

Citizen Complaint Authority **2020 ANNUAL REPORT**

MESSAGE FROM THE EXECUTIVE DIRECTOR

Nearly two decades ago, the Citizen Complaint Authority (CCA) was born. Like any agency, we have experienced change since our founding, but our mission remains the same: CCA investigates serious interventions by police officers, including, but not limited to discharging of firearms, deaths in custody, and major uses of force; and it reviews and resolves citizen complaints of law enforcement misconduct in a fair and efficient manner. CCA zealously guards its independence and impartiality. We follow the facts without fear or favor. We doggedly pursue truth, transparency, and accountability. We proudly protect civil rights. Ultimately, we believe that improving mutual trust and respect between citizens and police is foundational to ensuring justice and public safety. Together, these values ensure that CCA has the credibility to serve our community; make unbiased decisions on sensitive matters; and ensure fair treatment for all who live, visit, or work in Cincinnati.

Consistent with our commitment to transparency, and pursuant to Administrative Code Article XXVIII for the City of Cincinnati, I present CCA's 17th Annual Report. This report covers January 1 through December 31, 2020, summarizing the Authority's activities and providing data pertaining to its complaints and investigations.

In 2020, CCA faced significant challenges, including a global pandemic that triggered significant disruptions in our investigations; sudden economic uncertainty; and persistent challenges presented by a long-term case backlog. CCA also faced a pivotal moment in the history of Cincinnati and our country, as thousands in our community united to demand a greater measure of accountability and equity in policing and in all our systems. We witnessed everyday citizens come together from all backgrounds to march, organize for racial justice, and make their voices heard in the name of George Floyd and far too many others who have gone before.

Rather than shrink or retreat, CCA saw these inflection points as moments of promise and opportunity. Despite the pandemic's toll, we created innovative ways to advance our investigations and engage the public, taking many of our operations virtual. We increased our capacity to meet the moment by effectively securing new funding allocated by the City of Cincinnati, and then leveraging those resources to hire three new diverse and experienced investigators. We deepened collaborations with stakeholders. We applied renewed energy and vigor to the task in front of us. We clarified our vision for the future. In short: we recommitted ourselves to our work and to our mission.

The numbers tell a compelling story. Key takeaways from CCA's investigations and complaint assessments last year are as follows:

- In 2020, CCA completed investigations into 40 complaints, which involved 306 allegations and resulted in the issuance of 306 findings. The 306 allegations we investigated represented a 4% increase above our 3-year pre-pandemic average for those same metrics.
- With respect to findings issued in 2020, 34% of CCA's findings were "Exonerated," and 25.8% were "Sustained." By contrast, during the prior 3-year period, an average of 14.7% of findings were "Sustained," and an average of 48.7% of findings were "Exonerated." Accordingly, our findings of improper conduct by police officers increased by 75% over pre-2020 levels.
- In 2020, CCA reviewed and assessed 249 complaints on intake, 75 of which met our criteria for investigation and were opened as active cases. Those 75 new investigations are on par with our 3-year pre-pandemic average for new cases, despite significant disruptions in operations occasioned by COVID-19.

- The 75 cases that were opened for investigation included the following kinds of allegations: 25.4% improper search/seizure/entry; 20.9% use of force/excessive force; 11.3% discourtesy; 10.6% improper stop/stop; 8.4% discrimination/racial profiling; and 1.3% discharge of firearm.

As we look to the future, CCA continues to do more than simply conduct and complete investigations. CCA continues to analyze data and patterns, maintain a community engagement presence, and follow-up on citizen complaints referred to the Cincinnati Police Department (CPD) on behalf of complainants.

CCA also continues to be a proud member of the National Association for Civilian Oversight of Law Enforcement (NACOLE). We strive to be the gold standard for civilian oversight of law enforcement, and a model for the nation as more jurisdictions establish oversight bodies.

Our work is made possible by CCA's Investigation and Administrative Teams, which have done an outstanding job serving the public during a challenging year. CCA's staff members are the backbone of the agency, and they have earned my enduring gratitude. In addition to staff, I must thank my predecessor, Kim Neal, whose stewardship of CCA during her tenure as Director positioned the agency to successfully address the challenges of this past year.

I must also acknowledge current Board Members; Chair Mark (Zeek) Childers, Vice Chair George Pye, Luz Elena Schemmel, Phyllis Slusher, Tim Barr, Jr., Tracey M. Johnson, and Wanda Spivey; former Board Member Desiré Bennett; and former Board Chair Karen Osborne for their continued support, advocacy, and careful attention to this work. CCA's Board is a diverse one and is an essential part of CCA's case review processes and public engagement priorities.

For a civilian oversight agency like CCA to be successful, there must be a good working relationship based on trust and professionalism with the police agency it monitors. We are grateful to have such a relationship here in Cincinnati. CCA sincerely thanks Chief Eliot Isaac, CPD's Assistant Chiefs, CPD's Captains and other command staff, CPD's Internal Investigations Section, Training Section staff, and the entire Department for its continued collaboration and compliance with Cincinnati Administrative Code Article XXVIII.

We are also grateful to have the confidence of those in City leadership. CCA could not function without the support of Cincinnati's Mayor, City Councilmembers, and City Manager; I thank each of them. CCA also enjoys the support of various City departments and agencies, including but not limited to the Law Department, Human Resources, Office of Performance & Data Analytics, Public Services, Office of Human Relations, and Criminal Justice Initiatives.

Finally, CCA thanks the community and the people of the City of Cincinnati. It is our privilege to serve you—our fellow citizens.

Sincerely,



Gabriel A. Davis
CCA Executive Director

MESSAGE FROM THE BOARD CHAIR

The year 2020 will be remembered. For most of the world it will be remembered for a pandemic that killed millions, infected even more and changed the course of our daily lives. For our country, if not the world, it will be remembered for the murder of George Floyd and the Black Lives Matter movement. For the Citizen Complaint Authority, 2020 will be remembered as a year of challenge and change.

As 2019 turned to 2020, the CCA identified its most pressing challenge, getting through the backlog of cases. In order to do this as quickly as possible we needed more help. That help would come from hiring more investigators. To that end, Board Chair Karen Osborne and I, with guidance from Executive Director Kim Neal, wrote a letter to the City administration and City Council asking that the CCA be fully funded. The letter was presented to the Board and public at the February board meeting. It was at this meeting that we learned of the first change we would have. Executive Director Neal had accepted a position in Fort Worth, Texas and this would be her last meeting.

In March, the Board approved a motion to send the letter requesting funding to the City administration and Council. Little did we know that would be the last meeting we would have until June. The pandemic took hold of our lives, but the CCA continued to work. Dena Brown was named Interim Executive Director while at the same time she continued her work as Chief Investigator.

More change came to the CCA as Board Chair Osborne completed her term in May and I was elected Board Chair in June. While we did not consider any cases in June and July, the work of the professional staff continued, as much as it could, with the pandemic surging and face to face meetings limited.

June brought good news as the city approved extra money for our budget, but also brought the challenge of hiring our new executive director. With the list of applicants narrowed to six, interviews were held in July, and in August, Gabe Davis was hired as our new Executive Director.

Director Davis took the reins in the beginning of September and attended his first board meeting where he set out his vision for the CCA. Over the next few months, he began to implement that vision. Chief among his accomplishments, he hired and trained three new investigators. These investigators will play a crucial part in eliminating the backlog of cases that we face. We also began to hold our monthly meetings with the option of attending through Zoom. This change resulted in much greater public participation in our meetings. We look forward to continuing this option for attending and hope to have even more people participate moving forward.

All things considered, 2020 ended up being a good year for the Citizen Complaint Authority. We met our challenges and adapted to our changes. On behalf of the Board, I would like to express our thanks to the staff of the CCA. It is through their efforts that the mission of the Citizen Complaint Authority is fulfilled. We look forward to building on the accomplishments of 2020 as we take on the challenges of 2021.



Mark 'Zeek' Childers
CCA Board Chair

2020: A YEAR TO REMEMBER...



SERVICE



RESILIENCE



*Photo by Tim Bayer**

COMMUNITY



*Photo by Zachary Ghaderi**

*As seen on CincinnatiMagazine.com, June 2021.

MISSION STATEMENT

The Citizen Complaint Authority's (CCA) mission is to investigate serious interventions by police officers, including, but not limited to discharging of firearms, deaths in custody, and major uses of force, and to review and resolve citizen complaints of law enforcement misconduct in a fair and efficient manner.

STATEMENT OF PURPOSE

CCA exists to address citizens' concerns, improve citizens' perceptions of quality police service in the City of Cincinnati, and improve the delivery of those services.

It is essential that CCA uniformly be perceived as fair and impartial, and not a vehicle for any individuals or groups to promote their own agendas. It is also essential that the CCA act independently consistent with its duties.

CCA works tirelessly to ensure accountability through its investigations, yet also seeks to improve police-community relations through partnerships, problem solving, data analysis, and community engagements.

CCA is committed to the principle that improving mutual trust and respect between citizens and police is foundational to ensuring justice and public safety.



Taft Museum of Art, Central Business District

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OVERVIEW

History

In April of 2001, as a result of repeated lawsuits and the public's demand for a Department of Justice (DOJ) investigation, former Mayor of Cincinnati (Charlie Luken) requested that DOJ review the Cincinnati Police Department's (CPD) Use of Force policy. The Mayor's request was a major step in promoting police integrity and the City's commitment to minimizing the use of excessive force in CPD. In response to that request, DOJ conducted an investigation pursuant to its authority under the Violent Crime Control and Law Enforcement Act of 1994, 42 U.S.C. § 14.141.

To affirm its commitment, the City entered into the Collaborative Agreement (CA) and Memorandum of Agreement (MOA) with DOJ. The parties to the CA included the Black United Front (subsequently asked and received permission to be released from the agreement), the American Civil Liberties Union and the Fraternal Order of Police. Both agreements required the City to create a police civilian oversight agency. The intent of the CA and MOA was to foster a better relationship between the community and CPD.



Eden Park, District 4

In April 2002, the Citizen Complaint Authority (CCA) was created as an independent civilian oversight agency by City Ordinance No. 0108-2002. Article XXVIII of the Cincinnati Administrative Code is a codification of CCA's creation and the CA. CCA is structured with the following 3 operating components:

- 1) An independent Board of up to 7 citizens appointed by the Mayor and approved by City Council;
- 2) A full-time Executive Director and support staff; and
- 3) A team of professional investigators.

CCA was created with investigative and administrative authority to review allegations of serious police misconduct such as discharging of firearms; deaths in custody; excessive use of force; improper pointing of firearms; improper stops; improper entries, searches and seizures; and discrimination.

Upon recommendation by the CCA Director, the Board may request and receive approval from City Council to issue subpoenas to compel witness testimony as well as for documents, photographs and other tangible items.

In August 2008, Federal court supervision of the two agreements officially ended. Though the work will never end, the two agreements laid a solid foundation for the City to move forward on its own. CCA remains committed to the intent of the two agreements. As a result, the City, CPD and the CA Partners created a CA Plan dedicated to their engagement in an ongoing effort to improve police-community relations. The CA Plan was executed in August 2008. The commitment was further proven by the continued efforts and initiatives of all to comply with the CA, including the City's commitment to a Collaborative Agreement Refresh in 2017.

Citizen Complaint Authority Board

As of December 2020, there were 7 Board members who represented a cross-section of the Cincinnati community. Board members are required to have the requisite education and experience to impartially review evidence and render judgments on alleged officer misconduct. The Board members serve a maximum of 2, 2-year terms.

The Mayor accepts nominations from the city's community councils, businesses, civic, social service and other agencies and organizations. The Mayor also accepts applications from individual city residents. Applicants for the Board must execute a signed release authorizing a thorough background check, including a criminal background check. No person may serve on the Board who has been convicted of:

- 1) A felony;
- 2) An assault on a police officer; or
- 3) Any crime of dishonesty.

Before assuming office and prior to beginning their duties, each member must complete basic training including courses at the Cincinnati Police Academy, instruction in constitutional and criminal protections, and complete CPD ride-alongs.



Hyde Park, District 2

All members must adhere to CCA's Standards of Professional Conduct and are asked to agree and execute the Confidentiality and Conflict of Interest Policy. The Mayor may remove a Board member for cause.

Board Responsibilities

The Executive Director recommends each completed investigation report for summary disposition or a review hearing. If the Board conducts review hearings, they are for the following purposes:

- 1) Confirm completeness of CCA investigation; and
- 2) Approve or disapprove the investigative reports. If the Board disapproves, it shall state its reasons and may direct further investigation or submit its own finding and recommendation along with the Director's original report.

Board Meetings and Procedures

Public Board meetings are generally held on the first Monday of each month at 5:00 PM in the Council Chambers at City Hall. Prior to the Board meeting, the Director forwards a copy of each report with the Director's findings to each Board member for review. Additionally, copies of the investigative reports are sent to the complainants and officers notifying the parties of the board meeting. The complainant and the respondent officer(s) are notified that they may challenge and/or appeal the Director's findings and recommendations to the Director and the Board.

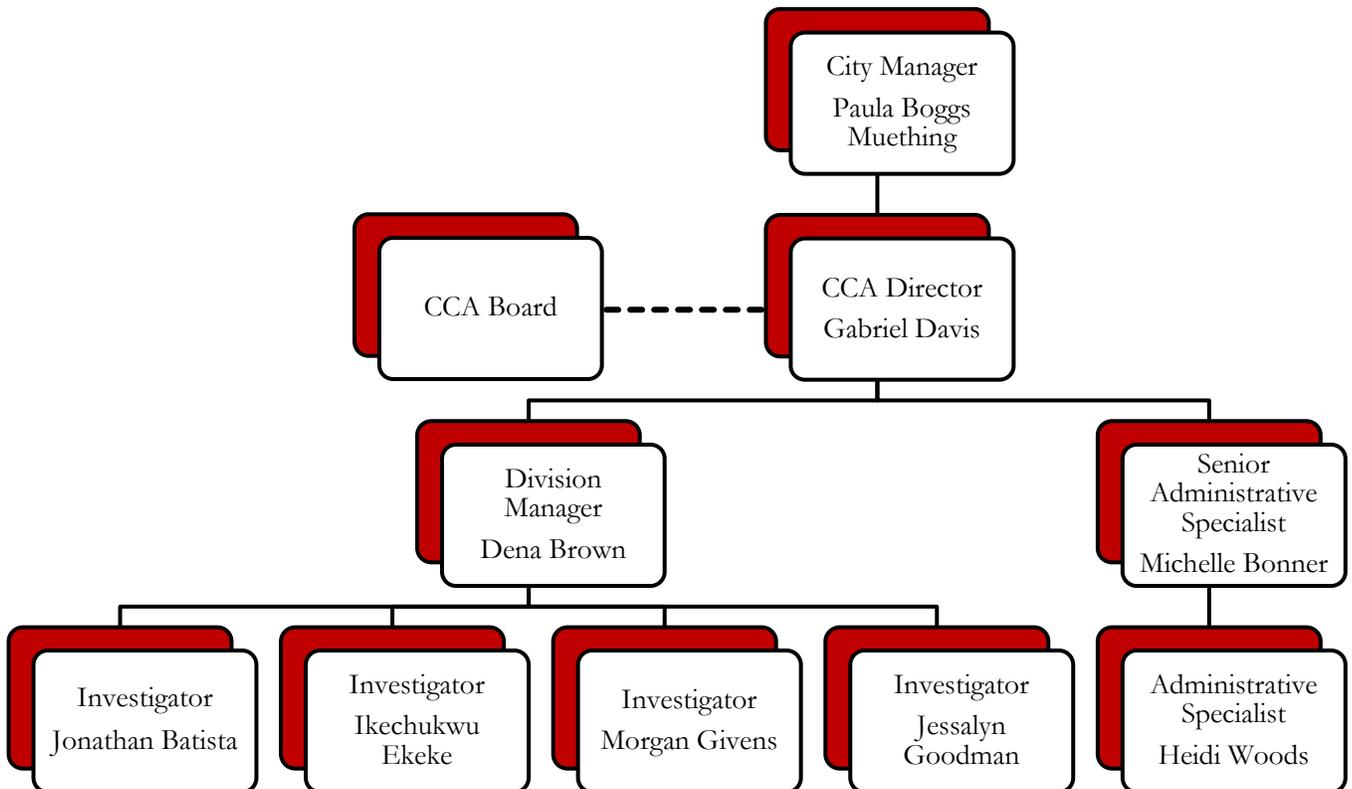
After the Board meeting, the investigative reports, with all recommended findings and recommendations, are forwarded to the City Manager. The Police Chief also receives a copy of the investigative report. The City Manager shall agree or disagree with any findings and recommendations either by the Director or Board and shall inform the Director and Board in writing of any reason for disagreeing or agreeing in part. The Director will inform the complainants and officers of the City Manager’s decision. The final decision is then sent to the Chief of Police. The City Manager’s decision is final, and there is no appeal.

Executive Director and Staff

The City Manager appoints the Director. The City Manager may consult with the CCA Board and seek the Board’s recommendation when appointing the Director. However, the final decision is made by the City Manager. The City Manager respects the need of the Director to act independently. The Director must be fair and impartial and is responsible for the day-to-day direction of the Department.

CCA’s staff is comprised of professional investigators and support specialists dedicated to CCA’s mission. CCA staff continues to increase its knowledge in civilian oversight, law enforcement policies and procedures, and investigative protocols. CCA reviews periodic CPD policy and procedure updates; reviews CPD statistical data; conducts patterns reviews; attends continuing education training; recommends policy, procedural and training actions; manages and reviews CCA data; and oversees all CCA’s administrative operations.

Organization Chart



COMPLAINT PROCESS

Complaints Received

Citizen complaints are received by CCA regardless of where they are initially filed. The Director determines whether complaints should be investigated by CCA. Complaints that are beyond CCA's investigative scope, in addition to the complaints investigated by CCA, are referred to CPD.



Over-the-Rhine, District 1

In order to ensure that citizens are assisted in a timely, efficient and professional manner, CCA follows certain guidelines for accepting and investigating complaints. Any citizen can file a complaint concerning a CPD officer. CCA also accepts third party and anonymous complaints concerning CPD officers. Complaints should be submitted within one year of the date of an incident, absent limited exceptions.

Complaints may be filed with CCA or CPD by telephone, facsimile, online, mail, in person, or CCA's email address: cca@cincinnati-oh.gov. Complaint forms may be obtained on CCA's website at: www.cincinnati-oh.gov/ccia/citizen-complaint-authority-complaint-form. Complaint forms accessed online can be easily translated into Spanish or into a variety of other languages for convenient submission.

Assignment and Investigation

Upon receipt of a complaint, the Director reviews the complaint and assigns it to an Investigator within 48 hours. The investigation should be completed within 90 days unless there are extenuating circumstances. CCA provides CPD with detailed information regarding the complaint, including the time and location of the underlying events and the name(s) of the officer(s) involved.

Investigative Guidelines

- 1) Complaints are evaluated based upon the preponderance of the evidence standard.
- 2) CCA investigates serious interventions by police officers including, but not limited to, discharging of firearms; deaths in custody; and major uses of force; as well as citizen complaints of excessive use of force; improper pointing of firearms; improper stops; improper entries, searches and seizures; and discrimination/racial profiling.
- 3) CCA considers all relevant evidence including circumstantial, direct and physical.
- 4) CCA handles all investigations impartially, fairly and objectively.
- 5) No statements provided receive preference over another.
- 6) Witnesses' statements are not disregarded because the witness has some connection to the complainant. The same is true for involved officers and officer witnesses.
- 7) Every effort is made to resolve material inconsistencies between witnesses' statements.
- 8) During the investigation, investigators refrain from asking officers or witnesses any leading questions that improperly suggest what the response should be or provide legal justification.
- 9) All relevant police activity, including each use of force and not just the type of force, is investigated.
- 10) CCA may also initiate complaints even if complainants are unavailable or a complaint has been withdrawn.

- 11) A pending or resolved adjudication may be considered when assessing whether an officer violated CPD policy, procedure or training.
- 12) Investigative reports may offer policy, procedure and training recommendations as well as comments or observations. Each allegation in an investigation is resolved with one of the following dispositions:
 - **Unfounded:** Where the investigation determined no facts to support the incident complained of actually occurred.
 - **Sustained:** Where the allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper.
 - **Not Sustained:** Where there are insufficient facts to decide whether the alleged misconduct occurred.
 - **Exonerated:** Where the alleged conduct occurred but did not violate CPD policies, procedures or training.

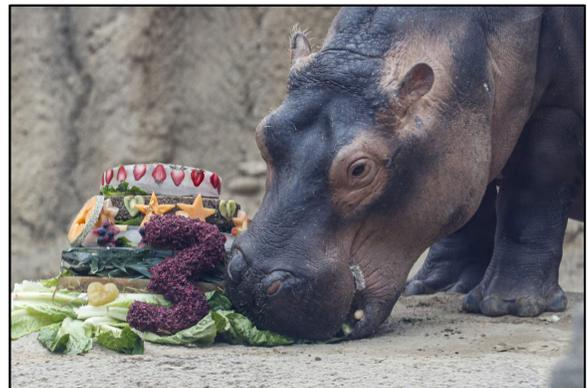
City Manager's Final Disposition

The CA states the City Manager shall agree or disagree with any findings and recommendations of either the Director or the Board and shall inform the Director and the Board in writing of any reasons for disagreeing with the recommended findings. It shall be the Director's responsibility to inform the officers and the complainants when a decision has been reached by the City Manager. Once reached, the City Manager's decision is final, and the complaint is closed without appeal.

Administrative Closings

There are a few complaints that cannot be investigated by CCA and are closed by administrative directive. For instance, a complaint against an unidentified officer may be closed if CCA could not determine if the officer was employed by CPD at the time of the complaint.

Some complaints are not within the jurisdiction of CCA to investigate because of the location of the incident, type of allegation, or because the length of time between when the incident occurred and when the complaint was filed is greater than one year (absent limited exceptions permitting filing beyond one year).

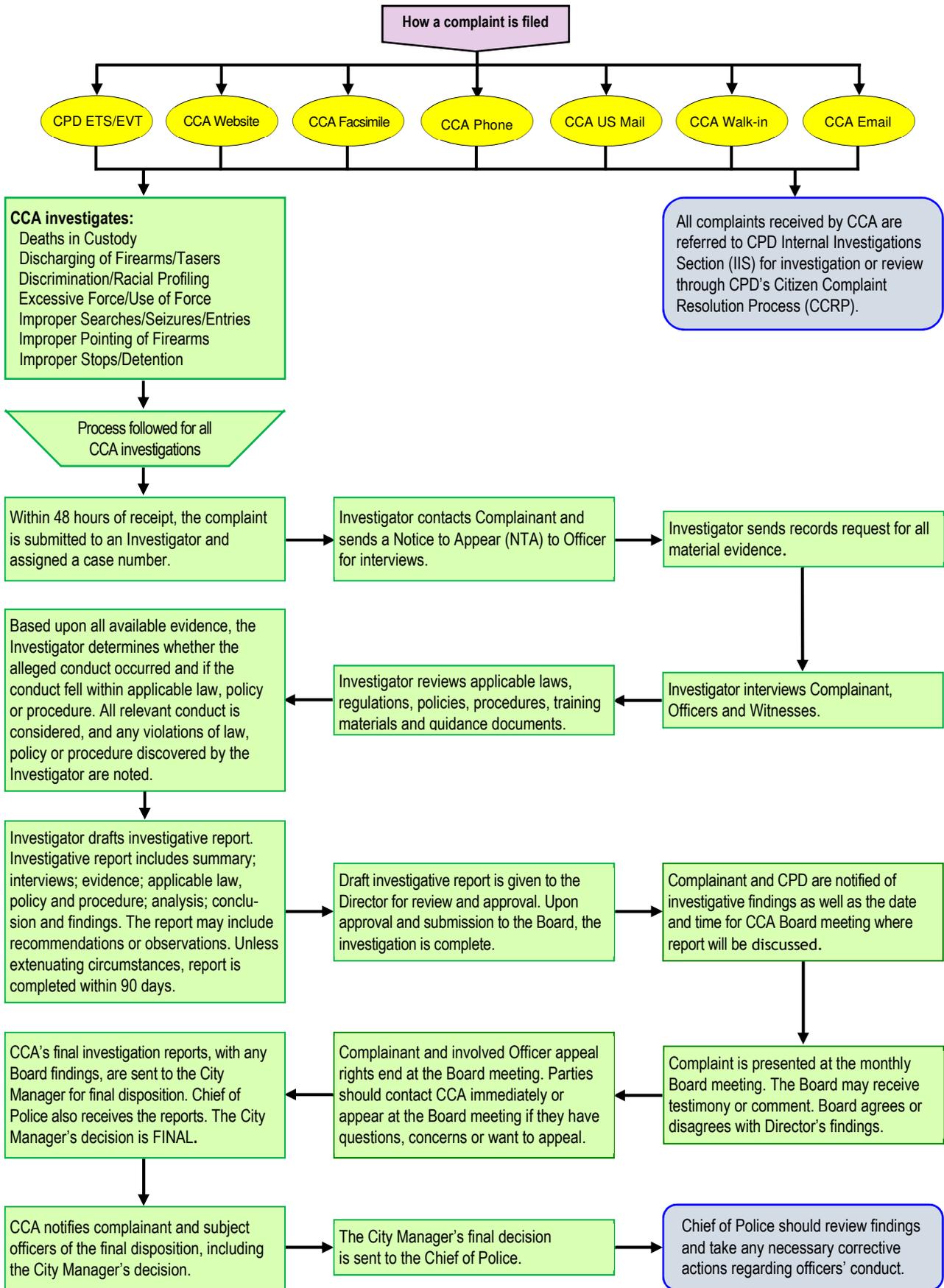


Cincinnati Zoo & Botanical Gardens, District 5

CPD Citizen Complaint Resolution Process

Citizen complaints that do not fall under CCA's established criteria are referred to CPD for investigation internally or through their Citizen Complaint Resolution Process (CCRP). While CCA does not conduct the CCRP investigations, CCA can monitor CPD's citizen complaints' closures, excluding matters involving criminal investigations. CPD Procedure § 15.100, Citizen Complaints and Reports of Favorable Police Conduct, provides further guidance regarding the CCRP.

CCA Complaint Process



DIRECTOR'S SUMMARY

Significant Accomplishments

The Citizen Complaint Authority's (CCA) mission is to investigate serious interventions by police officers, including, but not limited to discharging of firearms, deaths in custody, and major uses of force, and to review and resolve citizen complaints of law enforcement misconduct in a fair and efficient manner. At a minimum, CCA has jurisdiction over complaints alleging excessive use of force; improper pointing of firearms; improper stops; improper entries; improper searches; improper seizures; and discrimination, including racial profiling.



Price Hill Branch Library, District 3

CCA works tirelessly to ensure accountability through its investigations, yet also seeks to improve police-community relations through partnerships, problem solving, data analysis, and community engagements. Cincinnati deserves a high-caliber independent and impartial forum for the investigation and timely resolution of serious police misconduct complaints, and this is precisely what CCA is committed to providing.

Thanks to the hard work and careful attention of CCA's Staff and Board, the Authority has continued its long tradition of providing quality service to Cincinnatians, despite the COVID-19 pandemic and other challenges. The following significant accomplishments represent our year in summary:

- CCA responded to the scene of all officer-involved shootings that occurred in 2020 (3 such incidents total). In all cases, CCA's Investigators monitored the processing of evidence by CPD, monitored interviews conducted by Homicide Investigators, and gathered information necessary to open independent CCA investigations into the shootings.
- CCA responded to the scene of all cases involving deaths in police custody, or deaths potentially resulting from police action, that occurred in 2020 (2 such incidents total). In all cases, CCA's Investigators monitored the processing of evidence by CPD, monitored interviews conducted by Homicide Investigators, and gathered information necessary to open independent CCA investigations into the deaths.
- CCA completed investigations into 40 complaints, representing 306 allegations and 306 findings issued. Those 306 allegations and findings represent a 4% increase over our 3-year pre-pandemic average for the number of allegations investigated and findings issued.
- In 2020, CCA reviewed and assessed 249 complaints on intake, 75 of which met our criteria for investigation and were opened as active cases. The 75 new investigations that CCA opened represent a less than 1% decrease from our 3-year pre-pandemic average for the number of new cases opened, despite significant disruptions in operations occasioned by COVID-19.
- In 2020, CCA submitted over 15 unique recommendations to the City Manager and CPD. Those recommendations addressed police policy and training, including the following topics: investigatory stops, searches and frisks, Body Worn Camera (BWC) evidentiary access, BWC use policy, CPD's Use of Force Review Board, TASER deployment, defining harassment as a citizen allegation, and more.

- CCA collaborated with CPD on CPD’s periodic review of its use of force procedures, during which CCA made multiple recommendations regarding CPD’s proposed policy revisions. Fifty percent (50%) of CCA’s recommendations were ultimately adopted by CPD, including those pertaining to the use warnings before deployment of a Conducted Electrical Weapon (CEW) (i.e. TASER), as well those pertaining to the definition of “force” in CPD’s policies. CCA will continue to work with CPD regarding consideration of its other recommendations.
- CCA collaborated with CPD, the Office of Performance and Data Analytics, and Criminal Justice Initiatives, on a project to improve the transmission, reporting, and implementation assessment of CCA recommendations. The project successfully resulted in streamlined internal processes and is expected to result in greater public transparency with respect to CCA recommendations.
- In mid-2020, CCA published its 2019 Annual Report and also published its 2019 Patterns Report, which examined an adopted 3-year period and tracked (i) officers who have received a high number of complaints against them, (ii) repeat complainants who have filed complaints against officers, and (iii) the top circumstances that formed the bases for the filing of complaints.
- CCA enhanced CCA’s Citizen Complaint Management System (CCMS) reporting features, which included but were not limited to new programming related to numbering a tracking system which easily identifies CCA’s recommendations and their topics; updated programming logic to citizen and officer pattern reports; verification of data via cross-reporting by district, complaints, demographics, allegations, citizens, etc.; creation of tracking for multiple circumstances per complaint; and more.
- CCA liaised with and provided guidance to public officials and representatives from other cities interested in creating an oversight agency or improving existing oversight functions, including officials and representatives from jurisdictions such as Akron, Ohio and New York City.
- CCA hired, onboarded, and trained 3 new experienced and diverse Investigators. The new Investigators included a former NYPD detective fluent in Spanish; a former Cleveland prosecutor with criminal defense experience; and a counterintelligence investigator from the U.S. Intelligence Community.
- CCA trained and onboarded 2 new CCA Board Members, restoring the Board to its 7-member-full-strength level.
- CCA established new procedural guidance for its Investigators that streamlined both the use of its allegations, and its report-writing standards, providing for greater consistency in the communication of investigative findings and tracking of data.

Budget

The total approved operating budgets were \$691,630 for FY 2020 and \$899,030 for FY 2021. The breakdown is as follows:

Category	FY 2020	FY 2021
Personnel Services	\$ 504,970	\$ 580,900
Employee Benefits	158,410	219,050
Other Expenses	<u>28,250</u>	<u>99,080</u>
Operating Total	\$ 691,630	\$ 899,030

CCA looks forward to working with the Mayor, City Manager, City Council, CPD, and the citizens of Cincinnati to ensure the Department has the resources it needs to perform its tasks proactively and in accordance with legal standards in the next Fiscal Year. CCA will continue to operate as a Department that provides Cincinnati citizens and stakeholders with excellent value and a strong return on taxpayer investment. The Department's success can be attributed to the steps it has taken to effectively utilize its resources and develop creative ways to fulfill its mission.

Collaborative Agreement

In 2002, the City of Cincinnati took part in the historic CA to find solutions for ongoing issues related to community-police relations. The CA was submitted to the Federal Court and became a national model for cities across the nation. A cross-section of the entire community created the CA based on 5 shared goals:

- 1) CPD and Community Members Shall Become Pro-active Partners in Community Problem-Solving
- 2) Build Relationships of Respect, Cooperation and Trust Within and Between CPD and Communities
- 3) Improve Education, Oversight, Monitoring, Hiring Practices and Accountability of CPD
- 4) Ensure Fair, Equitable, and Courteous Treatment for All
- 5) Create Methods to Establish the Public's Understanding of the CPD Policies and Procedures as well as Recognition of Exceptional Service in an Effort to Foster Support for CPD

CCA was created out of the CA and shares the CA's same values. Those values permeated all of CCA's work in 2020.

Community Engagement

Community engagement is critical to the success of CCA. CCA has long maintained a proactive engagement program that involves community groups, citizens, other stakeholders and CPD and is geared toward increasing awareness about civilian oversight, citizen's rights during police encounters, and the CA.

In 2020, CCA retooled its community engagement program to meet the challenges presented by the COVID-19 pandemic as well as the demands of a public increasingly seeking online engagement. For the first time in its history, CCA provided opportunities for the public to attend and participate in its monthly Board meetings virtually via internet platforms such as Zoom.

CCA reimagined key segments of its standing Board meeting agenda in order to provide more opportunities for the community to offer comments and present questions to the Board and staff during meetings. CCA also used its Board meetings as a platform for stakeholders to provide educational presentations to the public on subjects relevant to its work, and of interest to the community. These included presentations on CPD's new Axon body worn camera software and TASERS, presentations on the history of civilian oversight in Cincinnati, and presentations on the Bias Free Policing Initiative.

In addition, CCA provided 19 community engagements and trainings, reaching over 270 people in 2020. These engagements included CCA presentations; Q&A sessions at meetings of the Cincinnati Bar Association, Cincinnati Black United Front, Harvard Club of Cincinnati, Leaders of the Free World, and Ohio Justice and Policy Center; as well as liaisons with organizations such as Hearing Speech + Deaf Center.

CCA also participated in periodic meetings of the City Manager's Advisory Group (MAG) and briefed members of the MAG on the operations of CCA and its priorities for 2020 and 2021. CCA advised the City Manager with respect to the functions of the MAG. CCA also engaged individual members of the MAG in one-on-one meetings, including the Urban League of Greater Southwestern Ohio, and Metropolitan Area Religious Coalition of Cincinnati (MARCC).

CCA is an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE).

CCA and CPD Relationship

In order for CCA to be effective, it is important that a relationship of mutual respect be maintained with CPD. In that spirit, CCA and CPD have long maintained a protocol for the timely exchange of information and coordination of investigations. Additionally, as mentioned earlier in this report, CCA periodically submits recommendations to CPD and collaborates on revisions to its policies. That relationship of mutual respect and professionalism between CCA and CPD continued in 2020. Some of CCA's other law enforcement engagement activities for the year are summarized below.

In 2020, CCA regularly engaged CPD's Commanders, and also engaged with CPD Captains from nearly all police districts and some specialized units. CCA also participated in a Q&A session with rank-and-file CPD officers during roll call. CCA provided its annual trainings to CPD New Recruits, CPD New Supervisors, and CPD Citizen Police Academy. New CCA Board Members also participated in ride-alongs in Districts 3 and 4 and training at the Police Academy.

CCA collaborated with CPD, community leaders, and the City Manager's Office on issues of public safety and police-community relations during meetings of the Bias-Free Policing Working Group and Cincinnati Initiative to Reduce Violence (CIRV).

CCA is an active member of the National Organization of Black Law Enforcement Executives (NOBLE) (including its local chapter) and International Association of Chiefs of Police (IACP).

SERIOUS POLICE INTERVENTION INCIDENTS

“The CCA’s mission will be to investigate serious interventions by police officers, including but not limited to shots fired, deaths in custody and major uses of force” Article XXVIII of the Cincinnati Administrative Code.

Serious Incidents Received

During the 2020 annual reporting period, CCA’s staff reviewed and opened 5 new, serious intervention incidents involving either death or a firearm discharge for investigation.

1. 20030 (February): The investigation of Death in Custody is pending.
2. 20119 (June): The investigation of Discharge of Firearm is pending.
3. 20135 (July): The investigation of Discharge of Firearm is pending.
4. 20155 (August): The investigation of 2 Deaths (Other) is pending.
5. 20157 (August): The investigation of Discharge of Firearm is pending.

Table 1A: Serious Incidents Received

	Incidents	Victims	Fatalities	Officers
Discharge of Firearm	3	3	0	13
Death in Custody	1	1	1	1
Death (Other)	1	2	2	2
Total	5	6	3	16

Table 1B: District Where Incident Occurred

	D1	D2	D3	D4	D5	CBD ¹	OCL ²	Unk ³
Discharge of Firearm	1	0	0	0	0	0	1	1
Death in Custody	0	0	1	0	0	0	0	0
Death (Other)	0	0	0	0	0	0	1	0
Total	1	0	1	0	0	0	2	1

¹ “CBD” denotes Central Business District

² “OCL” denotes Outside of City Limits

³ “Unk” denotes Unknown

Table 1C: Demographics of Involved Persons

	Victim	Officer
Male	5	13
Female	1	3
African American	3	3
Caucasian	3	11
Hispanic/Latino	0	0
Other (2+)	0	1
Unknown	0	1
Total	6	16

Use of Force/Excessive Force Incidents Received

During the 2020 annual reporting period, CCA's staff reviewed and opened 35 use of force incidents. Those 35 incidents did not all involve a "major use of force," however, at a minimum each incident involved at least one allegation of use of force.

Table 2A: Use of Force Allegations Received

Use of Force Allegations	
40mm Foam Rounds	2
Chemical Irritant	1
Handcuffing	2
Monadnock	1
Physical	4
Taken to Ground	1
Taser	7
Unspecified	5
Total	23

Table 2B: Excessive Force Allegations Received

Excessive Force Allegations	
Bean Bag	1
Choking	1
Handcuffing	1
Pepperball	1
Physical	15
Taken to Ground	5
Taser	5
Unspecified	13
Total	42

Chart 1A: District Where Use of Force/Excessive Force Incident Occurred

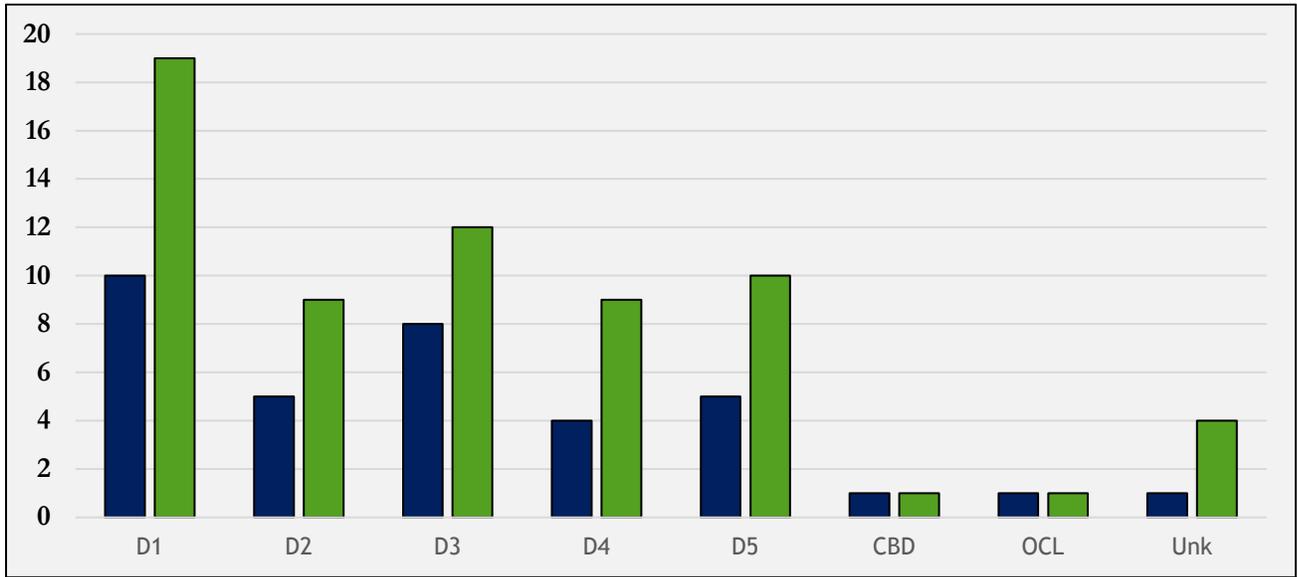
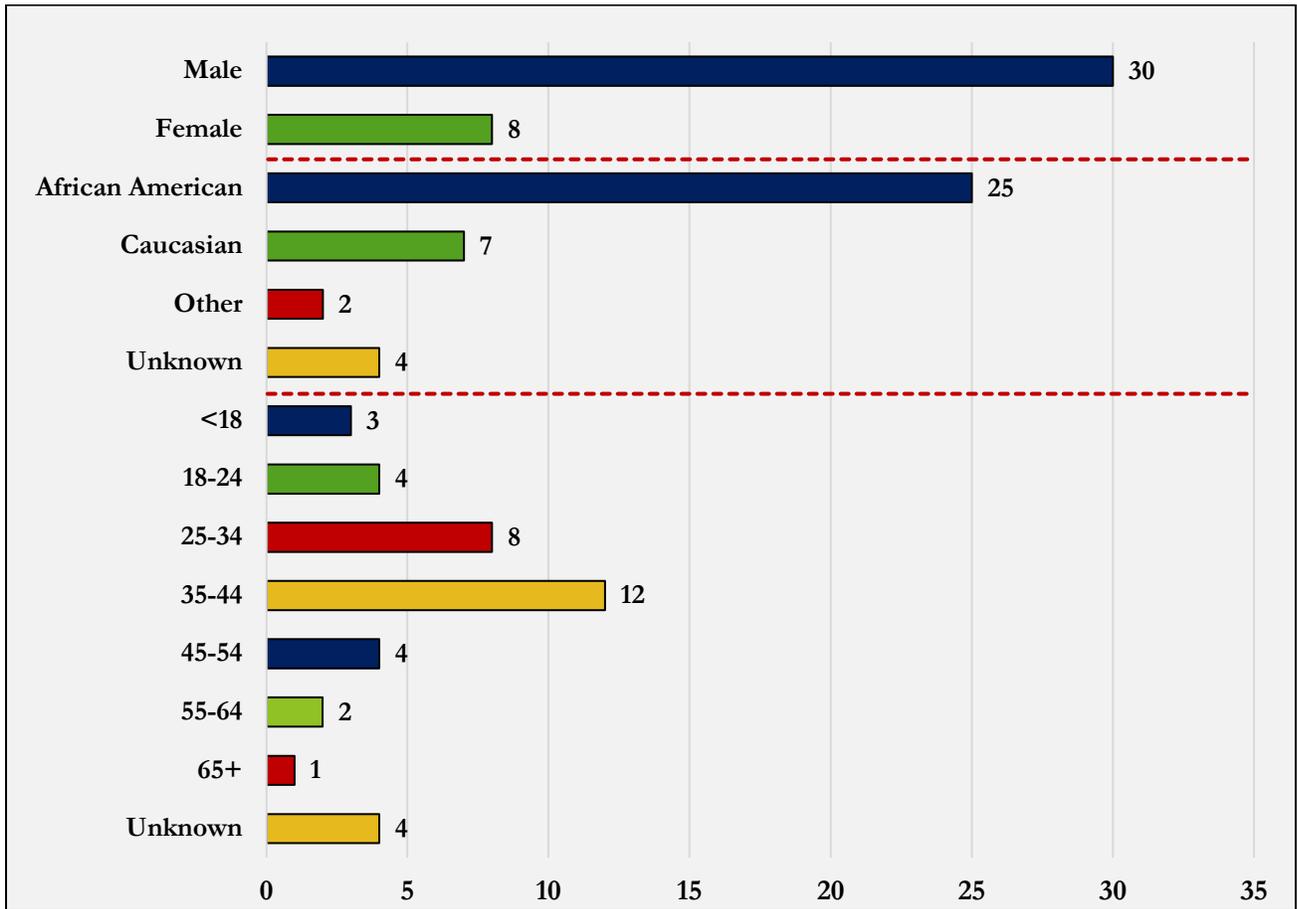


Chart 1B: Demographics of Involved Persons



Serious Incidents Closed

During the 2020 annual reporting period, CCA's staff investigated and closed 3 serious intervention incidents.

Table 3A: Serious Incidents Closed

	Incidents	Allegations	Victims	Fatalities	Officers
Discharge of Firearm	1	5	1	0	2
Death in Custody	2	7	2	2	6
Total	3	12	3	2	8

Table 3B: District Where Incident Occurred

	D1	D2	D3	D4	D5	D6	OCL
Discharge of Firearm	0	0	0	1	0	0	0
Death in Custody	0	0	0	0	1	0	1
Total	0	0	0	1	1	0	1

Table 3C: Demographics of Involved Persons

	Victim	Officer
Male	3	8
Female	0	0
African American	2	0
Caucasian	1	7
Hispanic/Latino	0	1
Other (2+)	0	0
Unknown	0	0
Total	3	8

Table 3D: Serious Incidents Closed Findings

	Exonerated	Not Sustained	Sustained	Unfounded
Discharge of Firearm	7	0	1	0
Death in Custody	3	0	0	4
Total	7	0	1	4

Use of Force/Excessive Force Incidents Closed

During the 2020 annual reporting period, CCA's staff investigated and closed 19 use of force incidents. Those 19 incidents did not all involve a "major use of force," however, at a minimum each incident involved at least one allegation of use of force.

Table 4A: Use of Force Allegations Closed

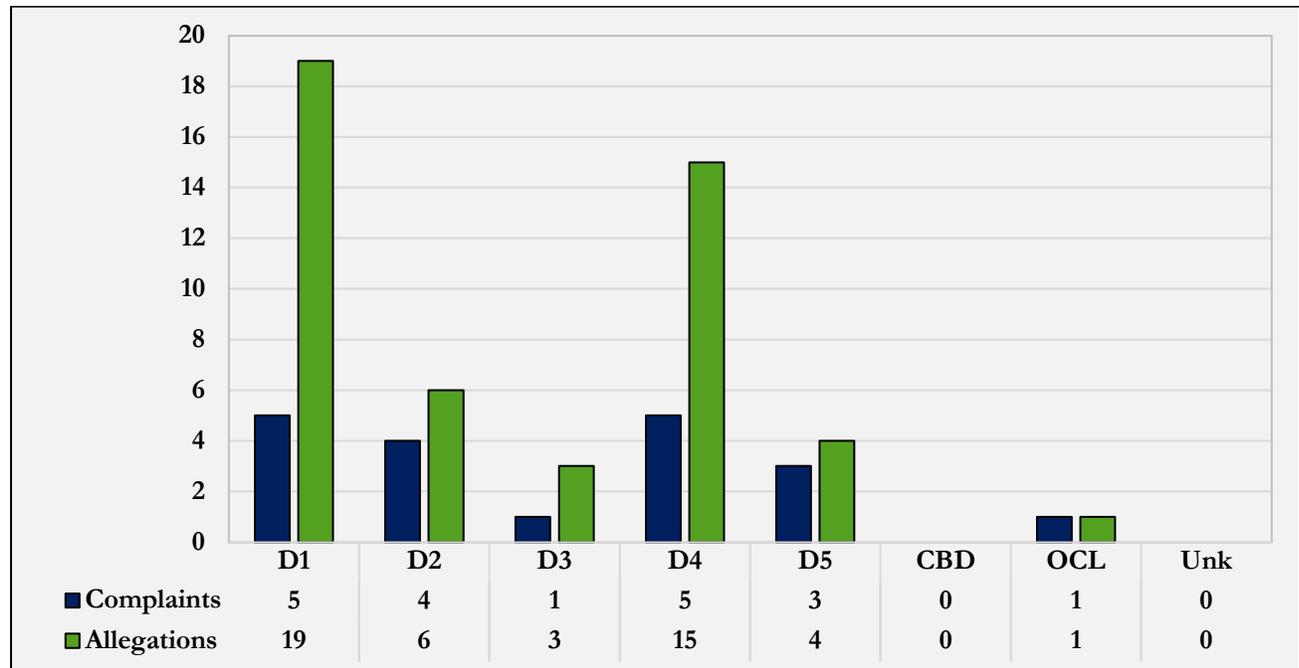
Use of Force	
Escort	2
Hard Hands	5
Physical	4
Taken to Ground	3
Taser	4
Total	18

Table 4B: Excessive Force Allegations Closed

Excessive Force	
Choking	2
Handcuffing	1
Physical	22
Taken to Ground	2
Unspecified	3
Total	30

Table 4C: Findings for Use of Force/Excessive Force Allegations Closed

Finding	
Exonerated	17
Not Sustained	16
Sustained	4
Unfounded	11
Total	48

Chart 2: District Where Use of Force/Excessive Force Incidents Occurred

Summary of Serious Incidents Closed

Incident #1

CCA Complaint: #17062
Complainant: Damion McRae
CCA Investigator: Dena Brown
Incident Date: March 12, 2017
Incident Time: 12:30 a.m.
Incident Location: Gilbert Avenue
CCA Receipt Date: March 13, 2017

Summary:

Ms. Ebony Berry called the Emergency Communications Center (ECC) after her boyfriend, Mr. Damion McRae, assaulted her. Ms. Berry advised ECC that Mr. McRae possessed a shotgun/long firearm. Officers Kenneth Grubbs and William Keuper responded to the radio run.

Officer Grubbs encountered Mr. McRae in the apartment complex's courtyard. When Officer Grubbs ordered Mr. McRae to show his hands, he did not comply. Mr. McRae continued his approach, raised his right arm, and fired one shot at Officer Grubbs, striking him. Officer Grubbs returned fire, striking Mr. McRae. Officer Keuper also returned fire. Officer Grubbs notified ECC shots had been fired and that he and Mr. McRae were injured. Officers Grubbs and Keuper held Mr. McRae at gunpoint until assistance arrived. Officer Robert Nelson placed Mr. McRae into custody. Mr. McRae and Officer Grubbs were transported to University of Cincinnati Medical Center (UCMC) for treatment.

Analysis:

Officers Grubbs and Keuper responded to a dispatched radio run for domestic violence. CPD Procedure §12.554 Investigatory Stops states that in a "Terry" type encounter, an officer has reasonable suspicion to believe the citizen is committing or has committed a crime. Based on this reasonable suspicion, the officer may forcibly stop and detain the citizen for a brief investigatory period. Officers Grubbs and Keuper had reason to believe Mr. McRae was involved in the related radio run when they approached him. CCA concluded that Officers Grubbs and Keuper were in compliance with CPD's policy, procedure, and training during the Stop of Mr. McRae.

BWC footage showed Mr. McRae approached Officer Grubbs, drew his Kel-Tec 9mm Sub-2200 semi-automatic firearm, and discharged it. As a result of the life-threatening resistance, Officers Grubbs and Keuper returned fire. CPD Procedure § 12.550 Discharging of Firearms by Police Personnel maintains that when an officer perceives what he interprets to be a threat of loss of life or serious physical harm to himself or others at the hands of another, he has the authority to use that force reasonably necessary to protect himself or others from death or serious physical harm at the hands of another. Officer Grubbs and Mr. McRae sustained injuries. CCA concluded that Officers Grubbs and Keuper were in compliance with CPD's policy, procedure, and training when they discharged their firearms. Furthermore, the Hamilton County Prosecutor's Office issued a letter of declination which absolved Officers Grubbs and Keuper of any criminal wrongdoing in the shooting of Mr. McRae.

CPD Procedure § 12.540, Body Worn Camera System, states officers are required to activate their BWC system during all law enforcement-related encounters and activities as defined in this procedure. CCA determined Officer Grubbs did not comply with CPD's policy, procedure and training when he failed to activate his BWC.

Findings:

Officer Kenneth Grubbs

Officer William Keuper

Stop (Person) - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Officer Kenneth Grubbs

Officer William Keuper

Discharge of a Firearm - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Officer Kenneth Grubbs

Procedure (BWC - Turned on Late) - The allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper. **SUSTAINED**

Incident #2

CCA Complaint:	#17241
Complainant:	Isaiah Currie
CCA Investigator:	Dena Brown
Incident Date:	December 20, 2017
Incident Time:	1:55 p.m.

Location: 3200 Burnett Avenue
CCA Receipt Date: December 21, 2017

Summary:

On December 20, 2017, Mr. Isaiah Currie arrived at University of Cincinnati (UC) Health Psychiatric Emergency Services (PES) and parked his vehicle. Mr. Currie entered the building and asked UC Public Safety Officer Patrick Kuhl where to check in. Officer Kuhl advised Mr. Currie to go to the PES side of the building. Mr. Currie walked to PES, entered and approached the security room. He asked UC Public Safety Officer Anthony Faulk where he could sign in. Officer Faulk exited the security room and met Mr. Currie at the metal detector at the entrance to the lobby. Officer Faulk asked Mr. Currie to empty his pockets and place his items on the tray. Mr. Currie complied; he placed his cellular phone and keys in the tray and then removed two firearms from his waistband. Mr. Currie pointed both firearms at Officer Faulk and shot him twice. A struggle ensued and Officer Faulk was able to escape the building. Mr. Currie walked to the reception desk, fired once through the window, and then exited PES. Several 911 calls were made to the Emergency Communications Center (ECC). Per several witnesses, Mr. Currie fired two rounds outside as he walked toward his vehicle. Mr. Currie observed UC Officer Faulk seated by a parked vehicle and fired another shot at him. Mr. Currie went to his vehicle but did not have his keys. He returned to PES and fired a round at the keycard scanner to gain entrance into the Minor Care area of PES. Mr. Currie remained in the lobby. CPD Officers Robert Nelson, Eric Carpenter and Jeffrey Meister responded to PES. Officer Nelson entered the area between the double doors and was seen by Mr. Currie. Mr. Currie fired one shot at Officer Nelson. Officer Nelson retreated outside for cover. Mr. Currie remained in the lobby and fatally shot himself. CCA investigated the allegations of Death in Custody.

Analysis:

Mr. Currie arrived at UCMC PES, entered the building, and after speaking with Officer Faulk, he removed two firearms from his waistband. He discharged his firearms, striking Officer Faulk twice. Officer Faulk exited the building and, along with several 911 callers, alerted ECC that Mr. Currie was actively shooting in and outside of PES. CPD Officers Nelson, Carpenter and Meister were the first officers to respond to the scene; they acknowledged their weapons were drawn at the time of their response. CPD Procedure §12.550 Discharging of Firearms by Police Personnel states at such time as a police officer perceives what he interprets to be a threat of loss of life or serious physical harm to himself or others at the hands of another, he has the authority to display a firearm, with finger outside the trigger guard and have it ready for self-defense. The finger is only to be placed on the trigger when on target and ready to engage a threat. CCA concluded the officers having their weapons drawn was in compliance with CPD's policy, procedure, and training.

Due to the rapidly evolving events, the officers had no background information on who the shooter was or if he had any mental health issues. Officer Nelson attempted to enter the building; Mr. Currie observed and fired a round at him. Officer Nelson did not return fire but retreated out of the building. Subsequently, Mr. Currie died from a self-inflicted gunshot wound; the Hamilton County Coroner ruled Mr. Currie's death a suicide. The Hamilton County Prosecutor's Office issued a letter of declination which absolved any criminal wrongdoing by Officer Nelson in the death of Mr. Currie. CCA concluded that Mr. Currie's death was not due to any action or inaction of CPD.

Findings:

Officer Robert Nelson

Death in Custody – There are no facts to support the incident complained of actually occurred.
UNFOUNDED

Officer Robert Nelson

Officer Eric Carpenter

Officer Jeffrey Meister

Pointing of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Incident #3

CCA Complaint:	#18126
Complainant:	Robert Kasee
CCA Investigator:	Dena Brown
Incident Date:	June 13, 2018
Incident Time:	8:11 a.m.
Location:	Colina Drive, Villa Hills, Kentucky
CCA Receipt Date:	June 14, 2018

Summary:

On June 8, 2018, CPD's Personal Crimes Squad (PCS) filed three counts of Rape, three counts of Sexual Battery, and one count of Felonious Assault against Mr. Robert Kasee.

On June 12, 2018, PCS provided Mr. Kasee's cellular telephone number and a warrant for his arrest to CPD's Fugitive Apprehension Squad (FAS) Sergeant Eric Vogelpohl and Officers Kenneth Kober and Scott Bode. FAS responded to where Mr. Kasee's phone was located. The occupants at the residence advised Mr. Kasee was working on a residence in Villa Hills, Kentucky.

On June 13, 2018, FAS and Villa Hills Officer Patrick Noll located Mr. Kasee outside at a residence in Villa Hills, KY. Officer Kober attempted to handcuff Mr. Kasee; however, he pulled away, pushed Sergeant Vogelpohl to the side, and "launched" himself 20 feet down an embankment, fleeing into the woods. The officers pursued and the Hamilton County Sheriff's Office (HCSO) helicopter 9H10 searched for Mr. Kasee for approximately an hour but did not locate him. Approximately an hour later, Ludlow Police Department K-9 Lieutenant Bart Beck and K-9 Oakley and Officer Bode located Mr. Kasee as he fled into the river. The officers ordered Mr. Kasee to swim back to the shore which he did not comply with; instead, Mr. Kasee swam further away from the riverbank. Mr. Kasee asked for help, went under water and never resurfaced.

On June 15, 2018, Villa Hills Police Department located Mr. Kasee's body pinned between a boat and the dock. The indictments against Mr. Kasee were dismissed on July 18, 2018.

Analysis:

PCS filed several warrants against Mr. Kasee; they provided Mr. Kasee's cellular telephone number and a search warrant for his arrest to CPD's FAS. CPD Procedure § 12. 260 Warrants for Adults: Service and Recording, states Felony 1, Felony 2, and Felony 3 warrants will be forwarded to the Southern Ohio Fugitive Apprehension Strike Team (SOFAUT) FAS. CPD Procedure § 12.555 Arrest/Citation: Processing of Adult Misdemeanor and Felony Offenders states during Felony Arrest, Officers will make a physical arrest on all original felony arrests, felony warrants, and felony capiases. At the time of this incident, FAS officers were members of the US Marshals Task Force, which permitted them to serve a warrant within the United States.

FAS and Officer Noll responded to a residence in Villa Hills, KY. Officer Kober attempted to handcuff Mr. Kasee; however, he pulled away, pushed Sergeant Vogelpohl to the side, and "launched" himself 20 feet down an embankment, fleeing into the woods. The officers pursued Mr. Kasee. CPD Procedure § 12.536 Foot Pursuits states an officer, on foot, chases a suspect in an effort to detain or arrest that individual who he has reasonable suspicion to believe is about to commit, is committing or has committed a crime and who is resisting apprehension by fleeing from the officer. Approximately an hour later, Lieutenant Beck, K-9 Oakley and Officer Bode located Mr. Kasee and observed him as he fled into the river. The officers ordered Mr. Kasee to swim back to the shore, but he did not comply. Instead, Mr. Kasee swam further away from the riverbank. Mr. Kasee asked for help, went under water, and never resurfaced. The CAD report verified CPD and Villa Hills officers made rescue attempts without success. Although there was no BWC footage, the officers provided consistent statements of their attempts to locate, secure, and rescue Mr. Kasee.

On June 15, 2018, Villa Hills Police Department located Mr. Kasee's body pinned between a boat and the dock. CCA concluded that Mr. Kasee's death was not due to any action of CPD.

Findings:

Sergeant Eric Vogelpohl

Officer Kenneth Kober

Officer Scott Bode

Death in Custody - There are no facts to support the incident complained of actually occurred.
UNFOUNDED

Summary of Select Use of Force Cases Closed

Incident #1

CCA Complaint:	#18181
Complainant:	Larae Clay
CCA Investigator:	Dena Brown
Incident Date:	July 13, 2018
Incident Time:	11:31 AM
Location:	Kenard Avenue, Cincinnati, OH
CCA Receipt Date:	September 14, 2018

Summary:

On July 13, 2018, Officer Kevin Brown worked an off-duty detail, in uniform, at Kroger located at 4777 Kenard Avenue. A Kroger employee informed Officer Brown that she observed Ms. Larae Clay and two

juveniles (one being CM) in one of the aisles placing unpaid items in bags. Officer Brown approached Ms. Clay and the juveniles as they bagged their items at the front of the store. Officer Brown questioned Ms. Clay about the purchase of the items. He stated Ms. Clay produced a 2017 receipt and could not identify who waited on her. Officer Brown requested an additional officer respond to transport two prisoners via his police radio. Ms. Clay heard this request, left the children and quickly exited through the first set of automated exit doors.

When Ms. Clay made it to the threshold of the final exit door, Officer Brown told her to “come back” twice, and when she did not comply, he drew his taser and deployed it without warning. The taser deployment took effect, and Ms. Clay was taken into custody. CM was also taken into custody. Ms. Clay was charged with Ohio Revised Code (ORC) § 2913.02 Theft and ORC § 2921.31 Obstructing Official Business. CM was charged with Ohio Revised Code (ORC) § 2913.02 Theft. The other juvenile left. Ms. Clay was transported to the Hamilton County Justice Center (HCJC) by Officer Kurtis Latham.

Officer Brown admitted to the CCA Investigator he made the “prejudicial statement” about “this is why we don’t have grocery stores,” and he failed to warn Ms. Clay of the impending taser deployment.

Analysis:

The initial interaction between Officer Brown and Ms. Clay was not recorded as Officer Brown’s BWC was not activated. CPD Procedure § 15.540 Body Worn Camera System states the equipment is the responsibility of the officer assigned. Officers are required to activate their BWC system during law enforcement-related encounters and activities. It further notes that officers will wear all supplied components of the BWC systems to ensure the BWC is properly positioned to clearly record police activities regardless of uniform attire. CPD Manual of Rules and Regulations § 2.18 states that members of the department shall not fail to activate their BWC system except for a good cause. Officer Brown failed to initially activate his BWC. CCA concluded Officer Brown was in violation of CPD’s policy, procedure, and training.

Officer Brown stated he was advised by a Kroger employee that Ms. Clay and two juveniles had placed items in a bag and attempted to leave the store. CPD Procedure § 12.554 Investigatory Stops maintains that when an officer has reasonable suspicion to believe a citizen is committing a crime, the officer may forcibly stop and detain the citizen.

Ms. Clay exited Kroger as Officer Brown instructed her “to come back here;” she did not comply. Officer Brown did not order her to stop. Without warning, he deployed his taser striking Ms. Clay in her back, which incapacitated her, and she was taken into custody. CPD Procedure § 12.545 Use of Force states when possible, give the subject a verbal warning the taser will be deployed unless exigent circumstances exist that would make it imprudent to do so. CCA concluded that the initial decision to stop Ms. Clay was in compliance with CPD’s policy, procedure, and training. CCA also concluded there were no exigent circumstances that prevented Officer Brown from ordering Ms. Clay to stop and advising her she would be tased if she did not comply. Officer Brown was in violation of CPD’s policy, procedure, and training when he failed to warn Ms. Clay of the impending taser deployment.

At the time of this encounter, CPD’s Procedure § 12.545 Use of Force stated when officers have a right to make an arrest, they may use whatever force is reasonably necessary to apprehend the offender or effect the arrest and no more. The most desirable method for affecting an arrest is compliance. Although Officer

Brown failed to warn Ms. Clay of the impending taser deployment, he was in compliance with CPD's policy, procedure and training when he tased Ms. Clay as she attempted flee the store leaving behind two juveniles.

CPD's Manual of Rules and Regulations, Section One, Failure of Good Behavior lays out that CPD members shall not commit any acts or omit any acts, which constitute a violation of any of the rules, regulations, procedures, directives, or orders of the Department. Specifically, Section 1.06 A states CPD members should interact with citizens, ultimately being "civil, orderly, and courteous," and Section 1.23 C states CPD members shall not express, verbally or in writing, any prejudice or offensive comments concerning race, religion, national origin, life-style, gender, or similar personal characteristics. A review of Officer Brown's BWC showed that his comment to Ms. Clay: "this is why we don't have Kroger's in Bond Hill and Walnut Hills," was offensive, unwarranted and discourteous. CCA concluded Officer Brown was not in compliance with CPD's policy, procedure, and training in his remark to Ms. Clay.

Findings:

Officer Kevin Brown

Stop (Person) - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Procedure (BWC – Turned on Late) - The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper. **SUSTAINED**

Procedure (Taser - Failure to Warn) - The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper. **SUSTAINED**

Use of Force (Taser) - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Discourtesy (Racial) - The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper. **SUSTAINED**

Incident #2

CCA Complaint:	#19214
Complainant:	Brandon Caulton, Asia Brown, Senta Brown
CCA Investigator:	Amelia Kraus
Incident Date:	September 20, 2019
Incident Time:	1:11 PM
Location:	Walnut Street, Cincinnati, OH
CCA Receipt Date:	September 24, 2019

Summary:

On September 20, 2019, Ms. Asia Brown was "jumped" by two females outside of the Main Library on Vine Street. Mr. Brandon Caulton and Ms. Asia Brown walked through the library to get to the Walnut Street exit. Ms. Senta Brown, Ms. Asia Brown's mother, entered the library to meet them. As they

proceeded to the exit, library security staff requested to speak with Ms. Asia Brown about the incident. Ms. Asia Brown was upset and did not want to talk with them because they did not assist her when she was attacked.

As they continued towards the exit, Officer Aaron McMillan, who was working an off-duty detail, gave verbal commands of “Out!” He approached and initiated force against Mr. Caulton by allegedly “headbutting” him and pushing him backward. Ms. Asia Brown became upset and tried to intervene by coming between Officer McMillan and Mr. Caulton. Officer McMillan allegedly “bum-rushed” Ms. Asia Brown, grabbed her face, turned her around, and “slammed” her to the ground by her head and neck. Ms. Senta Brown pushed Officer McMillan, who pushed her back against the glass door. Mr. Caulton stated that Officer McMillan turned towards him and placed his arm around his neck before he “slammed” him to the ground. Mr. Caulton was restrained by Officer McMillan and escorted to a cruiser. While placing him in the cruiser, Officer McMillan placed his hand around Mr. Caulton’s neck. Officer McMillan handcuffed Ms. Asia Brown and placed her in the cruiser.

Mr. Caulton was arrested for Disorderly Conduct and Resisting Arrest. Ms. Asia Brown was arrested for Disorderly Conduct. Both were transported to Hamilton County Justice Center (HCJC).

Analysis:

On September 20, 2019, Mr. Caulton and Ms. Asia Brown were engaged in loud conversation with the Main Library security staff. Officer McMillan overheard their interaction and intervened. CPD’s Tactical Patrol Guide states that when an officer is in a suspect approach, verbalization is the foundation of all control options. Further, officers should remain in control by utilizing ignoring/blocking techniques in response to profanity, insulting remarks, or personal affronts. Officer McMillan initially used loud verbal commands of “Out!” and hand motions to try to direct Mr. Caulton and Ms. Asia Brown out of the library. Mr. Caulton and Ms. Asia Brown were nearing the exit but stalled their departure as they were still in conversation with the security staff. Officer McMillan started to approach to ensure they continued towards the exit.

As Officer McMillan approached, Mr. Caulton responded with, “Don’t walk up on her like that.” Officer McMillan immediately stopped any further attempt at verbal commands or employing de-escalation techniques. Instead, Officer McMillan replied, “If I do, what?” and directly approached Mr. Caulton. Mr. Caulton repeated his comment and stood still near the exit. Officer McMillan appeared challenged by the remark and initiated physical contact with Mr. Caulton by bumping him in the chest before using both his hands to push Mr. Caulton backward. Mr. Caulton’s hands remained at his side the entire time and never physically engaged Officer McMillan. CPD Procedure Manual § 12.545 Use of Force emphasizes that whenever possible, de-escalation techniques should be employed to gain voluntary compliance of a subject. Officers should only use the level of force that is objectively reasonable to effect an arrest or while protecting the safety of the officer and others. CCA concluded that Officer McMillan’s self-initiated physical force against Mr. Caulton was not within CPD’s policy, procedure, and training.

After Officer McMillan’s initial force against Mr. Caulton, BWC footage showed that he turned to Ms. Asia Brown and pushed her backward as she simultaneously swung her arm towards him two times. CPD Procedure Manual § 12.545, Use of Force, gives examples of subject resistance, including when the subject makes physically evasive movements to defeat the officer’s attempt at control and assault (or threat of assault). CPD Procedure Manual § 12.545, Use of Force, states an officer must choose the necessary response to subject resistance and exercise proper use of force decision making, which includes the use

of reasonable force and use of de-escalation tactics. There also must be consideration of various factors to determine an officer's use of reasonable force, including the seriousness of the suspected offense. Officer McMillan's initial encounter with Ms. Asia Brown was due to concerns of disorderly conduct in the lobby. BWC footage showed Officer McMillan's response lacked commands or an attempt at de-escalation, as he reached both his arms out and grabbed Ms. Asia Brown's upper chest, near her neck. CCA determined that Officer McMillan's physical force against Ms. Asia Brown was not within CPD's policy, procedure, and training.

Due to the BWC becoming obstructed as Officer McMillan used force against Ms. Asia Brown, CCA could not determine if Officer McMillan ever grabbed Ms. Asia Brown around the neck. Additionally, Ms. Asia Brown alleged that Officer McMillan "slammed" her to the ground during the encounter, however, Officer McMillan's BWC remained obstructed. Therefore, CCA was unable to determine if Officer McMillan choked Ms. Asia Brown or if Officer McMillan used force to bring her to the ground as alleged by Ms. Asia Brown.

When Officer McMillan's BWC was retrieved and held by a library staff member, Officer McMillan had Mr. Caulton, Ms. Asia Brown, and Ms. Senta Brown in the vestibule. After a brief conversation, Officer McMillan informed Mr. Caulton and Ms. Asia Brown that they were no longer free to leave. Mr. Caulton and Ms. Asia Brown had previously been disorderly with library security staff and continued to engage in loud conversation in the library lobby. CPD Procedure Manual § 12.554 Investigatory Stops states that when an officer has reasonable suspicion to believe the citizen is committing or has committed a crime, the officer may forcibly stop and detain the citizen. BWC footage confirmed Officer McMillan had reasonable suspicion that Mr. Caulton and Ms. Asia Brown had committed the crime of disorderly conduct. CCA concluded that the stop of Mr. Caulton and Ms. Asia Brown was in compliance with CPD's policy, procedure, and training.

During the stop of Mr. Caulton and Ms. Asia Brown, Officer McMillan placed his left forearm around the backside of Mr. Caulton's neck, placing him in a neck restraint. Mr. Caulton stood against the vestibule window when Officer McMillan placed his right hand on his neck and used his left hand to turn Mr. Caulton around. Mr. Caulton continued to shout, "Get off my throat!" Officer McMillan gave verbal commands for Mr. Caulton to get to the ground but still had his left arm around the neck area of Mr. Caulton. BWC footage showed that Mr. Caulton was not actively resisting and made no movements that could reasonably be considered as threatening. Due to how the BWC was held by the security staff member, however, it did not capture the type of force used by Officer McMillan to take Mr. Caulton to the ground. Officer McMillan stated in his CCA interview that he "swept his legs from underneath him" to bring Mr. Caulton to the ground. Mr. Caulton did not show evasive movements of resistance that would require such force be used against him. CCA concluded that the force used by Officer McMillan to bring Mr. Caulton to the ground was not within CPD's policy, procedure, and training.

Officer McMillan reactivated his BWC before escorting Mr. Caulton into a cruiser; Mr. Caulton stated, "And you still putting your hand around my throat." Officer McMillan responded with: "Yeah, I know." Though the angle of the BWC footage did not definitively show the exact location of Officer McMillan's hands, his hands could be observed near the neck area of a restrained Mr. Caulton. During the entire encounter, Mr. Caulton made several comments that Officer McMillan had his hand on his throat. In his interview with CCA, Officer McMillan denied those allegations. The BWC footage showed that Officer McMillan continued to place his hand on or his arm around Mr. Caulton's neck. Mr. Caulton never

exhibited signs of being uncooperative or actively resisting. He made no physical movements that could reasonably be considered as threatening.

Though Officer McMillan continued to have his hand near or arm around the neck of Mr. Caulton, CCA could not determine the level of pressure used by Officer McMillan when he was on Mr. Caulton's neck. Additionally, the BWC footage became obstructed several times during the encounter, making it difficult in some instances to determine the exact location of Officer McMillan's hands. Therefore, CCA was unable to determine if Officer McMillan choked Mr. Caulton.

Ms. Senta Brown also alleged excessive force against her, but BWC footage was obstructed on the ground when this alleged conduct would have occurred. No video footage showed any physical contact between Officer McMillan and Ms. Senta Brown. CCA also was unable to interview any independent witnesses about the incident. CCA could not conclude if Officer McMillan used force against Ms. Senta Brown.

Findings:

Complainant Branden Caulton

Officer Aaron McMillan

Excessive Force (Physical) – The allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper. **SUSTAINED**

Stop (Person) – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Excessive Force (Taken to the Ground) – The allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper. **SUSTAINED**

Excessive Force (Choking) – There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Complainant Asia Brown

Officer Aaron McMillan

Excessive Force (Physical) – The allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper. **SUSTAINED**

Stop (Person) – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training. **EXONERATED**

Excessive Force (Taken to the Ground) – There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Excessive Force (Choking) – There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Complainant Senta Brown

Officer Aaron McMillan

Excessive Force (Physical) – There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Incident #3

CCA Complaint: #19266
Complainant: Sherry Barron, Roland Mitchell, AB (a minor)
CCA Investigator: Dena Brown
Incident Date: November 22, 2019
Incident Time: 11:48 AM
Location: Vittmer, Cincinnati, OH
CCA Receipt Date: December 4, 2019

Summary:

On November 22, 2019, Ms. Sherry Barron was at her residence with her two minor children, AB and BM. Mr. Roland Mitchell had recently left her residence. Ms. Barron later discovered that Specialist Jeffrey Wieczorkowski and Sergeant Jacob Hicks “swarmed” Mr. Mitchell outside the residence when he left. The officers took Mr. Mitchell to the ground and pointed a firearm in his face. Mr. Mitchell sustained injuries to his knees.

Ms. Barron answered a knock at the door of her residence. When she opened the door, Officer Christopher Vogelpohl allegedly pointed a firearm in her face, asked who Mr. Mitchell was, asked her to place her dogs in the bathroom, and then entered her residence. Officer Brandon Connley arrived and provided Ms. Barron with search warrant papers. Officer Connley informed Ms. Barron of a drug investigation involving her son, Mr. Brandon Stone, and then handcuffed her. AB began recording the encounter on her phone. Officers Douglas Utecht and Robert Zeller entered and searched her residence.

Specialist Wieczorkowski escorted Ms. Barron outside to be searched by Officer Rachel White. Once outside, Ms. Barron heard AB scream. AB later advised Ms. Barron that Officers Connley and Utecht took her to the ground by her hair and tased her eight times; they “pushed” her arm towards her neck, dislocating it. AB was charged and Officer Rachel White transported her to the Hamilton County Juvenile Court Youth Center (HCJCYC).

Specialist Wieczorkowski transported Ms. Barron to District 3 where she remained for approximately 10 hours then to the Hamilton County Justice Center (HCJC). Ms. Barron did not receive a receipt of the items taken from the residence and alleged that approximately \$6,500 was missing.

Analysis:

On November 21, 2019, Officer Connley obtained a search warrant that was signed by Judge Triggs to search several locations that were connected to Mr. Stone, including Ms. Barron’s residence. CPD Procedure §12.700 Search Warrants/Consent to Search states the life of all Ohio search warrants is 72 hours from the time of issuance by the judge. On November 22, 2019, various law enforcement authorities including the ATF, SWAT, and CPD units conducted searches of those locations. CPD Officers Connley, Vogelpohl, Utecht, Zeller and Specialist Wieczorkowski were assigned to Ms. Barron’s residence.

Mr. Mitchell alleged Specialist Wieczorkowski and Sergeant Hicks ordered him to get on the ground at gunpoint. Specialist Wieczorkowski and Sergeant Hicks denied drawing their firearms. CPD Procedure §12.550 Discharging of Firearms by Police Personnel states officers who perceive what they interpret to be a threat of loss of life or serious physical harm to himself or others at the hands of another, have the authority to display a firearm, with finger outside the trigger guard and have it ready for self-defense. CCA is unable to render a finding on this allegation due to the lack of any MVR/DVR or BWC footage of the incident.

Mr. Mitchell also alleged he was “slammed” to the ground. Both officers denied this allegation. CPD Procedure § 12.545 Use of Force states they may use whatever force is reasonably necessary to apprehend the offender or effect the arrest and no more. CCA is unable to render a finding on this allegation due to the lack of any MVR/DVR or BWC footage of the incident.

Ms. Barron, Mr. Mitchell, and AB alleged when Ms. Barron opened the front door, officers pointed their firearms at them. It was confirmed that multiple agencies were involved in the encounter and ATF officers cleared the residence before CPD officers entered. It appears evident that some officers displayed their firearms during the incident; Officer Vogelpohl acknowledged his rifle was slung on his shoulder but not pointed at any person. CPD Procedure § 12.550, Discharging of Firearms by Police Personnel, explains that, “At such time as a police officer perceives what he interprets to be a threat of loss of life or serious physical harm to himself or others at the hands of another, he has the authority to display a firearm, with finger outside the trigger guard and have it ready for self-defense.” Due to the lack of any MVR/DVR or BWC footage from the incident, CCA was unable to determine whether it was ATF or CPD officers who pointed their firearms at Ms. Barron, Mr. Mitchell, and Ms. Barron’s children.

AB alleged Officers Connley, Utecht, and Zeller used excessive force when she was forced to the ground and tased several times. In Officer Connley’s statement, he relayed he heard AB indicate to someone on the phone about “possibly coming to the residence,” and was concerned the action would create an “unsafe environment.” Officer Connley and AB acknowledged he ordered AB to get off the phone and she did not comply. Officer Connley reported he instructed AB she was under arrest and attempted to grab the phone, but AB resisted and “flailed” her limbs. CPD Procedure § 12.545 Use of Force states that officers may use whatever force is reasonably necessary to apprehend the offender or effect the arrest and no more. It defines the use of hard hands as the use of physical pressure to force a person against an object or the ground, use of physical strength or skill that causes pain or leaves a mark, leverage displacement, joint manipulation, pain compliance, and pressure point control tactics. Officers Utecht and Connley confirmed they took AB to the ground.

CPD Procedure § 12.545 Use of Force defines actively resisting arrest to include when the subject is making physically evasive movements to defeat the officer’s attempt at control to avoid or prevent being taken into or retained in custody. Further, the procedure states the TASER is designed for self-defense or to temporarily immobilize a subject who is actively resisting arrest. Officers Vogelpohl, Utecht, and Zeller heard Officer Connley warn AB she would be tased, but AB continued to resist. The CPD Taser Download showed Officer Connley drive stunned AB twice in drive stun mode. However, there were no independent witnesses or recorded footage of either incident. Therefore, CCA was unable to determine if Officers Connley’s, Utecht’s, or Zeller’s use of force was excessive or in compliance with CPD’s policy, procedure, and training.

When Specialist Wieczorkowski stopped Mr. Mitchell, he did not activate his BWC as required. CPD Procedure §12.540 Body Worn Camera System denotes officers are required to activate their BWC system on any call for service or self-initiated activity during all law enforcement-related encounters and activities.

Findings:

Complainant Roland Mitchell

Specialist Jeffrey Wieczorkowski
Sergeant Jacob Hicks

Excessive Force - There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Improper Pointing of a Firearm - There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Specialist Jeffrey Wieczorkowski

Procedure Violation (BWC) – The allegation is supported by sufficient evidence to determine that the incident occurred and the actions of the officer were improper. **SUSTAINED**

Complainant Ms. Sherry Barron

Officer Christopher Vogelpohl

Improper Pointing of a Firearm - There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Complainant AB

Officer Brandon Connley
Officer Douglas Utecht
Officer Robert Zeller

Excessive Force - There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

Improper Pointing of a Firearm - There are insufficient facts to decide whether the alleged misconduct occurred. **NOT SUSTAINED**

STATISTICS

Chart 3: CCA Closed and Active Investigations

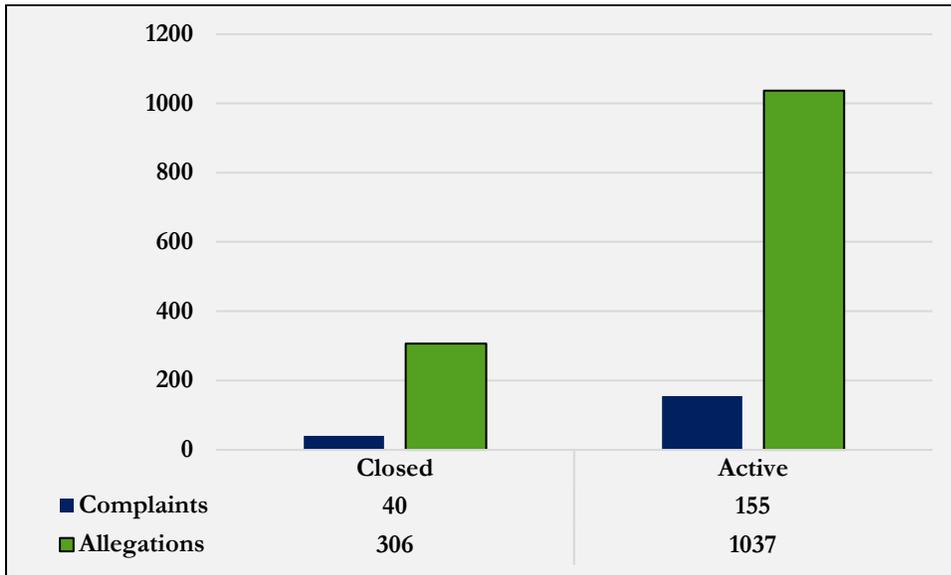
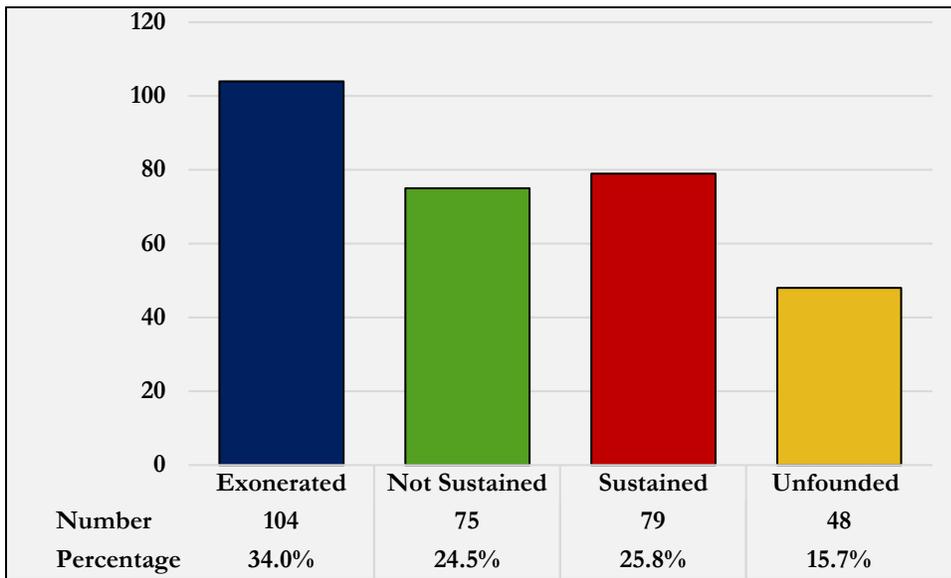


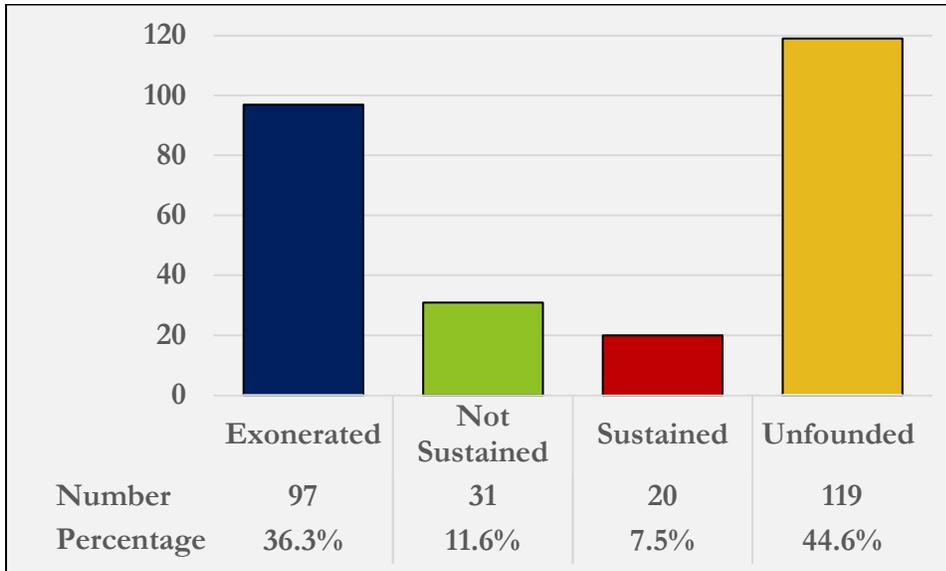
Chart 4: CCA Findings



Total Findings: 306

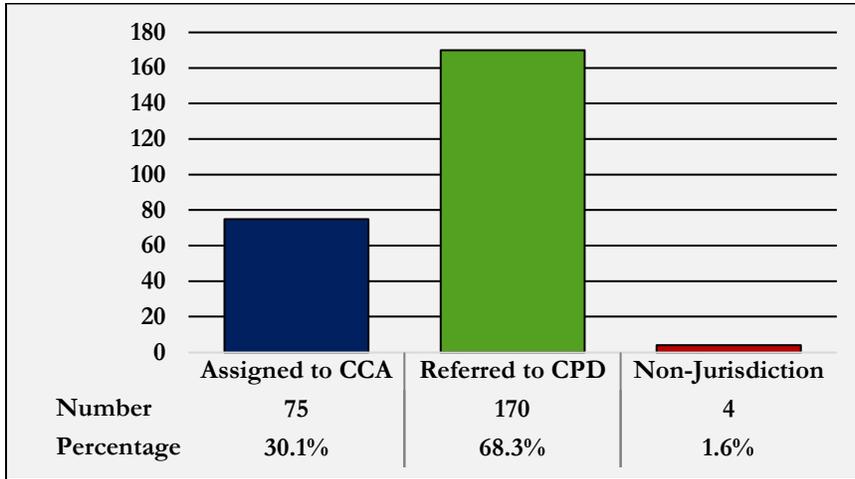
Table 5: CCA Findings for Each Allegation

Allegation	Exonerated	Not Sustained	Sustained	Unfounded	Total
Abuse of Authority	0	1	0	0	1
Death in Custody	0	0	0	4	4
Detention	2	0	0	0	2
Discharge of a Firearm	2	0	0	0	2
Discourtesy	1	5	16	8	30
Discrimination	0	8	0	1	9
Entry	1	2	0	0	3
Excessive Force/Use of Force	17	18	4	11	50
Harassment	0	2	0	7	9
Improper Pointing of a Firearm/Pointing of a Firearm	18	6	0	8	32
Improper Procedure/Procedure/Procedure Violation	4	13	50	4	71
Improper Search/Search	20	9	9	0	38
Improper Stop/Stop	39	10	0	0	49
Lack of Service	0	1	0	5	6
Totals	104	75	79	48	306

Chart 5: CPD Findings

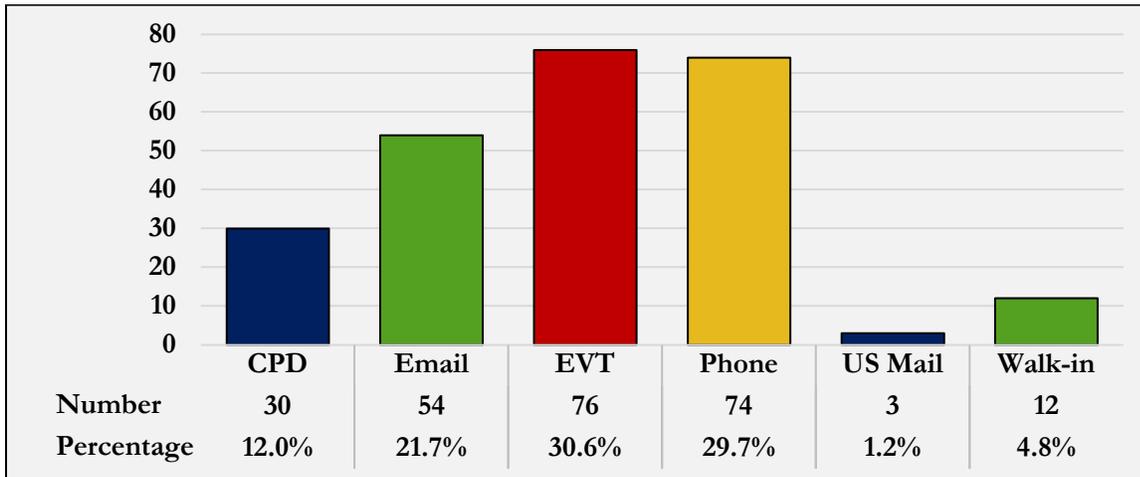
Total Findings: 267

Chart 6: Assignment of New Complaints



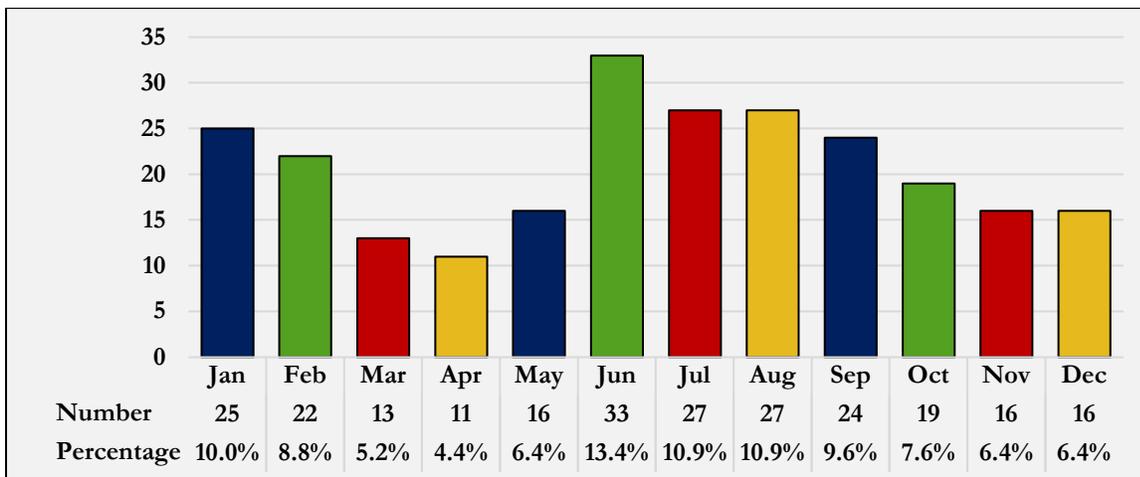
Total Complaints: 249

Chart 7: How Complaints Were Received



Total Complaints: 249

Chart 8: Month Complaints Were Received



Total Complaints: 249

Table 6: Circumstances of Complaints

Circumstance	Number	Percentage
Accident	24	9.6%
Arrest	4	1.6%
Call for Service	2	0.8%
Citation Issued	3	1.2%
Communication	18	7.2%
Criminal Investigation	8	3.2%
Criminal Offense	6	2.4%
Curfew	2	0.8%
Death	1	0.4%
Detention	1	0.4%
DFA	1	0.4%
Domestic	9	3.6%
Drug Investigation	1	0.4%
Gang Investigation	1	0.4%
General Investigation	15	6.2%
Harassment	5	2.0%
Impoundment	7	2.8%
Internal within CPD	8	3.2%
Nuisance Property	1	0.4%
Pedestrian Stop	2	0.8%
Protest	9	3.6%
Request for Service	96	38.6%
School Matter	2	0.8%
Traffic	2	0.8%
Traffic Stop	16	6.4%
Trespass	1	0.4%
Vehicle Pursuit	3	1.2%
Warrant Service	1	0.4%
Total	249	100.0%

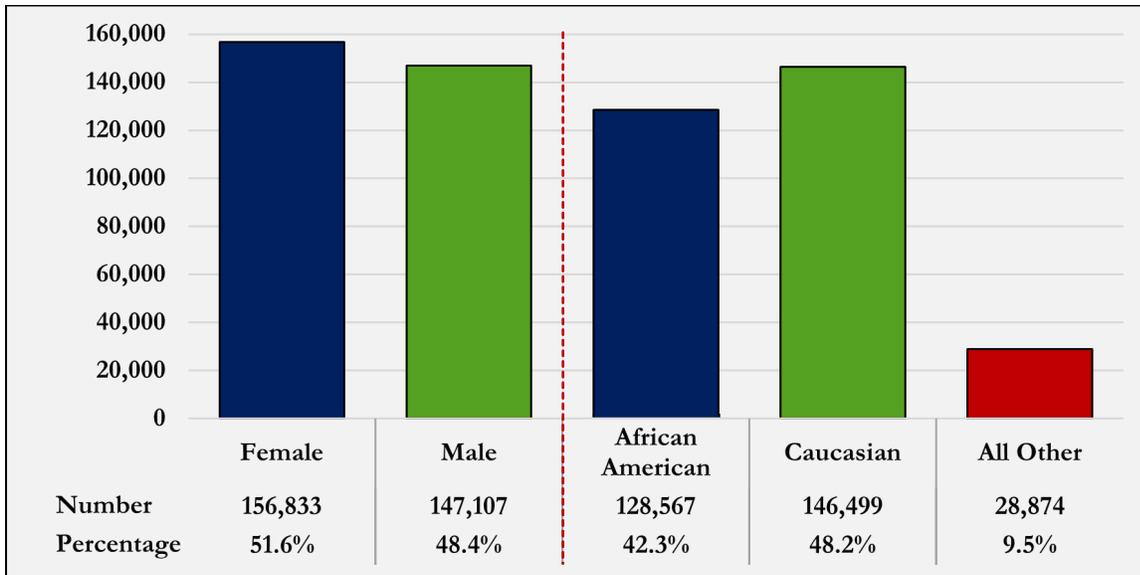
Table 7: Allegations Assigned to CCA

CCA Allegations	Number	Percentage
Death in Custody	1	0.3%
Detention	6	1.9%
Discharge of Firearm	4	1.3%
Discourtesy	35	11.3%
Discrimination/Racial Profiling	26	8.4%
Harassment	13	4.2%
Lack of Service	9	2.9%
Law Violation	1	0.3%
Pointing of a Firearm	19	6.1%
Procedure	19	6.1%
Search/Seizure/Entry	79	25.4%
Stop	33	10.6%
Unethical Conduct/Misconduct	1	0.3%
Use of Force/Excessive Force	65	20.9%
Total	311	100.0%

Table 8: Allegations Assigned to CPD

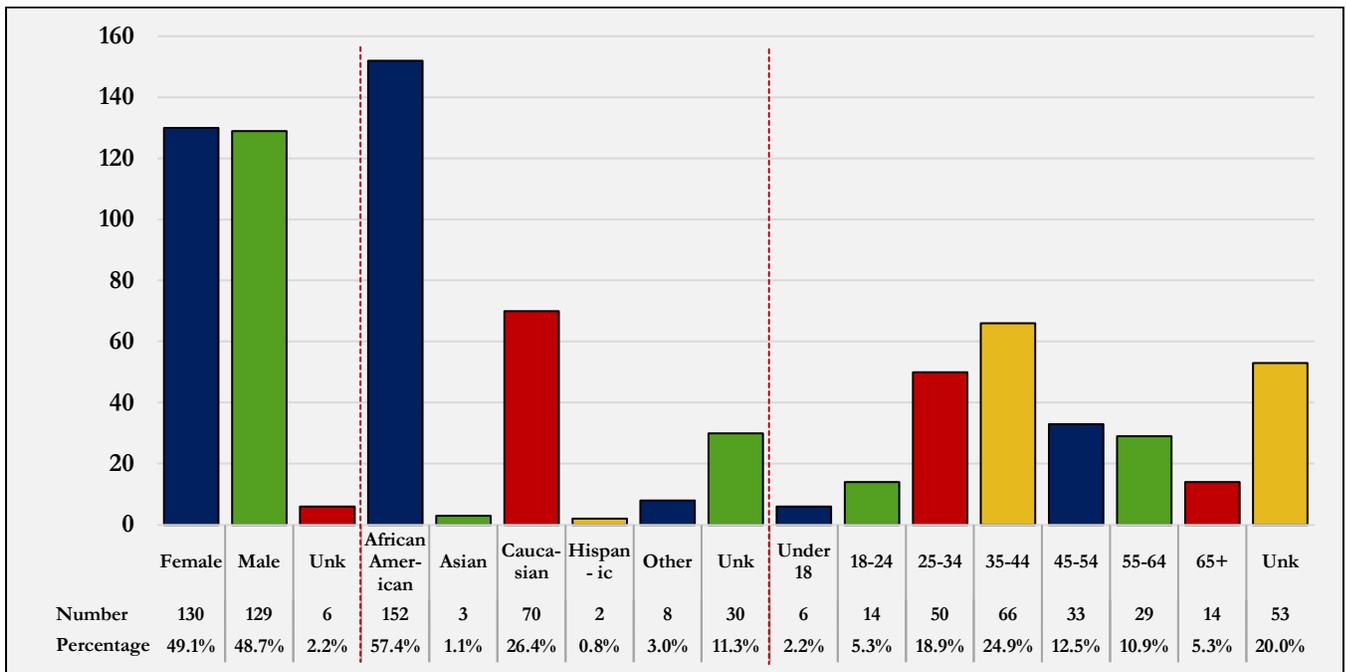
CPD Allegations	Number	Percentage
Criminal	1	0.3%
Discourtesy	103	30.0%
Discrimination	1	0.3%
Harassment	14	4.0%
Illegal Eviction	1	0.3%
Improper Procedure	17	5.0%
Lack of Service	183	53.3%
Law Violation	2	0.6%
Misconduct	8	2.3%
Off-Duty Conduct	2	0.6%
Other	5	1.5%
Procedure Violation	4	1.2%
Unethical Conduct	1	0.3%
Verbal or Physical Threat	1	0.3%
Total	343	100.0%

Chart 9: Cincinnati Population Estimate⁴



Total Population: 303,940

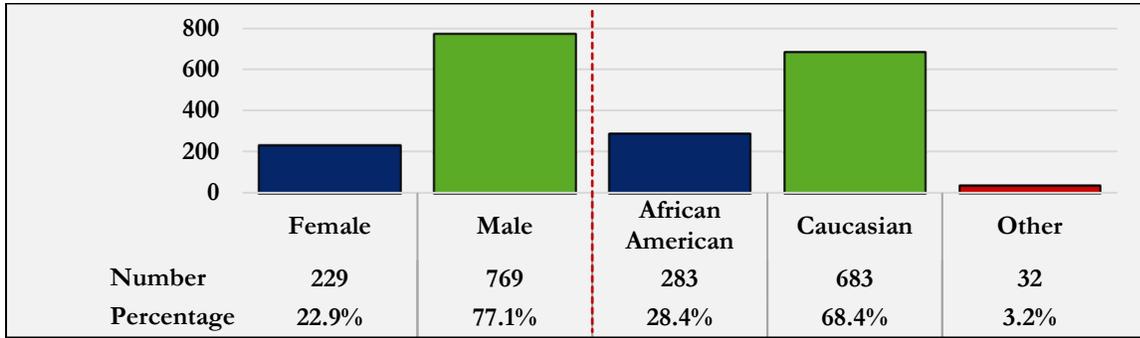
Chart 10: Complainant Demographics



Total Complainants: 265

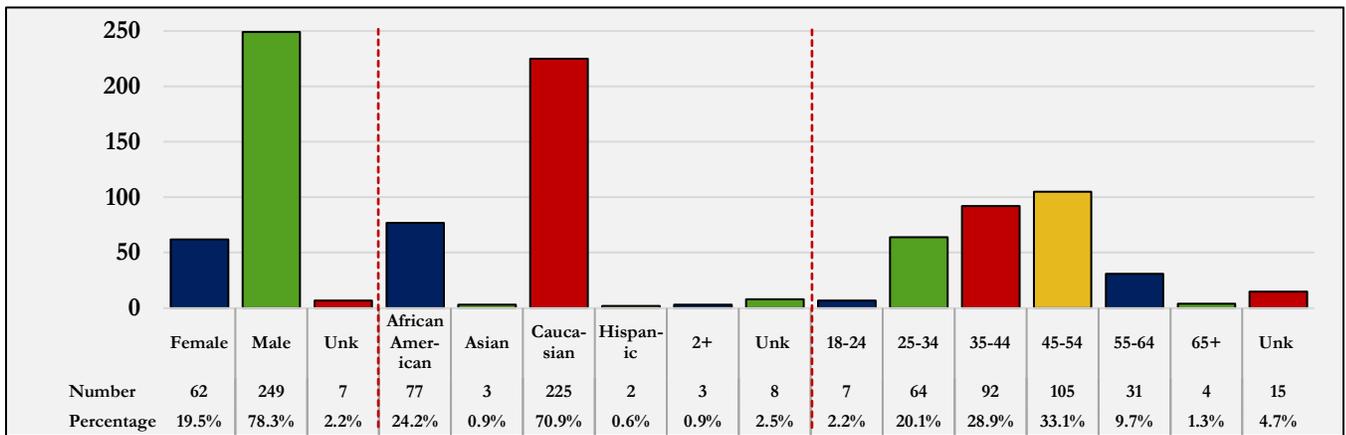
⁴ Population estimates, July 1, 2019, (V2019). <https://www.census.gov/quickfacts/cincinnati-city-ohio>

Chart 11: All Sworn CPD Officers⁵



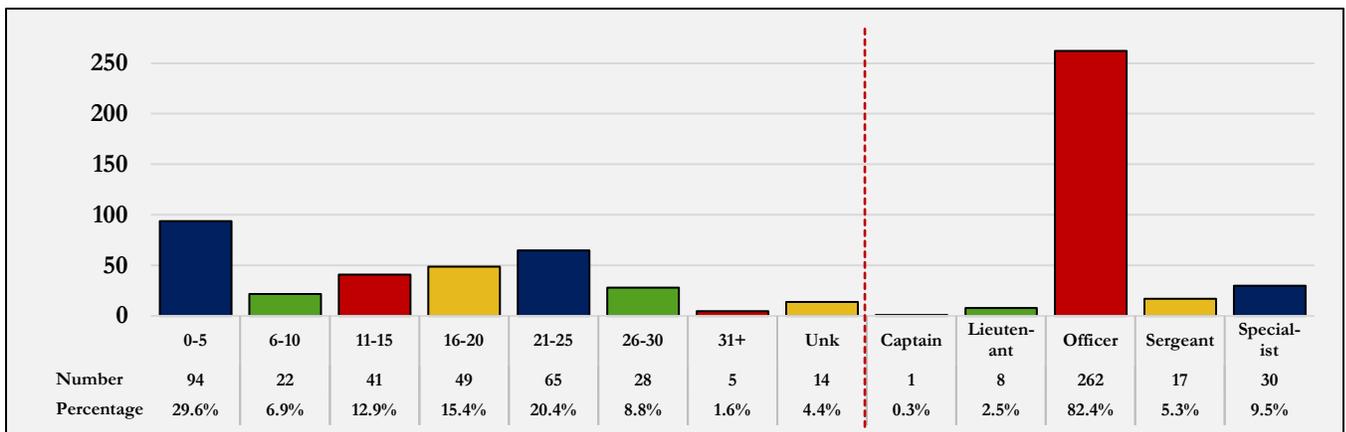
Total Sworn Officers: 998

Chart 12A: Officer Demographics



Total Officers: 318

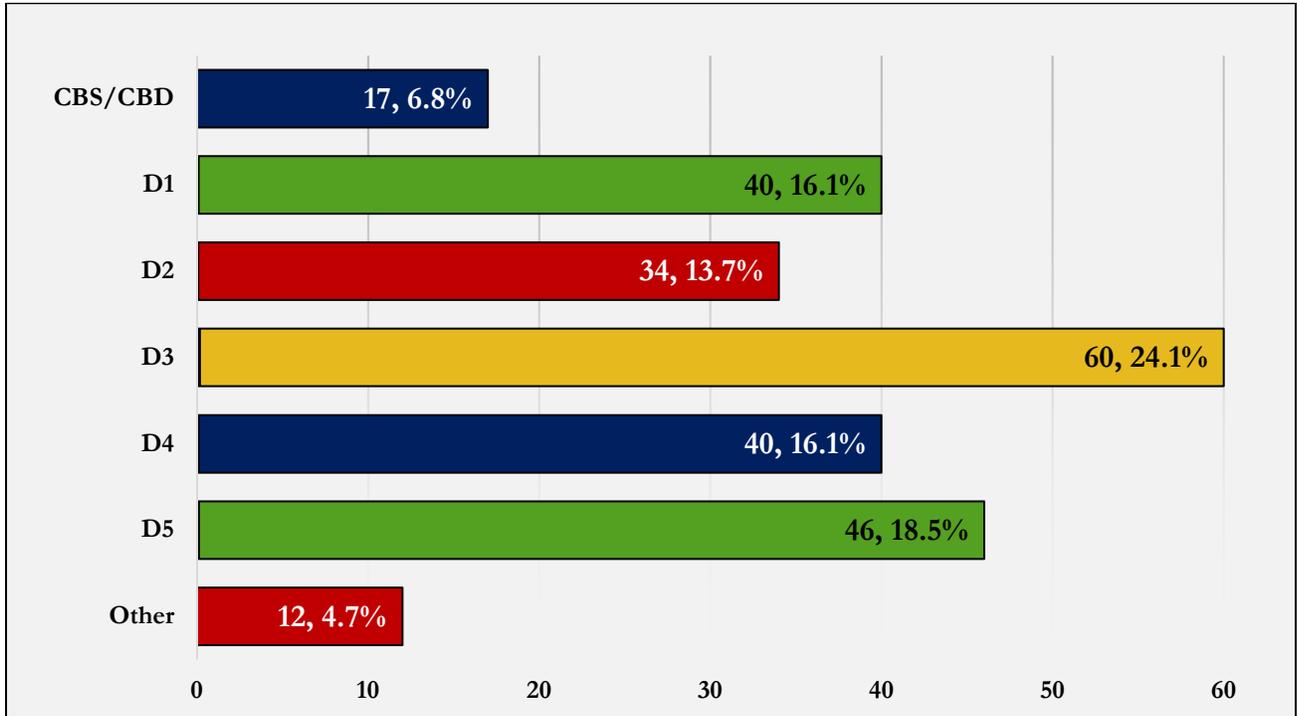
Chart 12B: Officer Years on Force and Rank



Total Officers: 318

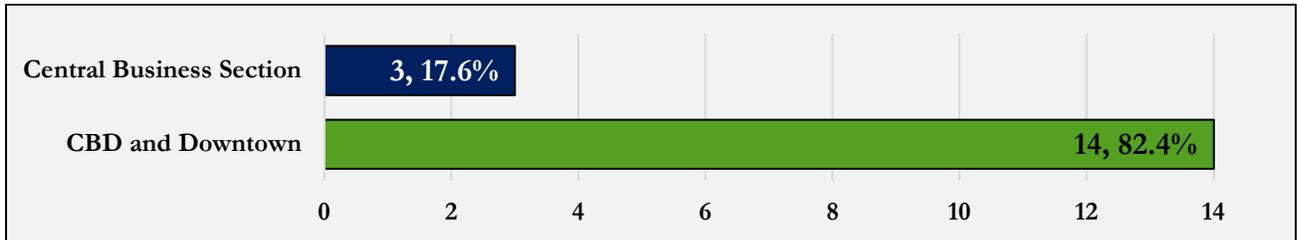
⁵ Provided by the Cincinnati Police Department.

Chart 13A: Complaints from All CPD Districts



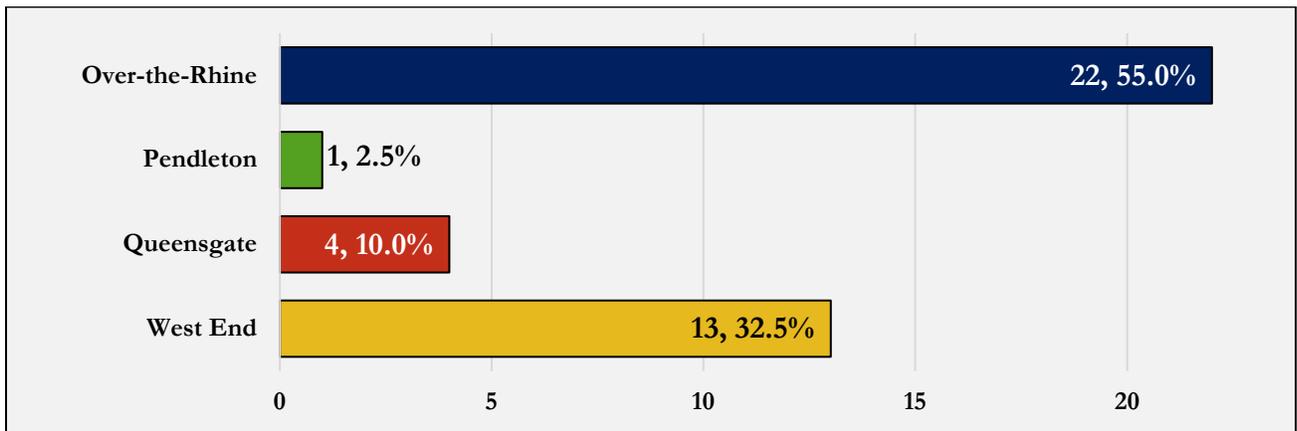
Total Complaints: 249

Chart 13B: Central Business Section Complaints



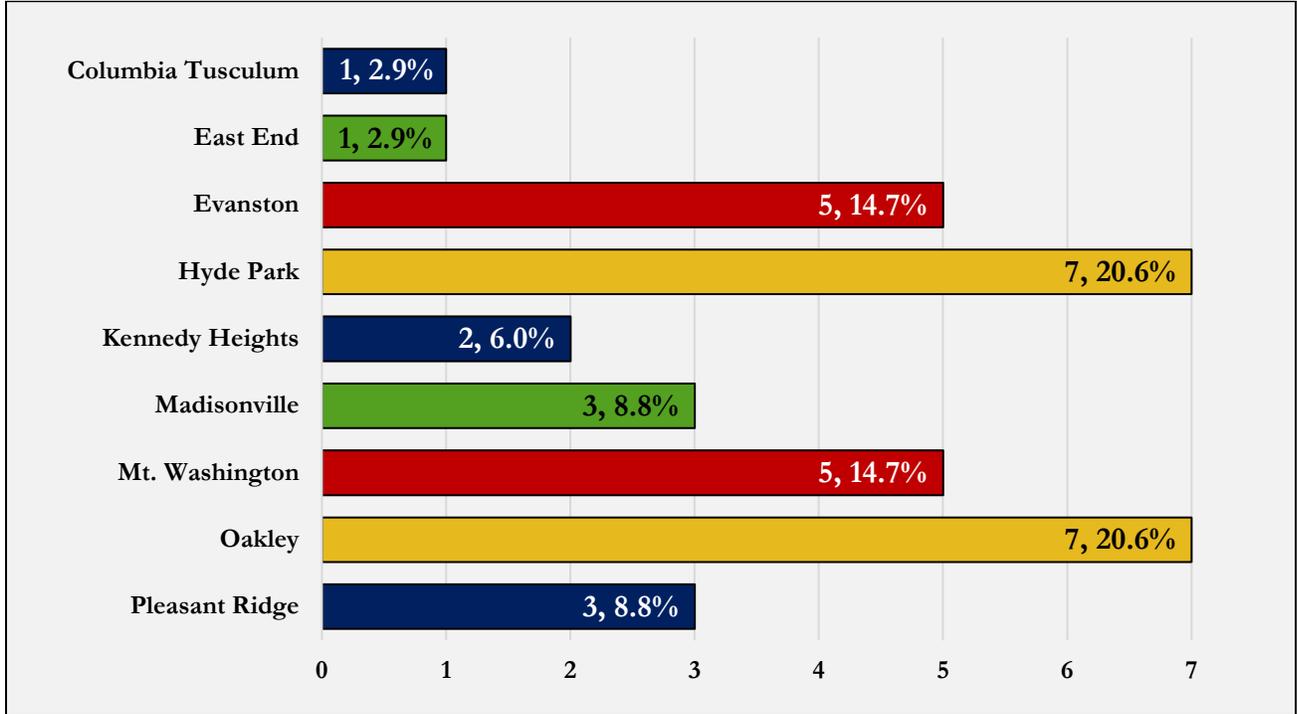
Total Complaints: 17

Chart 13C: District 1 Complaints by Neighborhood



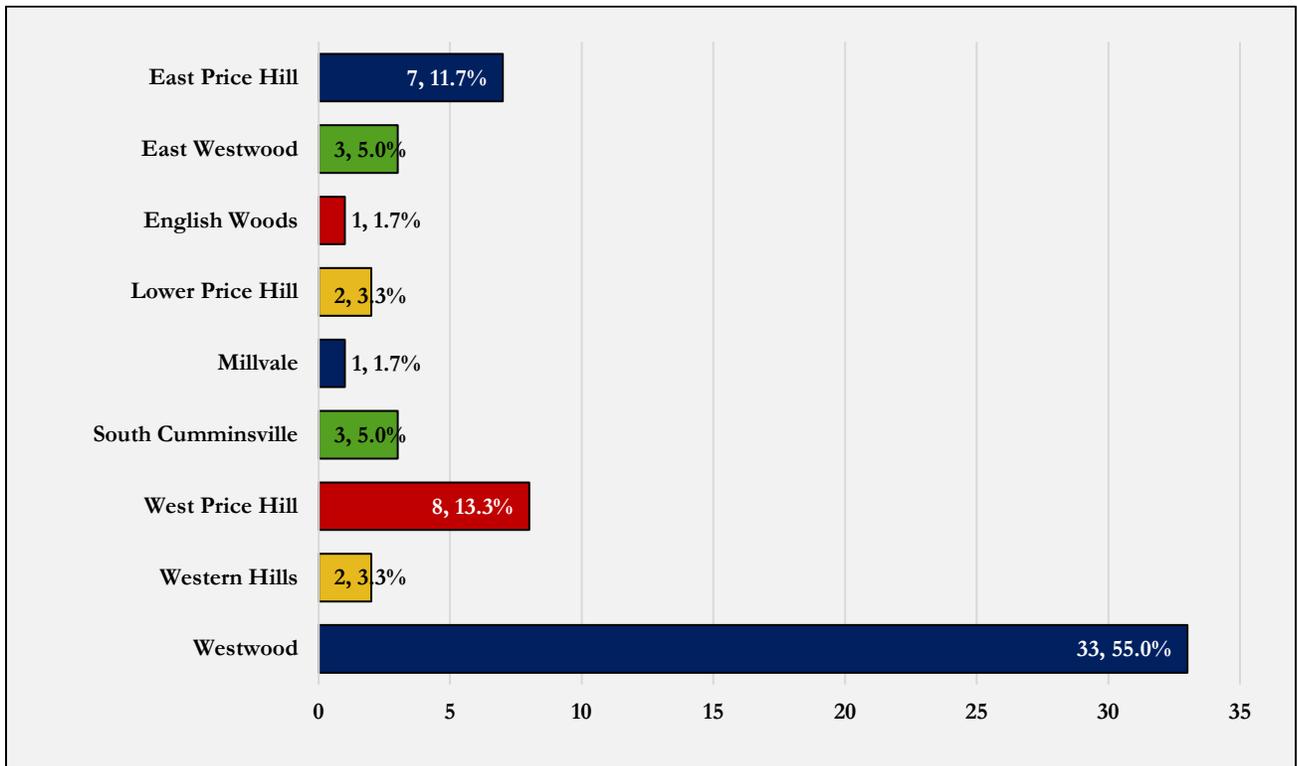
Total Complaints: 40

Chart 13D: District 2 Complaints by Neighborhood



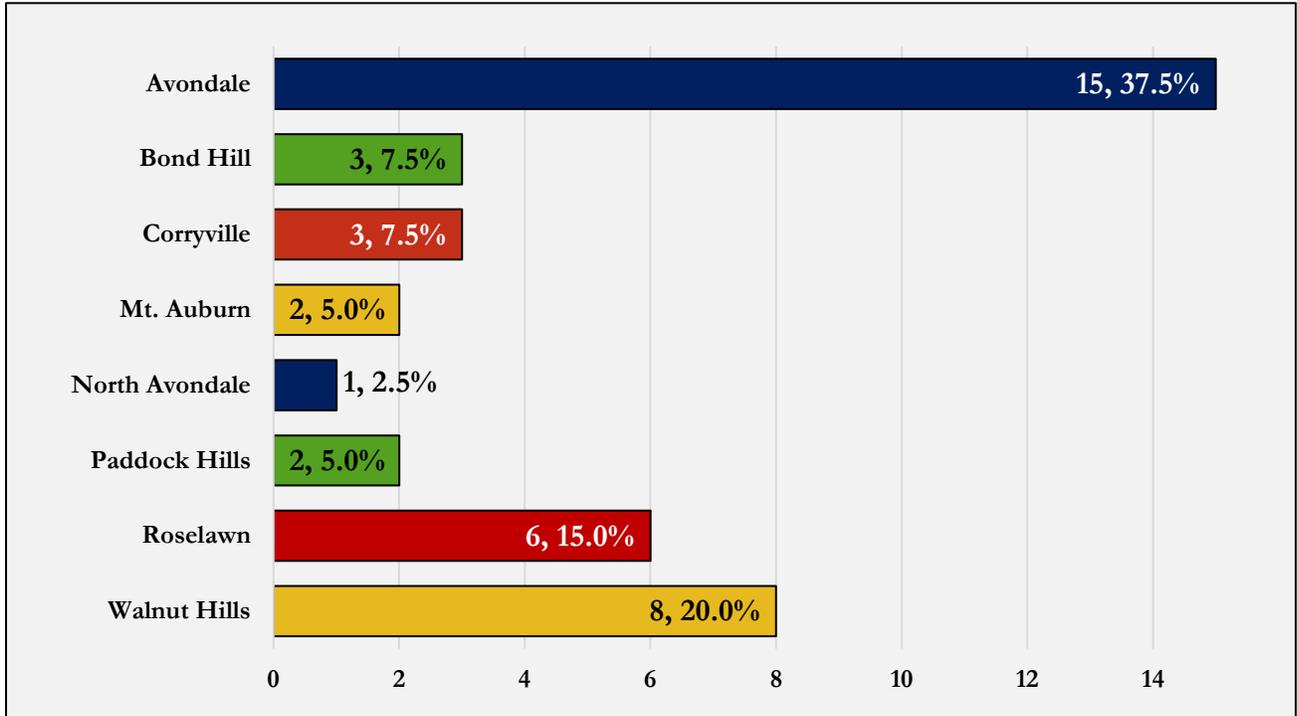
Total Complaints: 34

Chart 13E: District 3 Complaints by Neighborhood



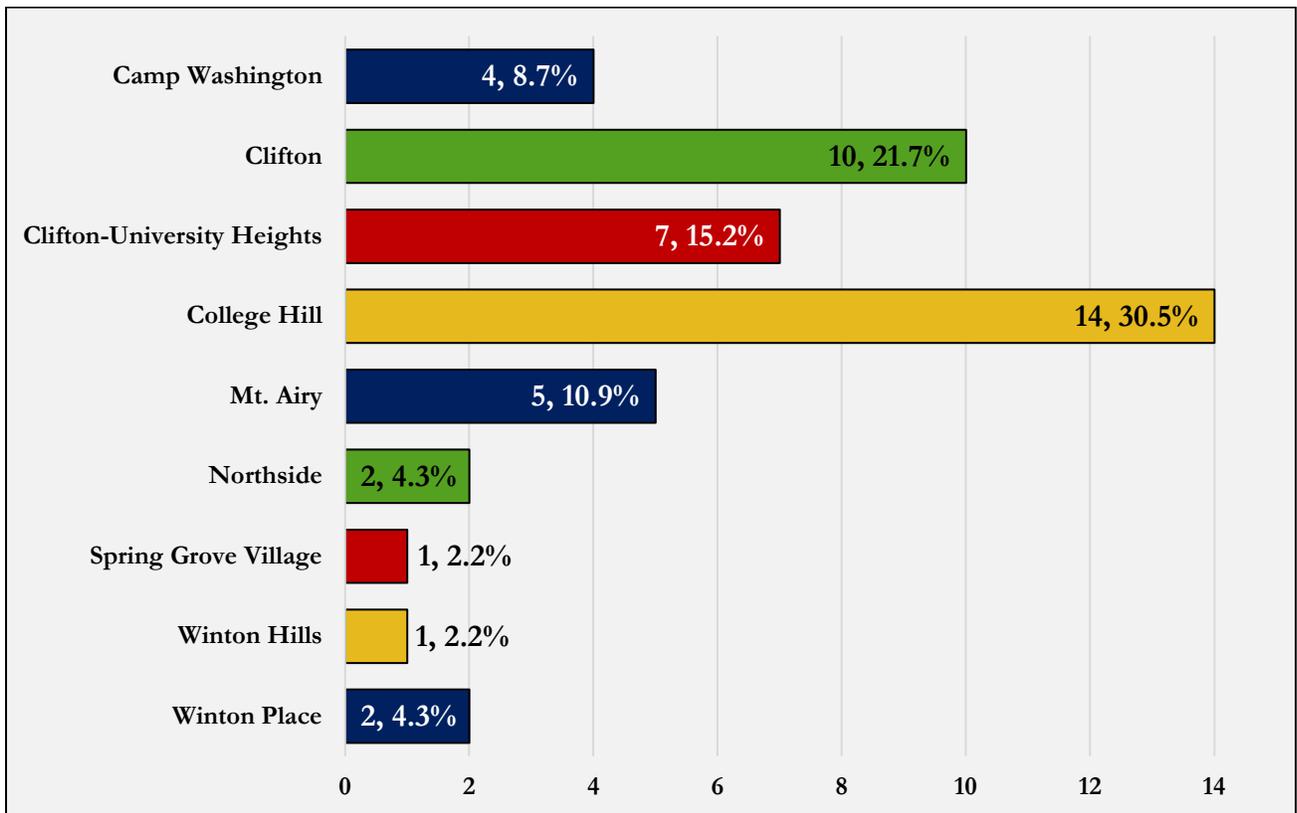
Total Complaints: 60

Chart 13F: District 4 Complaints by Neighborhood



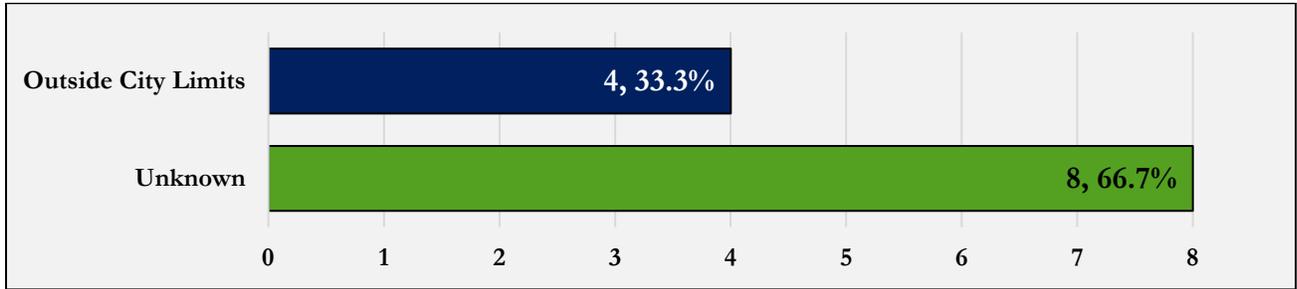
Total Complaints: 40

Chart 13G: District 5 Complaints by Neighborhood



Total Complaints: 46

Chart 13H: All Other Complaints



Total Complaints: 12

Serious Incidents Tables

The Serious Incidents Received in 2020 tables can be found on Page 18.

The Serious Incidents Closed in 2020 tables can be found on Page 21.



Columbia-Tusculum, District 2

HIGHLIGHTS

CCA analyzed data and listed CCA/CPD complaint information as outlined in the Statistics section to develop clear and detailed information for our stakeholders regarding the complaints reviewed and investigations completed annually. Below are noted 2020 statistics:

- Complaints reviewed by CCA decreased by 14.5% from 285 in 2019 to 249 in 2020.
- The total number of investigations opened by CCA decreased by 12.0% from 84 in 2019 to 75 in 2020. The decline was less than 1% in comparison with our 3-year pre-pandemic average (75.3 new investigations).
- The total number of allegations against CPD officers in new investigations opened by CCA decreased by 3.5% from 322 to 311.
- The busiest month was June with 33 complaints representing 13.4% of all CCA complaints received.
- Use of force/excessive force allegations represented 20.9% of the allegations assigned to CCA for investigation, and allegations of improper search/seizure/entry represented 25.4% of allegations.
- Lack of service represented 53.3% of the allegations referred to CPD for review.
- Of the 5 serious incidents that occurred in 2020, there were no deaths resulting from the 3 discharge of firearm incidents. The other 2 serious incidents resulted in the deaths of 3 people. The subjects involved in these serious incidents were 3 African Americans and 3 Caucasians. 5 of the subjects were male and 1 subject was female.
- CCA completed 40 investigations in 2020, which involved 306 allegations and resulted in the issuance of 306 findings. The 306 allegations we investigated represented a 4% increase above our 3-year pre-pandemic average (294.3 allegations) for those same metrics.
- 34.0% of the 306 CCA findings were exonerated; 25.8% were sustained. By contrast, during the prior 3-year period, an average of 14.7% of findings were “Sustained,” and an average of 48.7% of findings were “Exonerated.” Accordingly, our findings of improper conduct by police officers increased 75% over pre-2020 levels.
- In 2020, CCA submitted over 15 unique recommendations to CPD. Those recommendations addressed police policy and training, including the following topics: investigatory stops, searches and frisks, Body Worn Camera (BWC) evidentiary access, BWC use policy, CPD’s Use of Force Review Board, TASER deployment, defining harassment as a citizen allegation, and more.
- Males represented 48.7% of the 265 complainants and 48.4% of the overall Cincinnati population.
- African Americans represented 57.4% of the 265 complainants and 42.3% of the overall Cincinnati population.
- Ages 35-44 represented 24.9% of the 265 complainants.
- 60 complaints originated in District 3 which represents 24.1% of the total 249 complaints received.
- 55% of the 60 complaints from District 3 originated in the Westwood neighborhood.

- Of the 318 officers associated with the 249 complaints reviewed, 78.3% were filed against male officers; Male officers represent 77.1% of the CPD.
- Of the 318 officers associated with the 249 complaints reviewed, 70.9% were filed against Caucasian officers; 68.4% of CPD is Caucasian.
- 33.1% of the 318 officers were between the ages of 45-54.
- 29.6% of the 318 officers served on the force 5 years or less.



Carew Tower, Central Business District

APPENDIX I: Five-Year Statistics

Table 1: CCA Closed Investigations

	2016	2017	2018	2019	2020
Complaints Closed	60	60	41	76	40

Table 2: CCA Findings

	2016	2017	2018	2019	2020
Exonerated	70	164	98	159	104
Not Sustained	53	52	32	76	75
Sustained	16	30	28	75	79
Unfounded	37	47	32	71	48
Pending ⁶	0	19	0	0	0
Total	176	312	190	381	306

Table 3: CPD Findings

	2016	2017	2018	2019	2020
Exonerated	73	36	71	98	97
Not Sustained	72	25	33	42	31
Sustained	12	30	28	23	20
Unfounded	37	40	58	79	119
Pending ⁶	75	172	6	0	0
Total	269	303	196	242	267

Table 4: Assignment of Complaints

	2016	2017	2018	2019	2020
CCA	85	65	77	84	75
CPD	164	176	158	192	170
Non-jurisdiction	4	1	6	8	4
Withdrawn	0	2	2	1	0
Total	253	244	243	285	249

⁶ Pending allegations are those that have been reviewed by the CCA Board and are not finalized in the reporting year. In 2016, some allegations were incorrectly identified as pending.

Table 5: How Complaints Were Received

	2016	2017	2018	2019	2020
CPD	66	54	38	39	30
Email	18	18	25	48	54
ETS/EVT	83	88	91	70	76
Facsimile	0	1	0	28	0
Telephone	37	49	50	60	74
US Mail	2	0	3	1	3
Walk-in	47	34	36	39	12
Total	253	244	243	285	249

Table 6: Month Complaints Were Received

	2016	2017	2018	2019	2020
January	22	32	17	20	25
February	21	21	28	22	22
March	16	15	25	25	13
April	16	20	18	21	11
May	21	25	14	24	16
June	21	23	24	32	33
July	24	16	19	29	27
August	27	24	22	25	27
September	36	21	21	24	24
October	24	17	18	23	19
November	14	13	22	18	16
December	11	17	15	22	16
Total	253	244	243	285	249

Table 7: Circumstances of Complaints

	2016	2017	2018	2019	2020
Accident	19	30	20	32	24
Arrest	4	5	18	22	4
Bicycle Violation	1	0	0	1	0
Call for Service	17	55	19	5	2
Citation Issued	0	0	2	3	3
Communication	4	25	26	23	18
Criminal Investigation	0	4	11	21	8
Criminal Offense	54	10	23	11	6
Curfew	0	1	0	0	2
Death	0	0	0	2	1
Detention	1	0	0	0	1
DFA	0	1	0	0	1
Disorderly	5	2	0	1	0
Domestic	17	14	16	11	9
Drug Investigation	4	1	1	4	1
Gang Investigation	0	0	0	1	1
General Investigation	10	30	13	17	15
Harassment	5	7	4	6	5
Impoundment	3	0	4	3	7
Internal w/in CPD	2	1	0	3	8
Intoxication	1	0	0	0	0
Misconduct/Unethical	13	5	10	4	0
Off-duty Detail	0	2	0	0	0
Nuisance Property	0	0	0	0	1
Pedestrian Stop	0	2	2	10	2
Pedestrian Violation	11	1	2	0	0
Prostitution	1	0	0	0	0
Protest	0	0	0	0	9
Request for Service	0	9	36	72	96
School Matter	6	3	1	1	2
Search	0	1	1	0	0
Sexual	7	1	0	0	0
Traffic/Traffic Stop	38	22	29	29	18
Trespass	3	0	0	0	1
Use of Weapon by Officer	2	0	0	0	0
Vehicle Pursuit	0	1	0	0	3
Warrant Service	12	10	5	3	1
Weapon Investigation	13	0	0	0	0
Unknown	0	1	0	0	0
Total	253	244	243	285	249

Table 8: Allegations Assigned to CCA

	2016	2017	2018	2019	2020
Criminal	0	0	1	0	0
Death (TASER)	1	0	0	0	0
Death in Custody	0	10	7	0	1
Detention	4	1	2	7	6
Discharge of Firearm	9	3	12	3	4
Discourtesy	33	18	9	39	35
Discrimination	16	8	16	15	26
Harassment	8	7	9	18	13
Lack of Service	1	10	13	16	9
Law Violation	0	0	0	0	1
Pointing of a Firearm	17	12	9	10	19
Procedure	27	15	6	28	19
Racial Profiling	0	4	0	6	0
Search/Seizure/Entry	86	49	45	42	79
Sexual Misconduct	0	0	0	2	0
Stop	26	26	26	44	33
Unethical Conduct/Misconduct	0	0	0	9	1
Use of Force/Excessive Force	73	56	54	83	65
Total	301	219	209	322	311

Table 9: Allegations Assigned to CPD

	2016	2017	2018	2019	2020
Abuse of Authority	2	2	1	0	0
Criminal	3	3	3	5	1
Discourtesy	97	92	75	121	103
Discrimination	0	1	3	3	1
Dishonesty	0	1	0	0	0
Harassment	1	4	11	13	14
Illegal Eviction	1	0	0	0	1
Lack of Service	109	138	127	204	183
Law Violation	4	9	6	0	2
Misconduct/Serious	0	3	1	18	8
Neglect of Duty	2	0	1	0	0
Off-Duty Conduct	2	3	1	2	2
Other	16	3	0	5	5
Procedure	25	35	34	46	21
Search/Seizure/Entry	1	1	1	0	0
Sexual Misconduct	0	5	2	2	0
Stop	0	2	2	1	0
Unethical Conduct	5	8	6	1	1
Use of Force/Excessive Force	0	1	2	0	0
Verbal or Physical Threat	2	7	2	2	1
Total	270	318	278	423	343

Table 10A: Complainant Gender

	2016	2017	2018	2019	2020
Female	121	136	105	116	130
Male	129	107	121	152	129
Unknown	3	4	4	3	6
Total	253	247	230	271	265

Table 10B: Complainant Ethnicity

	2016	2017	2018	2019	2020
African American	166	154	142	173	152
Asian	1	0	2	0	3
Caucasian	57	70	60	61	70
Hispanic	3	1	1	0	2
Other	2	4	3	6	8
Unknown	24	18	22	31	30
Total	253	247	230	271	265

Table 10C: Complainant Age

	2016	2017	2018	2019	2020
Under 18	2	2	3	5	6
18-24	30	18	13	17	14
25-34	59	59	52	62	50
35-44	51	44	56	59	66
45-54	29	44	38	44	33
55-64	19	22	21	31	29
65 and older	12	9	6	7	14
Unknown	51	49	41	46	53
Total	253	247	230	271	265

Table 11A: Officer Gender

	2016	2017	2018	2019	2020
Female	45	42	46	62	62
Male	221	194	211	244	249
Unknown	3	21	1	1	7
Total	269	257	258	307	318

Table 11B: Officer Ethnicity

	2016	2017	2018	2019	2020
African American	72	84	72	97	77
Asian	0	1	1	0	3
Caucasian	181	141	181	207	225
Hispanic	2	0	2	2	2
Two or more	0	0	0	0	3
Other	3	1	1	0	1
Unknown	11	30	1	1	7
Total	269	257	258	307	318

Table 11C: Officer Age

	2016	2017	2018	2019	2020
18-24	3	0	1	10	7
25-34	46	34	51	63	64
35-44	67	68	95	79	92
45-54	113	86	84	115	105
55-64	6	15	17	31	31
65 and over	0	3	6	4	4
Unknown	34	51	4	5	15
Total	269	257	258	307	318

Table 11D: Officer Years on Force

	2016	2017	2018	2019	2020
0-5	52	51	68	98	94
6-10	27	26	18	0	22
11-15	61	49	57	65	41
16-20	49	40	44	44	49
21-25	35	29	37	53	65
26-30	26	22	21	36	28
31-35	5	3	8	6	5
Unknown	14	37	5	5	14
Total	269	257	258	307	318

Table 11E: Officer Rank

	2016	2017	2018	2019	2020
Captain	1	0	1	1	1
Lieutenant	3	1	0	2	8
Officer	227	207	231	254	262
Sergeant	16	14	11	29	17
Specialist	21	14	15	21	30
Unknown	1	21	0	0	0
Total	269	257	258	307	318

Table 12A: Complaints from All CPD Districts

	2016	2017	2018	2019	2020
CBS/CBD	16	23	22	26	17
District 1	37	31	32	48	40
District 2	35	26	25	26	34
District 3	61	57	62	86	60
District 4	49	61	54	52	40
District 5	44	37	37	40	46
Outside City Limits/Unknown	11	9	11	7	12
Total	253	244	243	285	249

Table 12B: Central Business Section Complaints

	2016	2017	2018	2019	2020
CBS/CBD/Downtown	16	23	22	26	17
Total	16	23	22	26	17

Table 12C: District 1 Complaints by Neighborhood

	2016	2017	2018	2019	2020
Mt. Adams	3	2	1	1	0
Over-the-Rhine	21	20	20	24	22
Pendleton	0	1	1	1	1
Queensgate	1	1	0	4	4
West End	12	7	10	18	13
Total	37	31	32	48	40

Table 12D: District 2 Complaints by Neighborhood

	2016	2017	2018	2019	2020
California	1	1	0	2	0
Columbia-Tusculum	1	1	0	1	1
East End	2	2	1	2	1
East Walnut Hills	2	1	0	1	0
Evanston	3	3	3	5	5
Hyde Park	7	3	7	3	7
Kennedy Heights	3	2	2	0	2
Linwood	0	1	0	0	0
Madisonville	8	8	4	3	3
Mt. Lookout	2	1	1	0	0
Mt. Washington	1	1	3	6	5
Oakley	3	0	1	1	7
O'Bryonville	0	0	0	1	0
Pleasant Ridge	2	2	3	1	3
Total	35	26	25	26	34

Table 12E: District 3 Complaints by Neighborhood

	2016	2017	2018	2019	2020
East Price Hill	2	6	9	11	7
East Westwood	0	3	2	1	3
English Woods	0	0	0	0	1
Fay Apartments	0	2	0	1	0
Lower Price Hill	0	4	2	2	2
Millvale	1	0	1	0	1
North Fairmount	4	2	3	3	0
Price Hill	7	9	3	5	0
Riverside	1	0	3	0	0
Roll Hill	2	0	0	0	0
Sayler Park	2	1	2	0	0
South Cumminsville	2	1	1	2	3
South Fairmount	2	0	1	4	0
West Price Hill	6	6	8	8	8
Western Hills	3	3	1	4	2
Westwood	29	20	26	45	33
Total	61	57	62	86	60

Table 12F: District 4 Complaints by Neighborhood

	2016	2017	2018	2019	2020
Avondale	22	39	19	16	15
Bond Hill	2	2	2	6	3
Carthage	1	2	0	2	0
Corryville	2	3	5	5	3
Hartwell	1	1	1	1	0
Mt. Auburn	5	5	6	5	2
North Avondale	2	3	5	3	1
Paddock Hills	2	1	2	2	2
Roselawn	5	2	5	6	6
Walnut Hills	7	3	9	6	8
Total	49	61	54	52	40

Table 12G: District 5 Complaints by Neighborhood

	2016	2017	2018	2019	2020
Camp Washington	3	3	1	3	4
Clifton	8	9	8	4	10
Clifton Heights/University Heights/Fairview	7	1	2	3	7
College Hill	3	5	8	9	14
Mt. Airy	8	6	6	5	5
Northside	11	4	2	8	2
Spring Grove Village	4	3	3	4	1
Winton Hills	0	1	2	4	1
Winton Place	0	5	5	0	2
Total	44	37	37	40	46

Table 12H: All Other Complaints

	2016	2017	2018	2019	2020
Outside City Limits	4	9	10	5	4
Unknown	7	0	1	2	8
Total	11	9	11	7	12

Table 13: Serious Incidents Received

	2016	2017	2018	2019	2020
Incidents	6	6	7	3	5
Fatalities	4	4	4	0	3

Table 14: Serious Incidents Closed Findings

	2016	2017	2018	2019	2020
Exonerated	10	12	8	1	7
Not Sustained	0	1	3	0	0
Sustained	0	3	1	0	1
Unfounded	0	0	4	9	4
Total	10	15	16	10	12

Chart 14: Discharge of Firearm Incidents and Fatalities 2016 - 2020

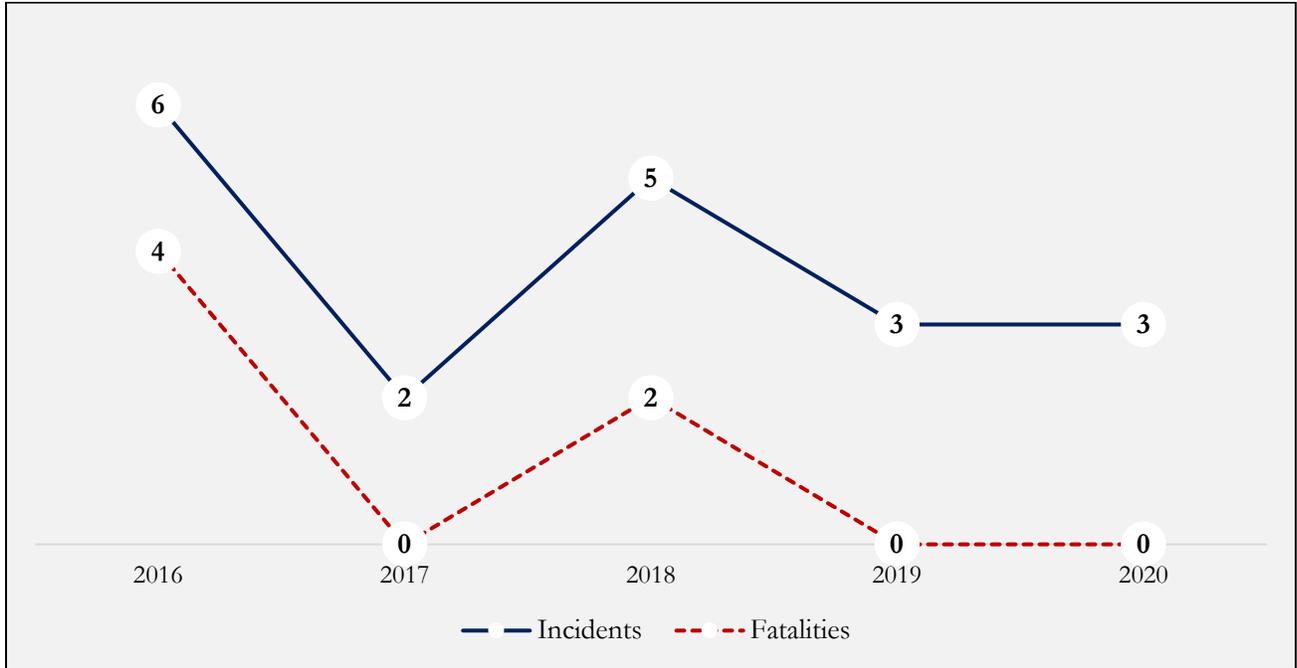
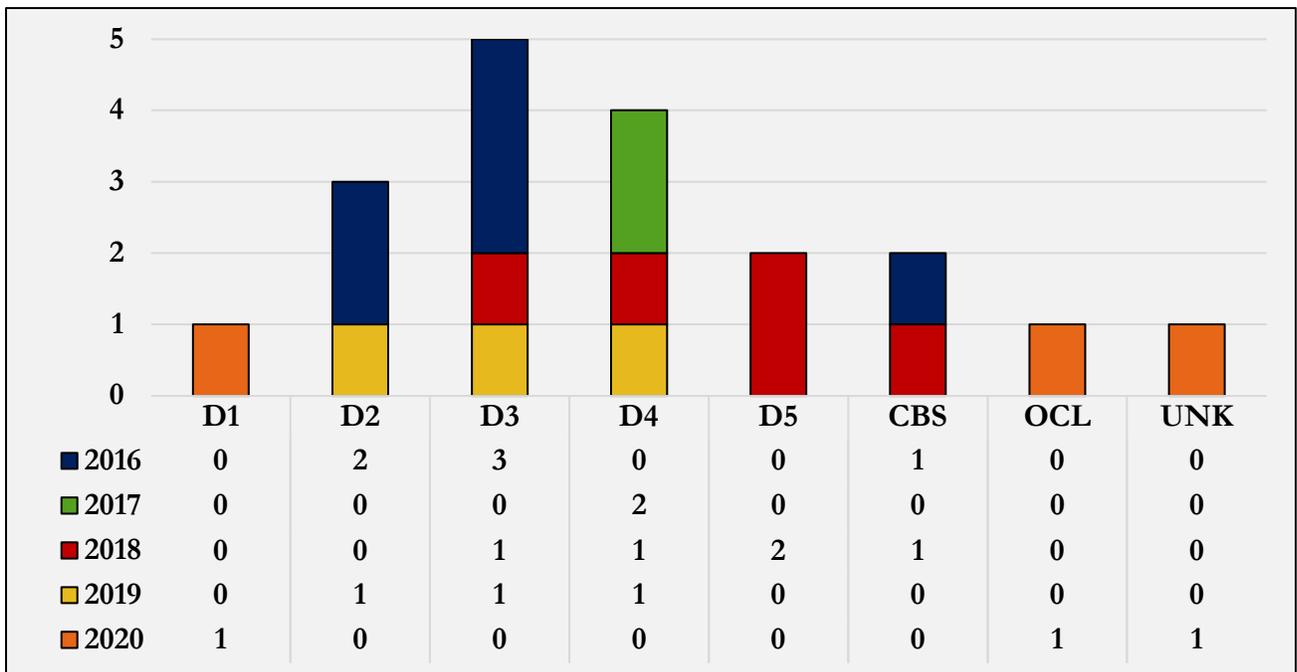
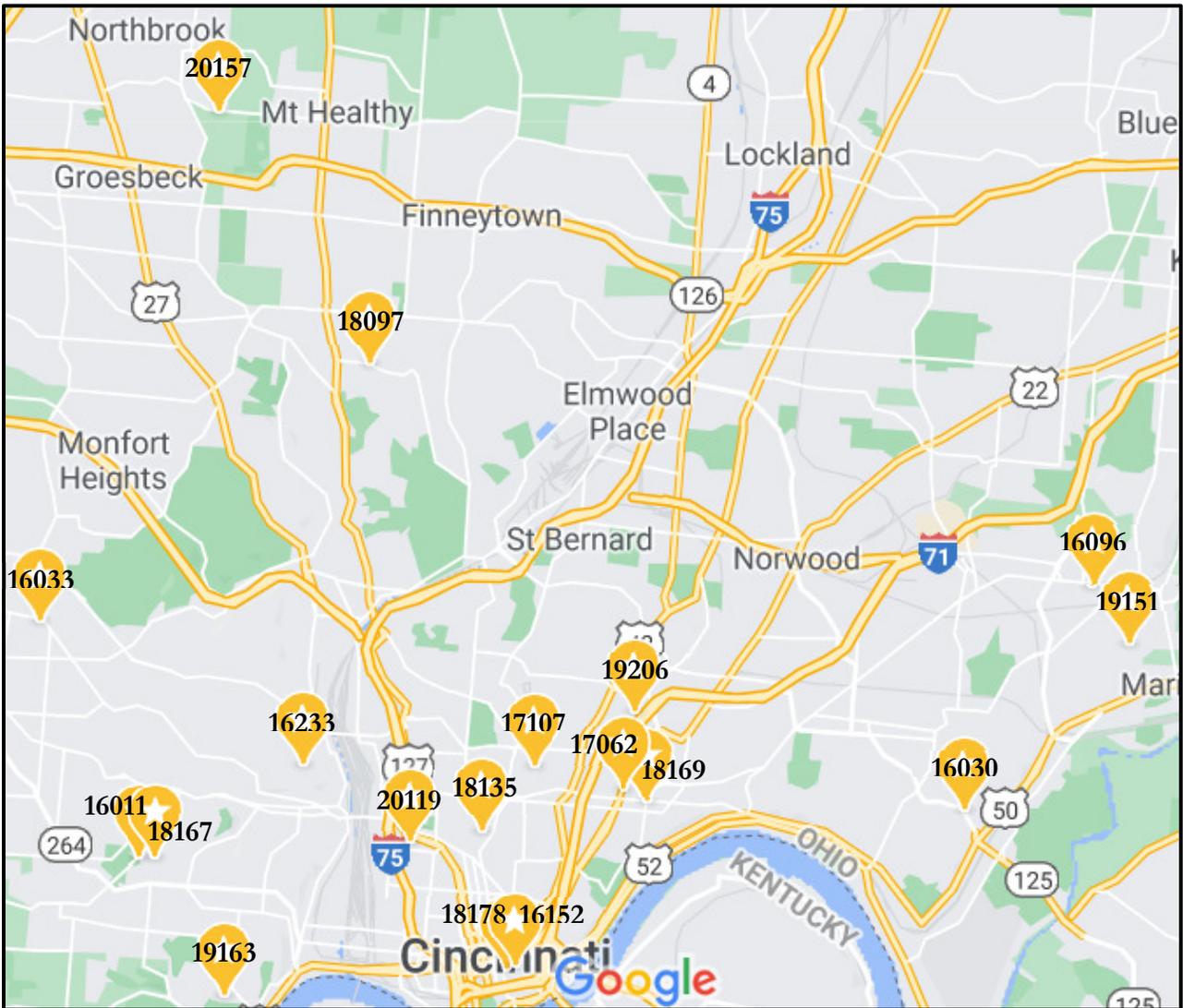


Chart 15: Discharge of Firearm Incidents by CPD District 2016 – 2020



Map 1: Discharge of Firearm Locations 2016 - 2020



Total Incidents: 19

20157	Outside City Limits	18097	College Hill (D5)
20135	Unknown (Not mapped)	17107	Corryville (D4)
20119	West End (D1)	17062	Avondale (D4)
19206	Avondale (D4)	16233	Fairmount (D3)
19163	East Price Hill (D3)	16152	Central Business Section
19151	Madisonville (D2)	16096	Madisonville (D2)
18178	Central Business Section	16033	Westwood (D3)
18169	Walnut Hills (D4)	16030	Mt. Lookout (D2)
18167	Price Hill (D3)	16011	Westwood (D3)
18135	Clifton (D5)		

APPENDIX II: Definition of Terms

Accident – An unfortunate incident that happens unexpectedly and unintentionally, typically resulting in damage or injury.

Allegation – An accusation or assertion of a specific wrongdoing or act of misconduct.

Arrest – Seized by legal authority and taken into custody.

Arrest Warrant – A warrant issued by a judge or magistrate on behalf of the state, which authorizes the arrest and detention of an individual, or the search and seizure of an individual's property.

Article 28 – Cincinnati Municipal Code, Administrative Code XXVIII.

Assigned to CCA – Complaints or allegations identified for investigation by a CCA Investigator.

Assigned to CPD – Complaints or allegations identified for investigation by a CPD Investigator.

Bicycle Stop – An investigatory contact involving a bicyclist.

Citizen Complaint Resolution Process - Complaints that do not fall under CCA's established criteria are referred to CPD for review internally or through their Citizen Complaint Resolution Process (CCRP). The process involves mediation between the complainant and the subject CPD officer regarding quality of service complaints. Examples of these complaints include, but are not limited to, discourtesy/unprofessional attitude, harassment, lack of service, procedure violation, improper procedure, etc.

Case – The identification of an investigation.

Circumstance – A fact or condition accompanying an event that plays a determining role in the outcome of the event or that bears on the event, such as an underlying reason for a citizen/officer encounter or a factor that contributes to the filing of a citizen complaint.

Citation Issued – An official summons to appear (as before a court).

Close – To conclude a matter, generally upon completion of an investigation

Communication – The exchange of information between people, e.g. by means of speaking, writing, or using a common system of signs or behavior.

Complaint – An allegation (excluding any criminal investigation) from any source, of any action or inaction by CPD personnel, which the source considers to be contrary to law, proper procedure, good order, or in some manner prejudicial to the individual, CPD or community.

Complainant – A citizen filing a complaint against a sworn CPD officer.

Contact/Cover – Describes the practice of having two or more officers working together during a foot pursuit. The officers work in unison via direct or indirect communication to coordinate their efforts, remain aware of the locations of officers and suspects, and keep abreast of the status of the interaction.

Criminal Offense – An illegal act punishable as a crime under the law.

Death – The ending of all vital functions or processes in an organism or cell.

Death in Custody – The death of a person while in police custody, or under police control, regardless of whether the police officer's action contributed to the death. Whether a person is in custody or under police control is not limited to whether that person is under arrest or whether police have physical possession of that person.

Death (Other) – The death of a person not in police custody or under police control when such death was related to a police officer's action, and such action potentially contributed to the death.

Detention – The act of keeping somebody in custody or the state of being kept in custody.

Discharge of Firearm – Any and all discharge of a firearm by a CPD officer, either intentional or accidental.

Discrimination – Prejudicial treatment because of sex, age, gender, sexual orientation, gender expression and identity, marital status, disability, religion, race, color, ethnicity, national origin, Appalachian regional ancestry, veteran status, military status, genetic history, and HIV status or other group, class, or category to which that person or thing belongs rather than on individual merit.

Disposition – Final arrangement; settlement.

Drug Investigation – An investigation by law enforcement with the intent to arrest drug dealers and/or take or seize assets gained through criminal and illegal measures by those same drug dealers.

Exonerated – Where a preponderance of evidence shows that the alleged conduct occurred but did not violate CPD policies, procedures or training.

Finding – The conclusion of an investigation of the allegation against an officer.

Foot Pursuit – A situation in which an officer, on foot, chases a suspect in an effort to detain or arrest that individual who the officer has reasonable suspicion to believe is about to commit, is committing, or has committed a crime and who is resisting apprehension by fleeing from the officer.

Gang Investigation – Investigation of gang-related crimes committed by members of criminal street gangs.

General Investigation – A varied or wide scope examination or inquiry into a situation.

Harassment – Persistent aggressive pressure or intimidation.

High Risk Felony Stop – A felony pedestrian or vehicle stop or offense involving reasonable suspicion the suspect may be armed with a weapon.

Internal Within CPD – An investigation conducted inside the Cincinnati Police Department.

Intoxication – The condition of having physical or mental control markedly diminished by the effects of alcohol or drugs.

Investigation – An official review that includes, but is not limited to, witness interviews; evidence collection; policy, procedure and legal review; analysis and conclusion with findings.

Misconduct – Behavior or activity that is illegal or wrong and does not conform to a high moral standard.

Non-jurisdiction – An allegation beyond the scope or geographic area in which CCA may exercise authority.

Not Sustained – Where there are insufficient facts to decide whether an alleged misconduct occurred.

Officer – The term “officer” or “police officer” means any sworn law enforcement officer, generally one employed by CPD unless otherwise stated.

Open – To commence an investigation upon review of a complaint.

Outside City Limits (OCL) – The incident did not occur in the City of Cincinnati.

Pedestrian Stop – An investigatory contact with a pedestrian.

Pointing of a Firearm – When an officer displays a firearm during a citizen/police encounter, generally when it is pointed at a person or when its display is directed toward a citizen.

Preponderance of the Evidence – The greater weight of the evidence required in a civil (non-criminal) lawsuit for the trier of fact (jury or judge without a jury) to decide in favor of one side or the other. This preponderance is based on the more convincing evidence and its probable truth or accuracy, and not on the amount of evidence.

Racial Profiling – Discriminatory practice involving the detention, interdiction or other disparate treatment of an individual based on race, ethnicity, religion or national origin as a factor, other than in the case of a physical description.

Review – To assess a complaint filed with or referred to CCA.

Search – Examination of a person's premises (residence, business or vehicle) by law enforcement officers looking for evidence of the commission of a crime. The search is proper if it is incident to an arrest or written permission is granted to conduct the search. The courts have granted exceptions to searches without a search warrant and each specific incident should be reviewed.

Search Warrant – An order issued by a judge that authorizes police officers to enter and search premises.

Seizure – The taking (seizure and removal) of articles of evidence (such as controlled narcotics or a firearm) or seizure of a person. The courts have granted exceptions to seizures without a warrant and each specific incident should be reviewed.

Suspect – Includes any individual who a police officer reasonably believes is about to commit, is committing or has committed an offense or poses an immediate threat to the safety of the public, other officers or themselves.

Sustained – Where the complainant's allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the officer were improper.

TASER – A weapon designed for self-defense or to temporarily immobilize a subject who is actively resisting arrest.

Traffic – The movement (of vehicles or pedestrians) through an area or along a route; the business of transporting goods or people.

Traffic Stop – An investigatory contact of a driver of a vehicle.

Unfounded – Where an investigation determined no facts to support the incident complained of actually occurred.

Use of Excessive Force – Officer(s) use of some type of force whether physical or by instrument that is beyond what is reasonably necessary.

Use of Force – Officer(s) use of some type of force, whether physical or by instrument that restricts the movement of a person.

Vehicle Pursuit – An attempt by a law enforcement officer operating an emergency vehicle and simultaneously utilizing lights and siren to apprehend an occupant(s) of another moving vehicle, when the driver of the fleeing vehicle is aware of the attempt and is resisting apprehension by maintaining or increasing speed, disobeying traffic laws, ignoring or attempting to elude the officer.

Victim – A person harmed, injured, or killed as a result of a crime, accident, or other event or action.

Withdrawn – A complaint that is reviewed and subject to closure per directive.

APPENDIX III: Commonly Used Acronyms

CA	Collaborative Agreement
CBD	Central Business District
CBS	Central Business Section
CY	Calendar Year (<i>January 1 through December 31</i>)
CCA	Citizen Complaint Authority
CCRP	Citizen Complaint Resolution Process (CPD)
CPD	Cincinnati Police Department
D1	Cincinnati Police District 1
D2	Cincinnati Police District 2
D3	Cincinnati Police District 3
D4	Cincinnati Police District 4
D5	Cincinnati Police District 5
DOJ	Department of Justice
ETS	Employee Tracking System
FY	Fiscal Year (<i>July 1 through June 30</i>)
HCJC	Hamilton County Justice Center
IACP	International Association of Chiefs of Police
IIS	Internal Investigations Section (CPD)
MAG	City Manager's Advisory Group
MARCC	Metropolitan Area Religious Coalition of Cincinnati
MOA	Memorandum of Agreement
NACOLE	National Association for Civilian Oversight of Law Enforcement
NJ	Non-Jurisdiction
NOBLE	National Organization of Black Law Enforcement Executives
OCL	Outside City Limits
UCMC	University of Cincinnati Medical Center

APPENDIX IV: Staff, Training and Development

Executive Director

Gabe Davis has served as Director of CCA since September of 2020. Before joining CCA, Gabe served as a prosecutor for seven years, including as a federal prosecutor in the Civil Rights Division at the U.S. Department of Justice. At the Justice Department, Gabe specialized in prosecuting law enforcement misconduct cases and hate crimes. Although based in Washington, D.C., Gabe's civil rights prosecution work required him to lead investigations across the country, including in Ohio, Alabama, and Puerto Rico.

After leaving the Justice Department and moving back to Cincinnati with his wife and daughter, Gabe joined Cincinnati law firm Frost Brown Todd as a commercial litigator and defense attorney. Gabe left his firm in 2020 to become CCA's Director.

Early in his career, Gabe served as an Assistant District Attorney at the Manhattan District Attorney's Office. Before becoming an attorney, Gabe worked as a community organizer with a Cincinnati nonprofit focused on reducing health disparities.

Gabe graduated from Yale University, earning a Bachelor of Arts degree in political science. Gabe also graduated from Harvard Law School, earning a Juris Doctor degree.

Gabe was born and raised in Cincinnati, Ohio. He is the son of a retired Cincinnati Police Officer and a Head Start Manager with the Cincinnati-Hamilton County Community Action Agency. Gabe's family also served abroad as missionaries during Gabe's childhood. He is a product of Cincinnati Public Schools and the Seven Hills School.

Gabe is an active member of several local civic organizations and nonprofit boards. He is a member of the National Association for Civilian Oversight of Law Enforcement, International Association of Chiefs of Police, and National Organization of Black Law Enforcement Executives. Gabe is also an alumnus of several Cincinnati-area organizations, including the SWEL Foundation and Public Allies Cincinnati.

Investigators

Dena Brown, Division Manager, began her career as a CCA Investigator in March 2006. Ms. Brown was promoted to Chief Investigator in 2018. Prior to her employment with the City, Ms. Brown was a Probation Officer for 11 years with Hamilton County Adult Probation Department. She is resourceful and works well independently. As the longest tenured Investigator in CCA, she possesses expert knowledge on CPD policies, procedures and training. Ms. Brown oversees the Citizen Complaint intake process. She also supervises, writes and consults on all investigations of citizen complaints. Ms. Brown acts as the liaison between CCA and CPD. She has a Bachelor's degree in Criminal Justice from the University of Cincinnati.

Jonathan Batista began his career as a CCA Investigator in November 2020. Prior to his employment with the City, Mr. Batista was a New York City police officer and detective for 12 years. While working with the New York City Police Department he started his career in the South Bronx. He then was promoted to detective where he worked in numerous investigative units including the Gang Unit, Firearms Suppression Section and the Narcotics Bureau. He has been a part of many long-term and short-term investigations throughout his career. He received a Bachelor's degree in Criminal Justice from the City University of New York.

Ikechukwu (Ike) Ekeke began his career as a CCA Investigator in November 2020. Before his employment with the City, Mr. Ekeke served 2.5 years as an assistant prosecuting attorney in Cuyahoga County, prosecuting cases involving misdemeanor to major felonies in the juvenile and general felony units. While working as an assistant prosecuting attorney, he began coaching and still coaches the Case Western Reserve University School of Law (CWRU Law) Black Law Student Association (BLSA) Mock Trial Team. Ike departed from prosecution to practice and teach Criminal Defense in CWRU Law's Milton A Kramer Law Clinic (Clinic). Afterward, Ike managed and co-taught in the Intellectual Property Clinic. He graduated with a Bachelor of Science in Engineering in Industrial Engineering and a Master of Science in Engineering in Engineering Management degree from Mercer University in Macon, GA.

Morgan Givens began her career as a CCA Investigator in December 2020. Prior to her employment with the City, Ms. Givens was a Counterintelligence Investigator/Special Agent where she conducted investigations with the mission of preventing foreign adversaries from penetrating the United States Intelligence Community through various means. Her experience and background includes personnel, physical and operational security, but she is most passionate about conducting interviews with the overarching goal of eliciting information. Ms. Givens has Bachelor's degree in Criminal Justice from the University of Cincinnati and is currently pursuing a Master's degree in Homeland Security from Tulane University.

Jessalyn Goodman began her career as a CCA Investigator in September 2018. Prior to her employment with the City, Ms. Goodman served three years for Statewide Intake at the Texas Department of Family and Protective Services (DFPS), providing direction for assessment and documentation of potential adult and child abuse reports. She also spent five years as a DFPS Child Protective Services Investigations Supervisor and Investigator, conducting and overseeing child abuse Investigations across south central Texas. She received a Bachelor's degree in Criminal Justice, with a Russian minor and Criminalistics certification and a Master's degree in Linguistics with a certification in Teaching English to Speakers of Other Languages (TESOL).

Administrative Professionals

Michelle Bonner began her career with CCA in May 2006. Ms. Bonner is a highly motivated, results-oriented, hands-on professional with over 27 years of local government experience with emphasis on complex administrative duties and project/office management in the areas of Law, Health and Engineering. As the department's Senior Administrative Specialist, Ms. Bonner serves as the office manager overseeing all CCA administrative functions. She acts as CCA's liaison for ETS, Human Resources, Risk Management, Budget, ADA, Fleet, Procurement, Purchasing, Public Records Disclosure and City Council. Ms. Bonner possesses expertise in IT and customer service and offers a wide variety of technical support and business knowledge. She acts as CCA's Data Analyst.

Heidi Woods began her career with CCA in January 2017. Ms. Woods has experience in data management, project coordination, marketing, communications, social media and graphic design that has proven to serve as great assets to CCA. As CCA's Administrative Specialist, Ms. Woods also serves as the liaison for Safety, Communications and plays a vital role in the development, monitoring and updating of CCA's website and social media venues. She creates and designs CCA's presentations, brochures, reports and other informational materials that are used for trainings as well as disseminated throughout the City of Cincinnati. Ms. Woods has a Bachelor's degree in Business Administration from Miami University.

Former Staff

Prior to CCA, **Kim Neal** (*resigned February 2020*) held other senior level positions in other major cities in the areas of policy, employment, higher education, compliance, ethics, privacy and information disclosure in the public sector at different levels of government, and the private sector in the fields of utilities, government contracting, and legal, holding such positions as chief ethics officer, chief of staff, senior policy advisor, director and business consultant. Neal also served as Professor of Legal Studies at the University of Maryland University College in Adelphi, MD. Neal earned her Bachelor's degree in Business Administration from Georgetown University and Juris Doctorate from University of Baltimore School of Law.

Amelia Kraus (*resigned September 2020*) began her career as a CCA Investigator in December 2019. Prior to her employment with the City, Ms. Kraus worked three years in gaming surveillance investigations in Erie, PA. Ms. Kraus served a supervisory role, where she worked with the Pennsylvania Gaming Control Board to ensure state regulated policies and procedures were followed. She also served on the Executive Board with Mercyhurst University's Alpha Phi Sigma Criminal Justice Honor Society. She has a Bachelor's degree in Criminal Justice, with a concentration in Law Enforcement and a Master's degree in Criminal Justice Administration from Mercyhurst University.

Training and Development

CCA remains committed to maintaining a top-notch staff that consists of experts in their fields. To accomplish this, CCA continues to participate in relevant trainings and meetings as well as engage community in all aspects of what CCA does. Ultimately, CCA is committed to being impactful in the accomplishment of its duties as well as the continual improvement of effective community and law enforcement interactions.

CCA Team members fulfill training mandates required of all City employees regarding compliance with the City's administrative regulations, state law requirements including Government Ethics training and Ohio Sunshine Laws as well as participate in continuing education courses to remain proficient in their technical capabilities.

APPENDIX V: CCA Board Members

Mark (Zeek) Childers, Chair

Appointed June 2018

Appointed Chair June 2020

Mr. Childers has been a Cincinnati resident since 1985. He has been involved in his community in various ways over the last 30 plus years. Mr. Childers has served on the board of Price Hill Civic Club in the past and is currently a board member and Treasurer of Price Hill Will CDC. He teaches High School Social Studies, the last 22 years at Diamond Oaks Career Campus. He has a Bachelor's degree in Education from Miami University and a Masters of Education from Xavier University.

George Pye, Vice Chair

Appointed November 2017

Appointed Vice-Chair September 2018

After 17 years, Mr. Pye retired in 2017 from the Ohio Department of Rehabilitation and Corrections as an Adult Parole Officer. He worked with various agencies: DEA, FBI, and the US Marshall Services. Mr. Pye investigated new Parole Officer applicants for hire, trained 15 other Parole Officers in report writing, investigations, interpersonal skills, field skills, case management and court procedures, and supervised hundreds of offenders' cases. He investigated their criminal behavior when necessary. Mr. Pye volunteered with the Cincinnati Police Surveillance Team, Crime Stoppers and the Dayton Mediation Center for Juveniles. Although retired, he remains committed to keeping Cincinnati citizens safe. Mr. Pye has a Bachelor's degree in Criminal Justice with a minor in Business Administration from the University of Cincinnati.

Tim Barr, Jr.

Appointed November 2019

Tim Barr, originally from Dayton, OH is a graduate of Xavier University and currently lives in Cincinnati, OH. Tim is passionate about developing neighborhoods and building communities through entrepreneurship. Tim has held previous roles at St. Vincent DePaul, 3CDC, and the Urban League of Greater Southwestern Ohio. Tim serves his community as co-chair of CYBP (Cincinnati Young Black Professionals), mentors a child with a chronic illness through MedMentor Cincinnati, and also serves on the Citizen Complaint Authority Board. Currently, Tim is leading as the Outreach and Expansion Manager for MORTAR, working intentionally to grow MORTAR's relationships in Cincinnati neighborhoods and beyond.

Desiré Bennett

Appointed June 2018

Resigned December 2020

Ms. Bennett is a community connector promoting equity, racial justice and women's empowerment, economic self-sufficiency and upward mobility. She is a Senior Social Equity Specialist at Design Impact and most recently, she was the first Advocacy Manager for YMCA Greater Cincinnati and named a local

Ambassador for the United State of Women, an organization promoting gender equality nationally. In addition to serving as a CCA Board Member, Ms. Bennett serves on the Women’s Fund’s Leadership Council, the City of Cincinnati’s Gender Equality Taskforce, the Hamilton County Commission on Women and Girls, the MLK Coalition and is a PTP volunteer reader for the Cincinnati Association for the Blind and Visually Impaired. Ms. Bennett recently received an Alumni Award from the University of Cincinnati for her dedicated professional and activist work on behalf of women and girls in the Cincinnati metropolitan region. Ms. Bennett speaks about women’s issues, often sharing her climb from teenaged single-mother and high school dropout to completing a postgraduate degree and working as a Social Justice Advocate.

Tracey M. Johnson

Appointed November 2020

Ms. Johnson works at the University of Cincinnati’s Office of Equal Opportunity & Access where she investigates issues and complaints of discrimination, harassment, and retaliation for faculty, students and staff alleged to have violated University policies. She also provides consultation, advice and education to University leadership and community members on University policies. Ms. Johnson spent several years practicing law in the both the public and private sector working as a Hamilton County Public Defender, City of Cincinnati Prosecutor and Associate Attorney as well as working as an Investigator for the U.S. Department of Labor. Ms. Johnson obtained her undergraduate degree in criminal justice and law degree from the University of Cincinnati.

Chair Karen Osborne

Appointed May 2016

Vice-Chair August 2017 - August 2018

Chair September 2018 – May 2020

For the last 18 years, Ms. Osborne has managed and directed the Corporate Security Department for a large global company, providing software and customer care services to top companies in the communications, financial services, technology, and healthcare industries in over 30 countries. She is a Corporate Security professional with public and private experience in fraud detection, financial crimes and narcotics investigations, physical security, and executive protection. Ms. Osborne has a Bachelor of Arts in Political Science from the University of South Carolina. She is an active volunteer for a non-profit, fair trade organization that markets handcrafted products made by artisans in more than 35 developing countries, creating an opportunity for artisans to earn a fair income selling their products.

Luz Elena Schemmel

Appointed November 2018

Luz Elena Schemmel is the Director of Santa Maria Community Services’ Immigrant, Wellness Services and International Welcome Center. She was previously the Domestic Violence Advocate for the Hispanic Health Project in Indianapolis. She has a Bachelor’s degree in Economics from the Universidad de las Americas-Puebla in Mexico and a Master’s degree in Public Administration from Indiana State University. Ms. Schemmel has been a voice for disadvantaged families for the last seven years in Cincinnati. She was a recipient of the 2016 Distinguished Hispanic Ohioan Award from the Ohio Latino Affairs Commission and the 2016 Community Award for Community Outreach from League of United Latin American Citizens (LULAC).

Phyllis Slusher

Appointed May 2018

Before her recent retirement, Ms. Slusher was a Senior Vice President of Corporate Communications for U.S. Bank. Prior to working at U.S. Bank, she worked in retail advertising and promotion at department stores in Cincinnati and Chicago. Ms. Slusher is active in her community and currently is president of the College Hill Forum Community Council. She volunteers regularly at Dress for Success Cincinnati. Ms. Slusher is a Cincinnati native and graduated from Ohio University with a Bachelor's degree in Journalism.

Wanda Spivey

Appointed November 2020

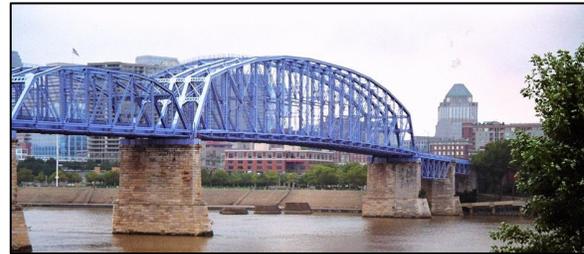
Dr. Wanda Wall Spivey has over 30 years of leadership experience in corporate, government and academic sectors. Dr. Spivey has advised state and local elected officials on job creation, wealth creation and job growth in minority communities. Dr. Spivey's experience includes executive marketing positions at The Procter and Gamble Company, The Pillsbury Company and National Car Rental. She served as the Director of the Minnesota Minority Business Development Center which was funded through grants from the United States Department of Commerce and corporate partners.

Dr. Spivey's community service includes The Ohio Justice and Policy Center Board of Directors, The Cincinnati Chapter of The Links, Incorporated, Alpha Kappa Alpha Sorority Incorporated and the Florida A&M University Alumni Association.

Dr. Spivey holds a bachelor's degree in Accounting from Florida A&M University (FAMU), a Master of Business Administration from the University of Pennsylvania's Wharton School of Business and the Ph.D. in Public Policy with a concentration in Economic Development from The Georgia Institute of Technology (Georgia Tech).



Brent Spence Bridge



Newport Southbank Bridge



John A. Roebling Suspension Bridge



Daniel Carter Beard Bridge

APPENDIX VI: Table and Chart Cross Reference

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