1	2	-50%	16	10	60%	16	17	-6%
ROBBERY	9	11	-18%	11	10	10%	85	94	-10%	85	106	-20%
AGGRAVATED ASSAULTS	12	3	300%	3	9	-67%	50	52	-4%	50	47	6%
TOTAL VIOLENT	26	15	73%	15	22	-32%	153	159	-4%	153	176	-13%
PROPERTY CRIMES	07/01/12 TO	06/03/12 TO	%	06/03/12 TO	05/06/12 TO	%	YTD 2012	YTD 2011	%	YTD 2012	YTD 2010	%
07/28/12	06/30/12	CHANGE	06/30/12	06/02/12	CHANGE	CHANGE						
BURGLARY	75	96	-22%	96	99	-3%	627	630	0%	627	623	1%
THEFT FROM AUTO	64	47	36%	47	54	-13%	390	563	-31%	390	484	-19%
PERSONAL/OTHER THEFT	102	113	-10%	113	104	9%	752	757	-1%	752	786	-4%
AUTO THEFT	17	19	-11%	19	13	46%	100	119	-16%	100	NA	N/C
TOTAL PROPERTY	258	275	-6%	275	270	2%	1869	2069	-10%	1869	1893	-1%
TOTAL PART 1	284	290	-2%	290	292	-1%	2022	2228	-9%	2022	2069	-2%

N/C - Not Calculable

REPEAT CFS LOCATIONS for week ending 07/28/2012

TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	2258 SALVADOR ST / TOTAL OF 17	1222 WILLIAM HOWARD TAFT RD / TOTAL OF 16	2110 SALVADOR ST / TOTAL OF 9
SINGLE FAMILY	315 MCCULLOUGH ST / TOTAL OF 5	3825 ZINSLE AV / TOTAL OF 4	5317 STEWART AV / TOTAL OF 4
COMMERCIAL	4825 MARBURG AV / TOTAL OF 26	2120 BEECHMONT AV / TOTAL OF 16	3760 PAXTON AV / TOTAL OF 13

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

**There are arrests that currently do not receive district values: 28 for last 28 days, 51 for previous 28 days, 81 for earlier 28 days, 442 for 2011 YTD, 373 for 2010 YTD, and 2 for 2009 YTD

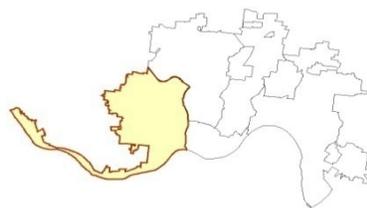
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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

PATROL BUREAU COMMANDER



LT. COL. JAMES L. WHALEN



AREA: 20 SQ. MILES

DISTRICT 3 CAPTAIN



RUSSELL A. NEVILLE

DISTRICT 3 SWORN PERSONNEL

GENDER		RACE			TOTAL
		WHITE	BLACK	OTHER	
MALE	125 79.1%	85	37	3	125
% of Total Males		68.0%	29.6%	2.4%	
FEMALE	33 20.9%	24	9	0	33
% of Total Females		72.7%	27.3%	0.0%	
TOTAL	158	109	46	3	158
% of Total Sworn		69.0%	29.1%	1.9%	

Source: Personnel Unit

CRIME STATISTICS for week ending 07/28/2012

VIOLENT CRIMES	07/01/12 TO	06/03/12 TO	%	06/03/12 TO	05/06/12 TO	%	YTD 2012	YTD 2011	%	YTD 2012	YTD 2010	%
	07/28/12	06/30/12	CHANGE	06/30/12	06/02/12	CHANGE						
HOMICIDE*	1	1	0%	1	3	-67%	8	10	-20%	8	10	-20%
RAPE	6	7	-14%	7	3	133%	32	40	-20%	32	32	0%
ROBBERY	53	32	66%	32	34	-6%	247	191	29%	247	318	-22%
AGGRAVATED ASSAULTS	22	18	22%	18	21	-14%	129	166	-22%	129	165	-22%
TOTAL VIOLENT	82	58	41%	58	61	-5%	416	407	2%	416	525	-21%
PROPERTY CRIMES	07/01/12 TO	06/03/12 TO	%	06/03/12 TO	05/06/12 TO	%	YTD 2012	YTD 2011	%	YTD 2012	YTD 2010	%
07/28/12	06/30/12	CHANGE	06/30/12	06/02/12	CHANGE	CHANGE						
BURGLARY	143	134	7%	134	151	-11%	1022	1160	-12%	1022	1344	-24%
THEFT FROM AUTO	87	71	23%	71	64	11%	457	561	-19%	457	614	-26%
PERSONAL/OTHER THEFT	175	225	-22%	225	185	22%	1393	1485	-6%	1393	1568	-11%
AUTO THEFT	26	34	-24%	34	21	62%	194	204	-5%	194	NA	N/C
TOTAL PROPERTY	431	464	-7%	464	421	10%	3066	3410	-10%	3066	3526	-13%
TOTAL PART 1	513	522	-2%	522	482	8%	3482	3817	-9%	3482	4051	-14%

N/C - Not Calculable

REPEAT CFS LOCATIONS for week ending 07/28/2012

TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	2000 WESTWOOD NORTHERN BV / TOTAL OF 25	2400 HARRISON AV / TOTAL OF 18	932 CHATEAU AV / TOTAL OF 17
SINGLE FAMILY	1020 STURM ST / TOTAL OF 9	4375 RIDGEVIEW AV / TOTAL OF 8	724 DELHI AV / TOTAL OF 6
COMMERCIAL	2322 FERGUSON RD / TOTAL OF 32	3609 WARSAW AV / TOTAL OF 28	6000 GLENWAY AV / TOTAL OF 23

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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

PATROL BUREAU COMMANDER  LT. COL. JAMES L. WHALEN	 AREA: 11.7 SQ. MILES	DISTRICT 4 CAPTAIN  ELIOT ISAAC	DISTRICT 4 SWORN PERSONNEL				
			GENDER MALE 121 81.2% FEMALE 28 18.8% TOTAL 149		RACE WHITE BLACK OTHER TOTAL 67 50 4 121 55.4% 41.3% 3.3% 11 16 1 28 39.3% 57.1% 3.6% 78 66 5 149 52.3% 44.3% 3.4%		

CRIME STATISTICS for week ending 07/28/2012

	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
VIOLENT CRIMES												
HOMICIDE*	0	0	N/C	0	2	-100%	9	11	-18%	9	11	-18%
RAPE	1	9	-89%	9	6	50%	34	32	6%	34	38	-11%
ROBBERY	34	34	0%	34	30	13%	234	254	-8%	234	261	-10%
AGGRAVATED ASSAULTS	9	15	-40%	15	15	0%	114	147	-22%	114	126	-10%
TOTAL VIOLENT	44	58	-24%	58	53	9%	391	444	-12%	391	436	-10%
PROPERTY CRIMES												
BURGLARY	78	77	1%	77	89	-13%	613	639	-4%	613	610	0%
THEFT FROM AUTO	66	91	-27%	91	69	32%	458	597	-23%	458	443	3%
PERSONAL/OTHER THEFT	95	123	-23%	123	115	7%	880	920	-4%	880	905	-3%
AUTO THEFT	24	19	26%	19	22	-14%	157	162	-3%	157	NA	N/C
TOTAL PROPERTY	263	310	-15%	310	295	5%	2108	2318	-9%	2108	1958	8%
TOTAL PART 1	307	368	-17%	368	348	6%	2499	2762	-10%	2499	2394	4%

N/C - Not Calculable

REPEAT CFS LOCATIONS for week ending 07/28/2012

TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	3652 READING RD / TOTAL OF 17	353 ROCKDALE AV / TOTAL OF 16	2525 VICTORY PY / TOTAL OF 13
SINGLE FAMILY	2025 BURNET AV / TOTAL OF 5	217 W 69TH ST / TOTAL OF 5	3256 GAFF AV / TOTAL OF 4
COMMERCIAL	1 W CORRY ST / TOTAL OF 23	2139 AUBURN AV / TOTAL OF 23	7759 READING RD / TOTAL OF 21

*Homicide statistics are counts by victims and do not include police interventions nor vehicular homicides.

**There are arrests that currently do not receive district values: 28 for last 28 days, 51 for previous 28 days, 81 for earlier 28 days, 442 for 2011 YTD, 373 for 2010 YTD, and 2 for 2009 YTD

Statistics based on the report date of the crime or arrest. Crime statistics are incident based, meaning each offense in an incident is counted. Arrest statistics are based on charges, meaning each charge in an arrest is counted. Auto Theft does not include Unauthorized Use (no consent by owner).

**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

PATROL BUREAU COMMANDER  LT. COL. JAMES L. WHALEN	 AREA: 18 SQ. MILES	DISTRICT 5 CAPTAIN  PAUL NEUDIGATE	DISTRICT 5 SWORN PERSONNEL <table border="1"> <thead> <tr> <th rowspan="2">GENDER</th> <th colspan="3">RACE</th> <th rowspan="2">TOTAL</th> </tr> <tr> <th>WHITE</th> <th>BLACK</th> <th>OTHER</th> </tr> </thead> <tbody> <tr> <td>MALE</td> <td>113</td> <td>82.5%</td> <td>72</td> <td>40</td> <td>1</td> <td>113</td> </tr> <tr> <td>% of Total Males</td> <td></td> <td></td> <td>63.7%</td> <td>35.4%</td> <td>0.9%</td> <td></td> </tr> <tr> <td>FEMALE</td> <td>24</td> <td>17.5%</td> <td>15</td> <td>8</td> <td>1</td> <td>24</td> </tr> <tr> <td>% of Total Females</td> <td></td> <td></td> <td>62.5%</td> <td>33.3%</td> <td>4.2%</td> <td></td> </tr> <tr> <td>TOTAL</td> <td>137</td> <td></td> <td>87</td> <td>48</td> <td>2</td> <td>137</td> </tr> <tr> <td>% of Total Sworn</td> <td></td> <td></td> <td>63.5%</td> <td>35.0%</td> <td>1.5%</td> <td></td> </tr> </tbody> </table> <p align="right"><small>Source: Personnel Unit</small></p>	GENDER	RACE			TOTAL	WHITE	BLACK	OTHER	MALE	113	82.5%	72	40	1	113	% of Total Males			63.7%	35.4%	0.9%		FEMALE	24	17.5%	15	8	1	24	% of Total Females			62.5%	33.3%	4.2%		TOTAL	137		87	48	2	137	% of Total Sworn			63.5%	35.0%	1.5%	
GENDER	RACE				TOTAL																																																
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CRIME STATISTICS for week ending 07/28/2012

	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
VIOLENT CRIMES												
HOMICIDE*	0	0	N/C	0	2	-100%	4	7	-43%	4	4	0%
RAPE	4	5	-20%	5	4	25%	26	29	-10%	26	32	-19%
ROBBERY	20	29	-31%	29	23	26%	170	192	-11%	170	228	-25%
AGGRAVATED ASSAULTS	10	9	11%	9	13	-31%	91	84	8%	91	102	-11%
TOTAL VIOLENT	34	43	-21%	43	42	2%	291	312	-7%	291	366	-20%
PROPERTY CRIMES												
BURGLARY	110	133	-17%	133	101	32%	762	833	-9%	762	766	-1%
THEFT FROM AUTO	45	34	32%	34	52	-35%	306	468	-35%	306	456	-33%
PERSONAL/OTHER THEFT	82	101	-19%	101	116	-13%	759	705	8%	759	960	-21%
AUTO THEFT	11	15	-27%	15	24	-38%	117	169	-31%	117	NA	N/C
TOTAL PROPERTY	248	283	-12%	283	293	-3%	1944	2175	-11%	1944	2182	-11%
TOTAL PART 1	282	326	-13%	326	335	-3%	2235	2487	-10%	2235	2548	-12%

N/C - Not Calculable

REPEAT CFS LOCATIONS for week ending 07/28/2012

TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	2955 W MCMICKEN AV / TOTAL OF 12	6024 LANTANA AV / TOTAL OF 9	5469 KIRBY AV / TOTAL OF 8
SINGLE FAMILY	515 LAFAYETTE AV / TOTAL OF 9	2717 W NORTH BEND RD / TOTAL OF 4	2265 VINE ST / TOTAL OF 4
COMMERCIAL	5804 HAMILTON AV / TOTAL OF 18	3356 CENTRAL PY / TOTAL OF 11	4777 KENARD AV / TOTAL OF 10

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**CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/01/2012 - 07/28/2012**

PATROL BUREAU COMMANDER



LT. COL. JAMES L. WHALEN



AREA: 1 SQ. MILE

CBS CAPTAIN



KIM FREY

CBS SWORN PERSONNEL

GENDER		RACE			
		WHITE	BLACK	OTHER	TOTAL
MALE	33 70.2%	26	4	3	33
% of Total Males		78.8%	12.1%	9.1%	
FEMALE	14 29.8%	11	3	0	14
% of Total Females		78.6%	21.4%	0.0%	
TOTAL	47	37	7	3	47
% of Total Sworn		78.7%	14.9%	6.4%	

Source: Personnel Unit

CRIME STATISTICS for week ending 07/28/2012

	07/01/12 TO 07/28/12	06/03/12 TO 06/30/12	% CHANGE	06/03/12 TO 06/30/12	05/06/12 TO 06/02/12	% CHANGE	YTD 2012	YTD 2011	% CHANGE	YTD 2012	YTD 2010	% CHANGE
VIOLENT CRIMES												
HOMICIDE*	0	0	N/C	0	0	N/C	0	0	N/C	0	6	-100%
RAPE	1	0	N/C	0	0	N/C	6	2	200%	6	2	200%
ROBBERY	10	6	67%	6	6	0%	53	46	15%	53	56	-5%
AGGRAVATED ASSAULTS	2	0	N/C	0	1	-100%	6	6	0%	6	13	-54%
TOTAL VIOLENT	13	6	117%	6	7	-14%	65	54	20%	65	77	-16%
PROPERTY CRIMES												
BURGLARY	3	0	N/C	0	2	-100%	29	47	-38%	29	34	-15%
THEFT FROM AUTO	24	27	-11%	27	20	35%	188	240	-22%	188	264	-29%
PERSONAL/OTHER THEFT	51	49	4%	49	46	7%	330	343	-4%	330	414	-20%
AUTO THEFT	2	6	-67%	6	4	50%	23	31	-26%	23	NA	N/C
TOTAL PROPERTY	80	82	-2%	82	72	14%	570	661	-14%	570	712	-20%
TOTAL PART 1	93	88	6%	88	79	11%	635	715	-11%	635	789	-20%

REPEAT CFS LOCATIONS for week ending 07/28/2012

TYPE	FIRST	SECOND	THIRD
MULTI-FAMILY	601 RACE ST / TOTAL OF 5	915 VINE ST / TOTAL OF 4	231 W 4TH ST / TOTAL OF 4
SINGLE FAMILY	NONE / TOTAL OF NONE	NONE / TOTAL OF NONE	NONE / TOTAL OF NONE
COMMERCIAL	1005 GILBERT AV / TOTAL OF 13	1 GARFIELD PL / TOTAL OF 11	151 W 5TH ST / TOTAL OF 9

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CINCINNATI POLICE DEPARTMENT
COMPSTAT MEETING PROFILE
CITY WIDE, REPORTING PERIOD: 07/22/2012 - 07/28/2012



7 DAY							
CRIME	CITY	DST 1	DST 2	DST 3	DST 4	DST 5	CBS
Homicide	0	0	0	0	0	0	0
Rape	4	0	2	2	0	0	0
Robbery	40	2	4	15	11	6	2
Agg Assault	14	3	2	4	3	2	0
Burglary	106	6	18	30	23	28	1
TFA	75	11	21	19	10	9	5
OTHER THEFT	142	11	29	38	30	21	13
AUTO THEFT	26	2	6	7	8	2	1