

city of
CINCINNATI
CITIZEN COMPLAINT
AUTHORITY

2023

Annual Report

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MESSAGE FROM THE DIRECTOR

March 15, 2024

We are many years beyond the initial signing of the Collaborative Agreement, and its intent and effects still ripple throughout our City. In my office, while perusing the investigations which hold pride of place on my desk, I am mindful of the spirit which led to the creation of the Citizen Complaint Authority. Despite the recent departures of Executive Director Gabe Davis and two members of investigative staff, we continue to work apace to fulfill our commitment to public safety.

Consistent with our commitment to transparency and pursuant to the City of Cincinnati Administrative Code Article XXVIII, the Citizen Complaint Authority proudly presents our 20th Annual Report. It is always informative to review what we have done and ponder what it means for our mission to protect civil rights, improve mutual respect and trust between community and police, and ensure justice and public safety for all who live, visit, and work in Cincinnati. The report covers January 1 through December 31, 2023.

Coming out of the pandemic and in the wake of the George Floyd protests, CCA saw a rise in the number of complaints received. In response to this, we increased our staffing. With additional resources, we continue to reduce our investigative backlog drastically, a trend that began in 2022. CCA achieved a **21** percent increase in the number of investigations closed between the calendar year 2022 and 2023.

CCA also saw an **8.7** percent decrease in the number of investigations opened. This presents an opportunity for CCA to pivot and focus on more comprehensive recommendations, conduct more consistent community-police problem-solving efforts as required by Article 28, perform more policy reviews, and provide depth to its patterns analysis. CCA has struggled to conduct this type of in-depth analysis in the past due to the lack of appropriate staffing. CCA is grateful to the community members who lobbied tirelessly for the hiring of the additional personnel. It is my hope that CCAs current staffing complement will continue so that the agency may make more significant strides in responding, reaching, and serving the community.

In addition to providing a glimpse of the past year, the report also examines police conduct over the past five years. Over the past five years, we have seen a decrease in police fatalities. This is an occasion where all stakeholders, citizens and police alike, can celebrate the changes brought on by the adoption of the Collaborative Agreement and the presence of robust oversight.

As we continue to press towards the mark of ensuring better public safety through enhanced community-police relations, CCA is grateful to have the support of the City Manager's Office, the CCA Board, members of the Cincinnati Police Department, and the community who show up and stay late at Board meetings, and who do not fail in their duty to press for accountability.

I am proud of our successes toward our goal and the tireless efforts of CCA staff in conducting meticulous investigations and putting forward thoughtful recommendations. I am confident that Cincinnati is on the right path in ensuring justice for all. Forward ever, backward never!

Sincerely,



Makiedah Messam
Interim Executive Director

ACKNOWLEDGEMENTS

The Citizen Complaint Authority (CCA) is grateful to have the backing of the City Manager's leadership. CCA could not function without the confidence of Cincinnati's Mayor, City Councilmembers, and City Manager. CCA is sincerely thankful for their ongoing support. CCA also enjoys the assistance of various City departments and agencies, including but not limited to the Law Department, Human Resources, Enterprise Technology Solutions, Office of Performance & Data Analytics, Public Services, and Office of Human Relations.

Our work is made possible by CCA's Investigation and Administrative Teams, which have done an outstanding job serving the public during a year of transition as CCA pursued additional increases in personnel and grew its capacity to complete investigations. CCA's personnel are the backbone of the agency and deserving of much gratitude.

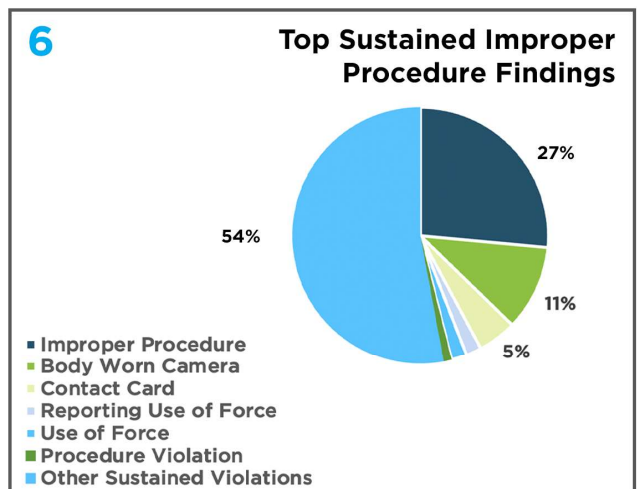
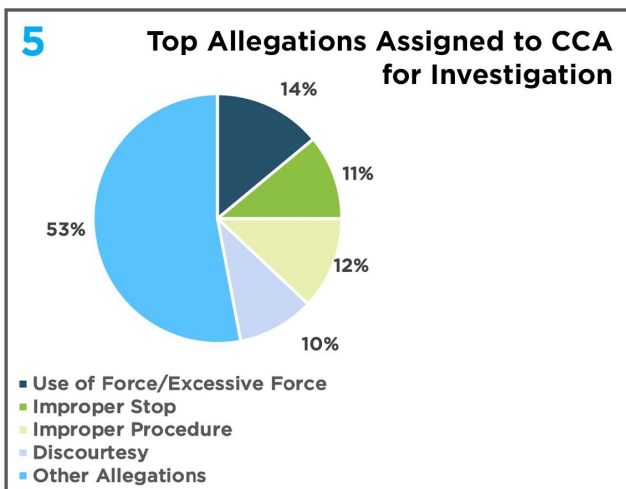
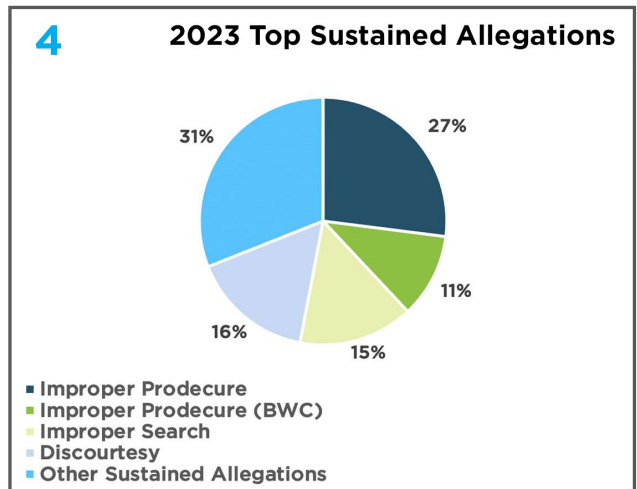
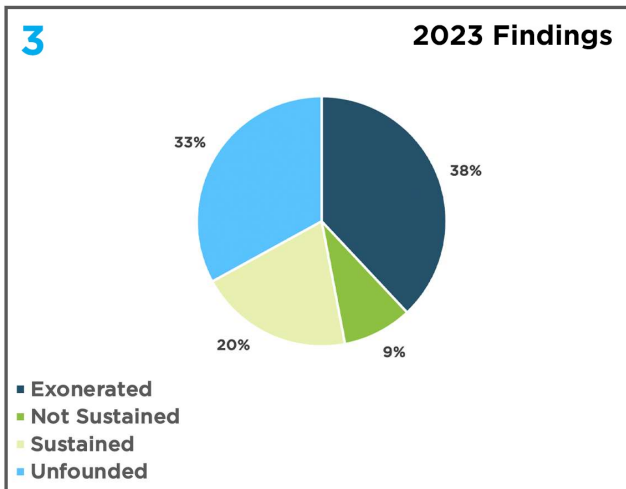
In addition to staff, CCA's Board Members were indispensable to its mission in 2023. Samuel Burbanks, IV, Ryan Hall, Ashley Harp, Tracey Johnson, Luz Elena Schemmel, Wanda Spivey, Clarice Warner and John Williams provided critical support, advocacy, and careful attention to this work. Each is deserving of appreciation.

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. CCA is grateful to have such a relationship with the Cincinnati Police Department (CPD). CCA thanks Chief Teresa Theetge, CPD's Assistant Chiefs, CPD's Captains, other command staff, CPD's Internal Investigations Section, Training Section staff, and the entire Department for their continued collaboration and compliance with Cincinnati Administrative Code Article XXVIII.

Finally, CCA thanks the people of Cincinnati; those who live, work, and play in its neighborhoods; and the community. Your engagement with us and faith in this process is what sustains the work. As always, it is our privilege to serve and partner with you—our fellow citizens.

SUMMARY OF HIGHLIGHTS AND KEY FINDINGS

CITIZEN COMPLAINT AUTHORITY 2023 ANNUAL REPORT HIGHLIGHTS



SUMMARY OF 2023 ACCOMPLISHMENTS

1. CCA completed investigations into 168 cases and issued 842 findings. This represents a 9% increase over the number of investigations completed in 2022.
2. CCA opened 116 new complaints for investigation and referred 163 complaints to CPD for investigation after screening those complaints and connecting with citizens to address their concerns.
3. CCA issued 26 recommendations to CPD and the City Manager. These recommendations addressed corrective and disciplinary action as well as police policy and training re: disability and accessibility accommodations; mediation/restorative justice programming for complaint resolution; TASER withdrawal and pointing; anti-retaliation policy; mental health; and arrests for pedestrian offenses.
4. CCA and Enterprise Technology Solutions (ETS) partnered to make significant enhancements to CCA's Citizen Complaint Management System (CCMS). These items include improved reporting and records receipt features.
5. CCA created a Patterns, Data & Problem-Solving Team tasked with leading efforts to examine and analyze the circumstances contributing to policing complaints, and with identifying root causes of those complaints, with the goal of preventing complaints. The team will also recommend solutions and problem-solving collaborations that address root causes.
6. CCA continued its research study on traffic stops which will result in a comprehensive report addressing: (i) stops made by CPD for traffic offenses, including policies and patterns of practice; (ii) complaints from stops; (iii) information re police agencies that have policies limiting or regulating stops; (iv) costs and benefits; (v) demographic data; and (vi) best-practices for bias-free policing.
7. CCA participated in monthly collaborative process with CPD, the Law Department, and City Manager's Office (CMO) to review CCA's recommendations, clarify areas of agreement and disagreement, and pursue implementation steps where areas of agreement exist.

8. CCA published its *2022 Annual Report*, which summarized CCA's activities and outcomes for the 2022 calendar year, including, complaint statistics, and five-year trends.
9. CCA trained and onboarded three new CCA Board members and successfully transitioned Board Chairs at the expiration of the former Chair's term.
10. By the second quarter of FY24, CCA trained and onboarded 2 new full-time employees, which will result in the elimination of its investigations backlog by the end of the FY24.
11. CCA attended the 2023 Annual Conference of the National Association for Civilian Oversight of Law Enforcement (NACOLE) in Chicago, IL, and received training on the latest civilian oversight of law enforcement strategies.
12. CCA provided community engagements, reaching an estimated population of over 660 people, as a part of its CCA Ambassador Program. These engagements included trainings and meetings as well as monthly presentations of completed investigations at "Freedom Fridays" with the Cincinnati Black United Front, presentations to community councils, clergy engagements, and grassroots events.
13. CCA engaged with college students, including a student from Munich Germany and high school students.
14. CCA trained the 113th Class of recruits at CPD's Police Academy on CCA's complaint resolution processes, the rights and responsibilities held by officers during administrative investigations, and the history of the Collaborative Agreement.
15. CCA continues to update its website to improve navigation and simplify the process for finding information pertaining to completed investigations.

1 | OVERVIEW



OVERVIEW

Mission Statement

The mission of the Citizen Complaint Authority (CCA) is to investigate serious interventions by police officers, including, but not limited to, discharges 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.

CCA's mission also includes the examination of patterns to identify opportunities for the Cincinnati Police Department and community to prevent complaints. Such examinations include identifications of at-risk officers, citizens, and circumstances. In doing so, CCA examines both circumstances that lead to complaints and opportunities to alter those circumstances.

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.

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 the 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, in 2002, the City entered into the Collaborative Agreement (CA) and Memorandum of Agreement (MOA) with the 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.

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 the following five 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

Both the CA and the MOA required the City to create a police civilian oversight agency. Accordingly, in April 2002, the Citizen Complaint Authority (CCA) was founded 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 three operating components:

- 1) An independent Board of up to seven 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.

2 | OPERATIONS



OPERATIONS

Citizen Complaint Authority Board

As of December 2023, there were six 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 two, two-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.

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.
- 3) 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(s) 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.

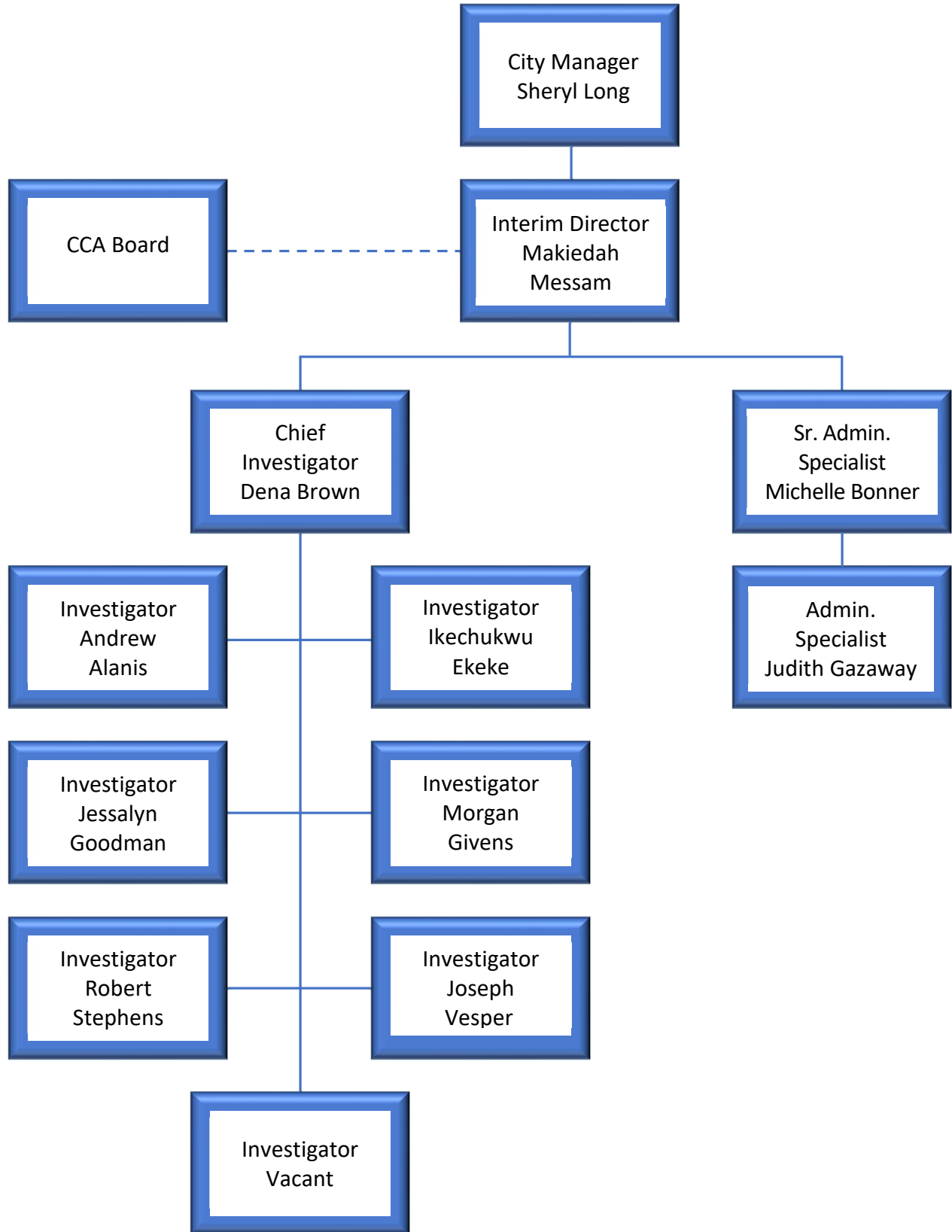
After the Board meeting, the investigative reports, with all recommended findings and recommendations, are forwarded to the City Manager. The Police Chief also receives a copy of the investigative report. The City Manager shall agree or disagree with any findings and recommendations either by the Director 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.

Organizational Chart¹



¹ Represents CCA and City staff as of 12/31/2023.

Operating Budget

The total approved operating budgets were \$1,297,140 for fiscal year (FY) 2023 and \$1,386,790 for FY 2024. The breakdown is as follows:

Category	FY 2023	FY 2024
Personnel Services	924,390	1,012,860
Employee Benefits	331,270	322,410
Other Expenses	41,480	51,520
Total Operating Budget	1,297,140	1,386,790

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.

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 2023, CCA continued strategic planning for its newly branded outreach initiative, the CCA Ambassador Program, and began implementation. CCA's Ambassador Program seeks to build a cadre of volunteer, staff and organizational ambassadors to engage the community in the achievement of CCA's mission. This citizen-to-citizen community outreach program is intended to amplify CCA's efforts to improve police community relations through transparency, mutual accountability and complaint prevention work. Ambassadors are tasked with the following: 1) giving presentations about CCA's mission and operations to community groups and stakeholders; 2) participating in grassroots community events to distribute CCA informational materials, connect with the public, and represent the agency; and 3) participating and leading community listening sessions to ensure that CCA is well equipped to collaborate with community and police in addressing community concerns.

As a part of its implementation of the Ambassador Program, CCA provided over one dozen engagements and trainings, reaching hundreds of people.

CCA continued to use its Board meetings to provide for the community to offer comments and present questions to the Board and staff. CCA also maintained a practice (begun during the previous year) of allowing Board meetings to serve as a platform for stakeholders to provide educational presentations to the public on subjects relevant to their work, and of interest to the community, including presentations on CPD's review and/or implementation of certain CCA recommendations.

CCA partnered with multiple law school externs, including students from the University of Cincinnati College of Law, and leveraged their support and legal training in order to assist CCA in completing

investigate reports, conduct policy research and strengthen CCA's administrative support. CCA provided training and mentorship for all students.

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, CCA periodically collaborates with CPD on revisions to its policies; that relationship of mutual respect and professionalism between CCA and CPD continued in 2023. Some of CCA's other law enforcement engagement activities for the year are summarized below:

- In 2023, CCA continued its monthly collaborative process with CPD and the Law Department to review CCA's recommendations, clarify areas of agreement and disagreement, and pursue implementation steps where areas of agreement exist.
- In 2023, CCA regularly engaged CPD's Commanders, CPD Captains from the City's various police districts and some specialized units. The Authority also provided engagements and trainings to a new class of lateral police recruits with the Cincinnati Police Department.

3 | COMPLAINT
PROCESS



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.

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/or 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.

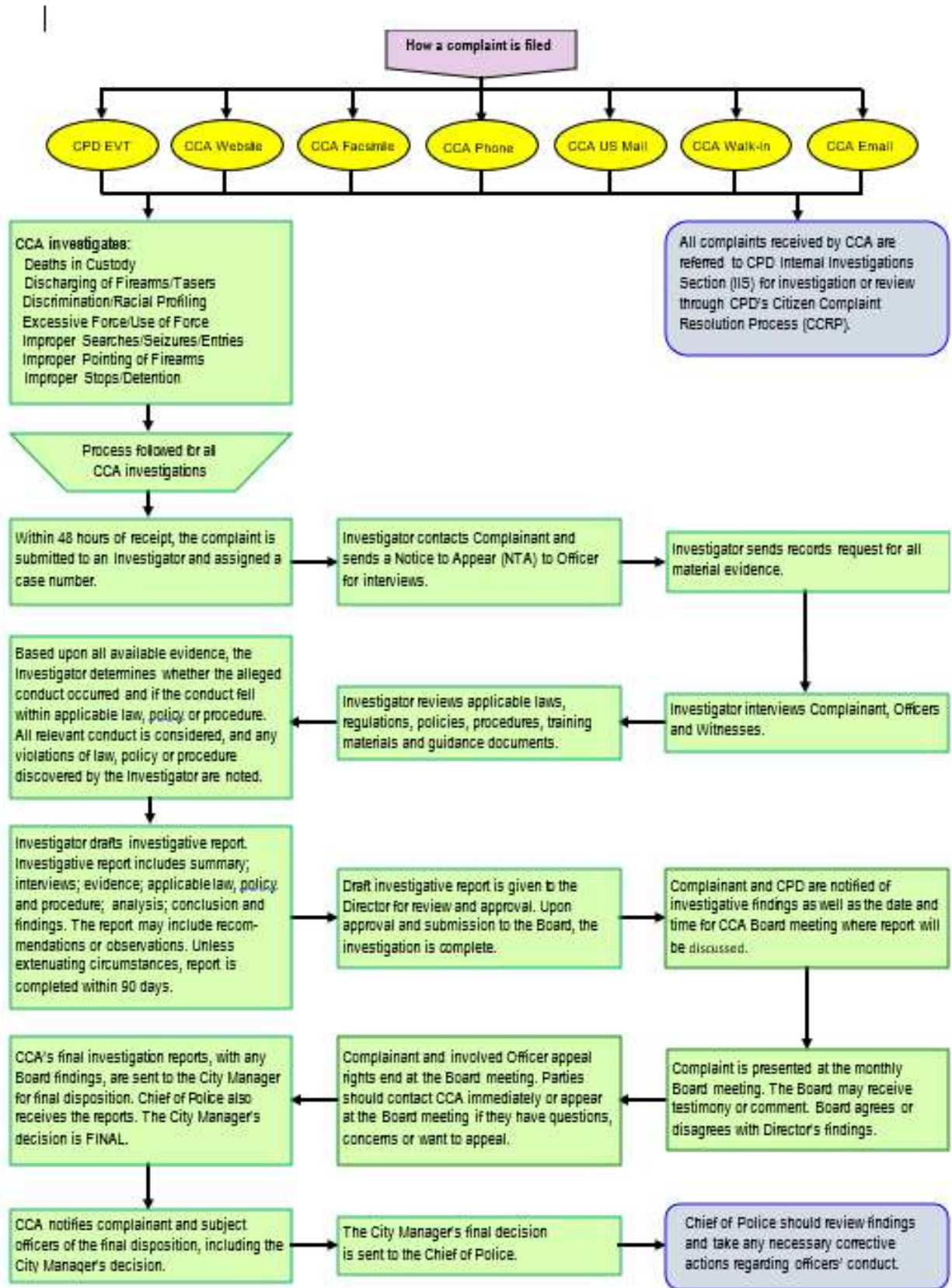
Administrative Closings

There are a few complaints that cannot be investigated by CCA and are closed by administrative directive. For instance, 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).

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 complaint 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



4 | STATISTICS

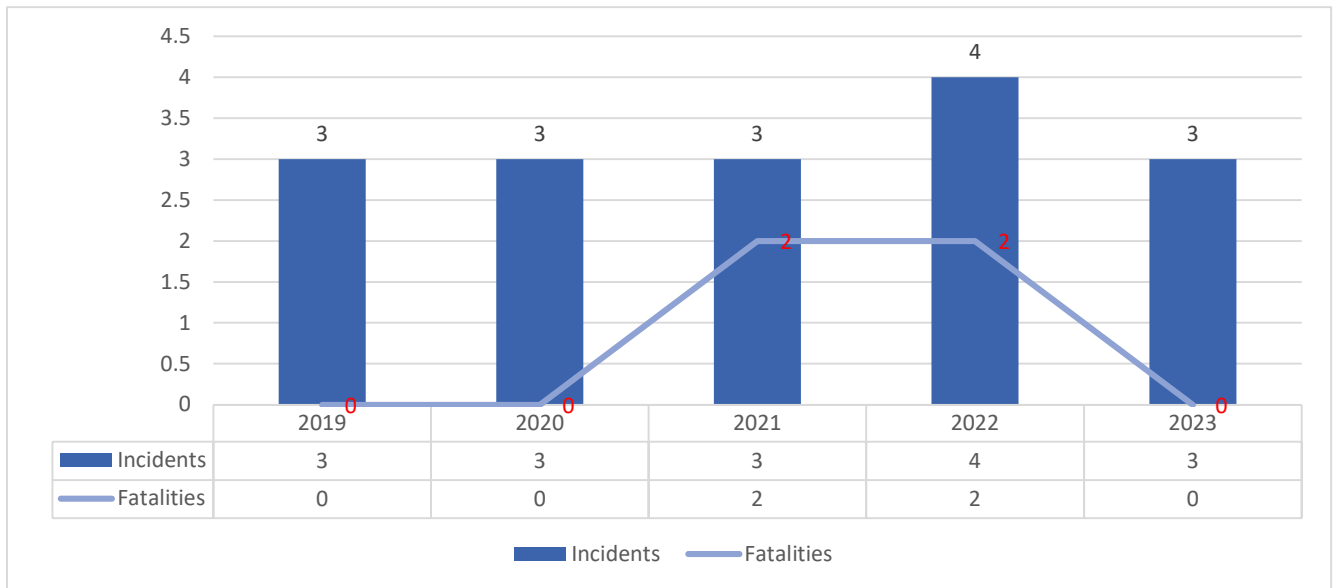


STATISTICS

Incidents Involving Discharge of Firearms 5-Year Trend

CCA opened three discharge of firearm incidents for investigation in 2023. The details pertaining to these incidents are listed below in the “Discharge of Firearm Incidents and Fatalities,” and the “Discharge of Firearm Incidents by CPD District” tables below:

Discharge of Firearm Incidents and Fatalities



Discharge of Firearm Incidents by CPD District

	District 1	District 2	District 3	District 4	District 5	Out of City Limits
2019	0	1	1	1	0	0
2020 ²	1	0	0	0	0	1
2021	0	1	1	0	1	0
2022		1	0	0	0	1
2023	0	0	1	1	1	0

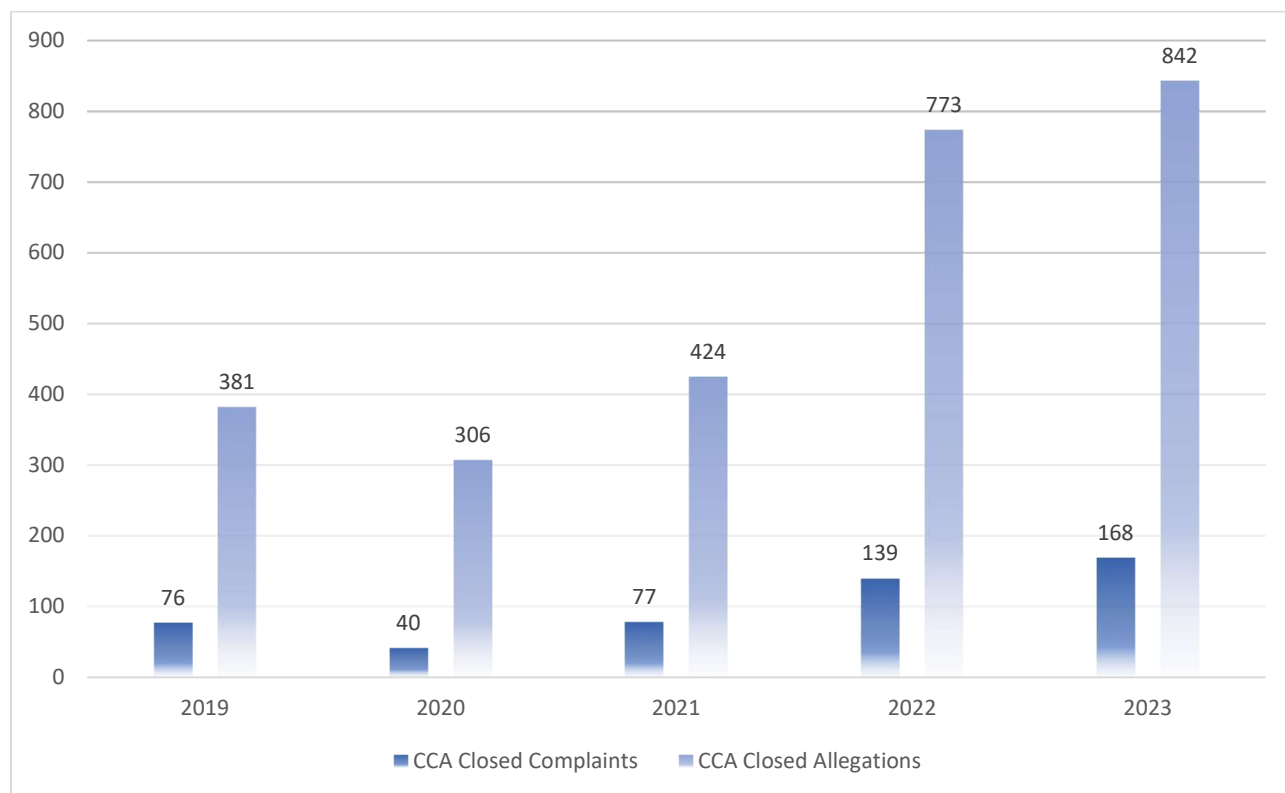
² An additional incident occurred in calendar year 2020, which was unattributed to any District.

CCA Closed Investigations

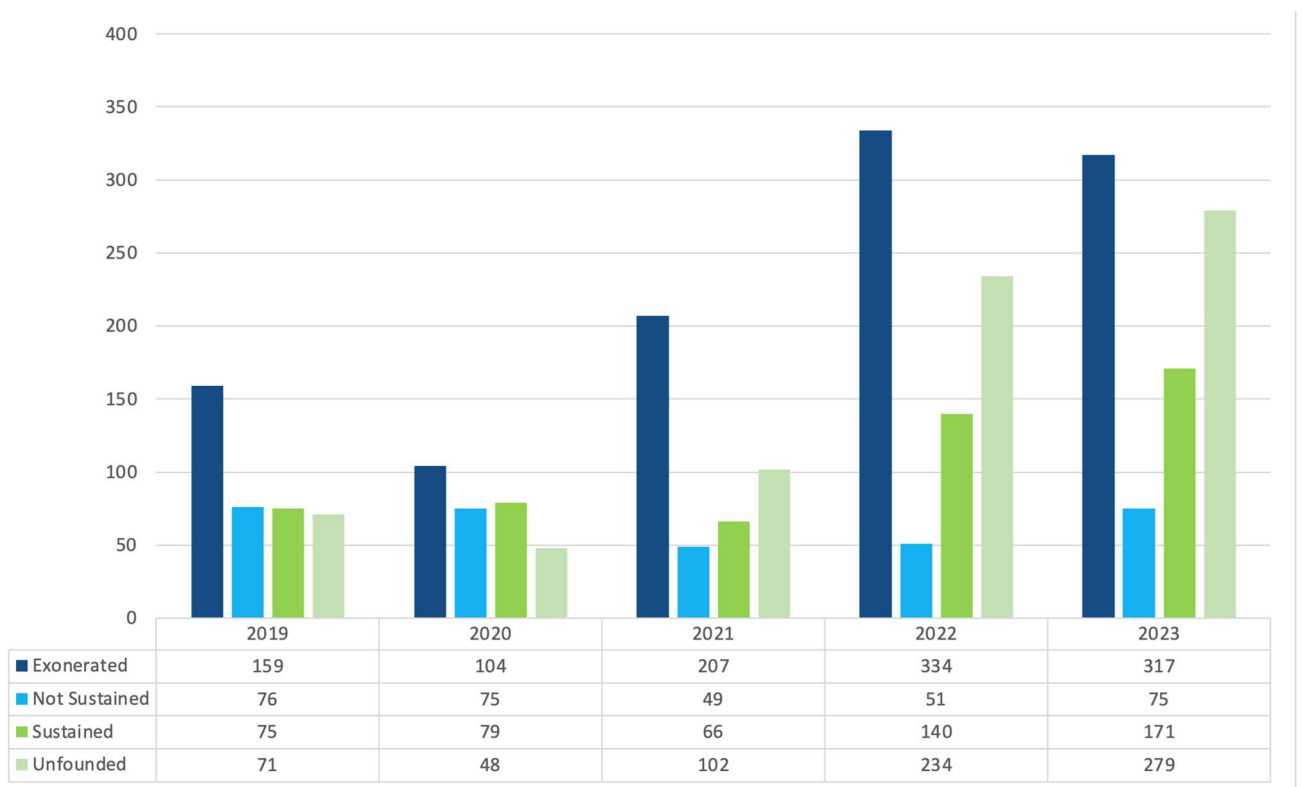
The Cincinnati Administrative Code, Article XXVIII mandates the review of allegations of serious interventions. For annual reporting purposes, the following CCA statistics represent that data.

CCA issued 842 findings associated with 168 cases closed in 2023.

Closed Investigations 5-year Trend



CCA Findings 5-year Trend



CCA Findings for Each Allegation

	Exonerated	Not Sustained	Sustained	Unfounded	Total
Abuse of Authority	0	0	1	5	6
Discharge of a Firearm	0	1	0	0	1
Discourtesy	11	5	28	74	118
Discrimination	0	10	3	56	69
Discrimination (Disability)	0	0	1		1
Discrimination (Gender Expression and Identity)	0	0	0	1	1
Dishonesty	0	1	1	0	2
Excessive Force	55	17	8	53	133
Harassment	0	1	0	18	19
Imp Detention	5				5
Imp Discharge of a Firearm	4	0	2	0	6
Imp Entry	7	0	7	0	14
Imp Pointing of a Firearm	42	6	0	10	58
Imp Procedure	16	13	46	8	83
Imp Procedure (BWC - Dislodged from Uniform)	1	0	0	4	5
Imp Procedure (BWC)	0	2	18	0	20
Imp Procedure (Contact Card)	0	0	8	0	8
Imp Procedure (Reporting Use of Force)	0	0	3	0	3
Imp Procedure (UOF)	2	0	3	0	5
Imp Search	53	7	26	17	103
Imp Search (Person)	1	0	0	0	1
Imp Search (Vehicle)	2	0	0	2	4
Imp Seizure	37	9	4	9	59
Imp Stop	73	1	3	2	79
Imp Stop (Vehicle)	2	0	0	0	2
Interference Admin Investigation	0	0	2	0	2
Lack of Service	2	2	4	17	25
Misconduct	0	0	2	3	5
Pointing of a Firearm	4	0	0	0	4
Procedure Violation	0	0	1	0	1
Total	317	75	171	279	842

New Complaints Received 5-year Trend

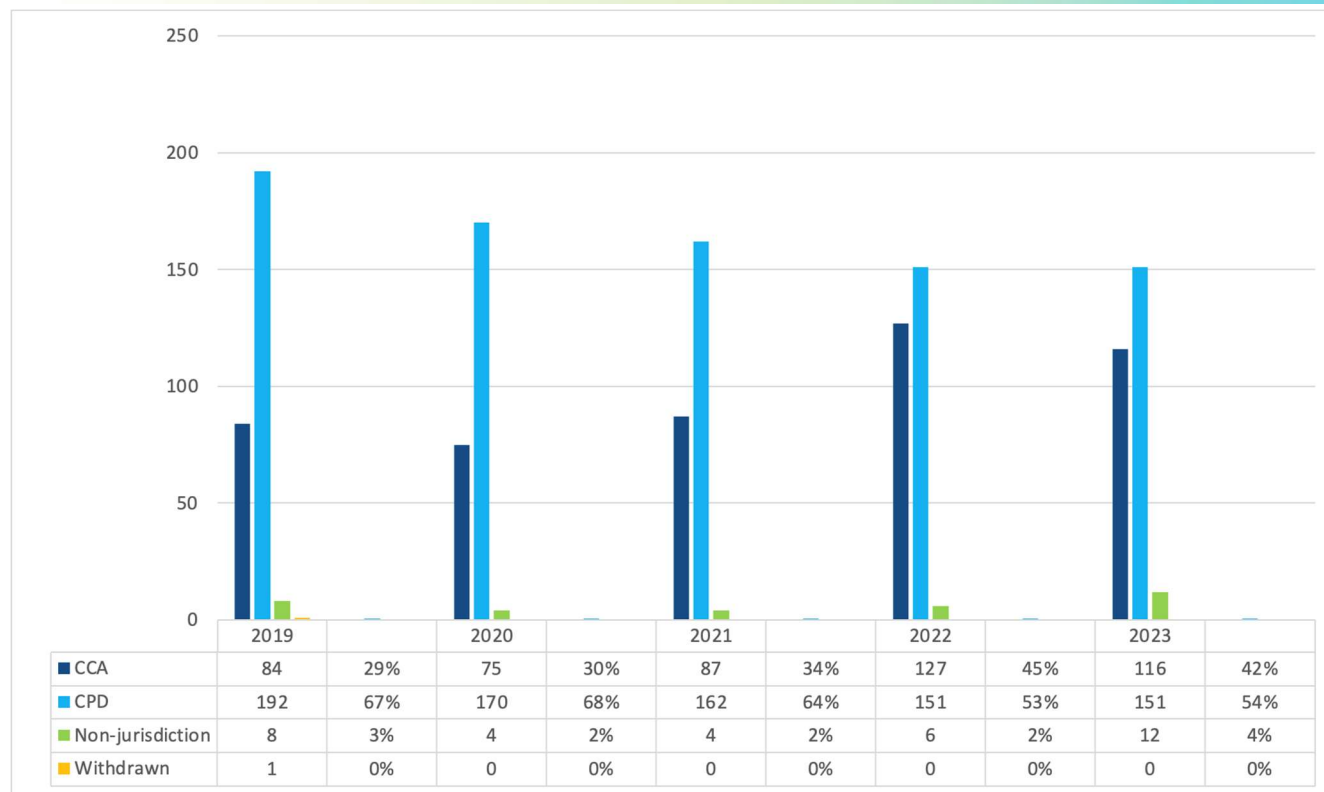
Assignment of Complaints

These statistics are separated into two categories. One category presents data regarding all complaints received by CCA, which includes all complaints filed at the CCA office or referred by CPD to the CCA office. The allegations and circumstances of each complaint determine if it is assigned to a CCA investigator or referred to CPD for investigation.

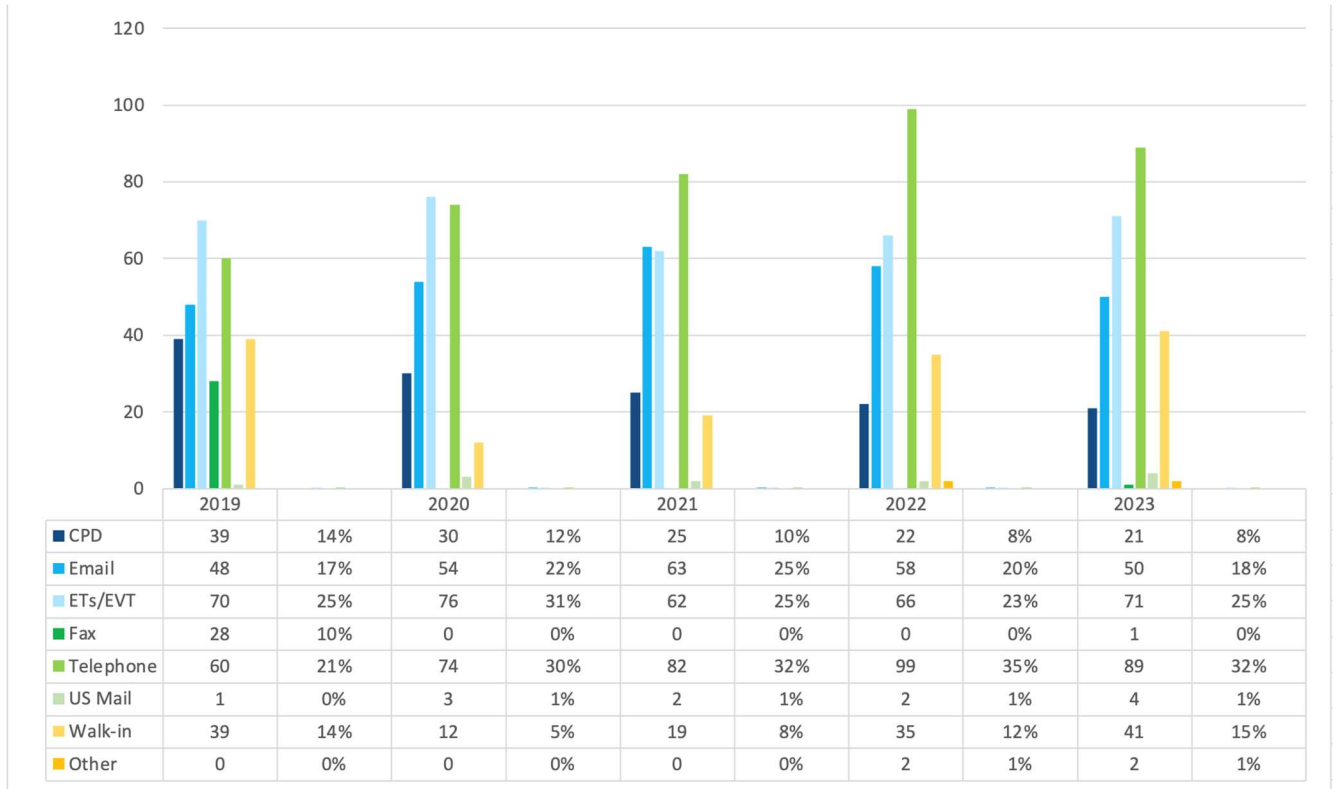
The other category of data represents the complaints that were assigned to a CCA investigator for an independent investigation. CCA reviewed a total of 279 complaints in 2023 and opened 116 for investigation.

The 163 complaints that did not meet CCA’s investigation criteria were referred to CPD for internal review, which included 12 non-jurisdiction complaints. CPD determines if these complaints will be investigated by its internal investigation section of a specific police district or section.

Complaints Assigned



How Complaints Were Received



Month Complaints Were Received

	2019		2020		2021		2022		2023	
Jan	20	7%	25	10%	13	5%	18	6%	24	9%
Feb	22	8%	22	9%	10	4%	28	10%	15	5%
Mar	25	9%	13	5%	26	10%	23	8%	22	8%
Apr	21	7%	11	4%	24	10%	19	7%	23	8%
May	24	8%	16	6%	19	8%	17	6%	26	9%
Jun	32	11%	33	13%	26	10%	29	10%	26	9%
Jul	29	10%	27	11%	34	13%	31	11%	24	9%
Aug	25	9%	27	11%	24	10%	30	11%	25	9%
Sept	24	8%	24	10%	25	10%	32	11%	19	7%
Oct	23	8%	19	8%	21	8%	19	7%	28	10%
Nov	18	6%	16	6%	18	7%	16	6%	28	10%
Dec	22	8%	16	6%	13	5%	22	8%	19	7%
Total	285	100%	249	100%	253	100%	284	100%	279	100%

In 2023, of the 116 complaints assigned to CCA for investigations, 476 allegations were associated to those complaints. Fourteen percent (14%) of those allegations were excessive force and ten percent (10%) were improper stop.

Allegations Assigned to CCA

	2019		2020		2021		2022		2023	
Abuse of Authority	0	0%	0	0%	2	1%	7	1%	5	1%
Arrest/Imp Arrest	0	0%	0	0%	1	0%	0	0%	1	0%
Criminal	0	0%	0	0%	0	0%	3	1%	0	0%
Death in Custody	0	0%	1	0%	1	0%	0	0%	0	0%
Imp Detention	7	2%	6	2%	5	1%	16	3%	10	2%
Discharge Firearm	3	1%	4	1%	1	0%	6	1%	3	1%
Discourtesy	39	12%	35	11%	33	9%	71	13%	49	10%
Discrimination/Racial Profiling	21	7%	26	8%	40	10%	54	10%	42	9%
Harassment	18	6%	13	4%	22	6%	8	1%	19	4%
Lack of Service	16	5%	9	3%	27	7%	31	6%	20	4%
Law Violation	0	0%	1	0%	2	1%	0	0%	8	2%
Unethical Conduct	11	3%	1	0%	5	1%	4	1%	3	1%
Off-Duty Conduct	0	0%	0	0%	2	1%	0	0%	0	0%
Other-CPD Code	0	0%	0	0%	2	1%	0	0%	0	0%
Imp Pointing Firearm	10	3%	19	6%	31	8%	20	4%	18	4%
Imp Procedure	28	9%	19	6%	32	8%	65	12%	55	12%
Imp Search/Entry	42	13%	79	25%	59	15%	49	9%	70	15%
Imp Seizure	0	0%	0	0%	0	0%	88	16%	50	11%
Sexual Misconduct	0	0%	0	0%	0	0%	1	0%	0	0%
Imp Stop	44	14%	33	11%	53	14%	62	11%	53	11%
Neglect of Duty	0	0%	0	0%	0	0%	0	0%	1	0%
UOF/ Excessive Force	83	26%	65	21%	65	17%	75	13%	69	14%
Verbal/Physical Threat	0	0%	0	0%	0	0%	1	0%	0	0%
Total	322	100%	311	100%	383	100%	561	100%	476	100%

Allegations Assigned to CPD for Investigation

CCA reviewed 279 complaints in 2023 and referred 151 to the Cincinnati Police Department for investigation.

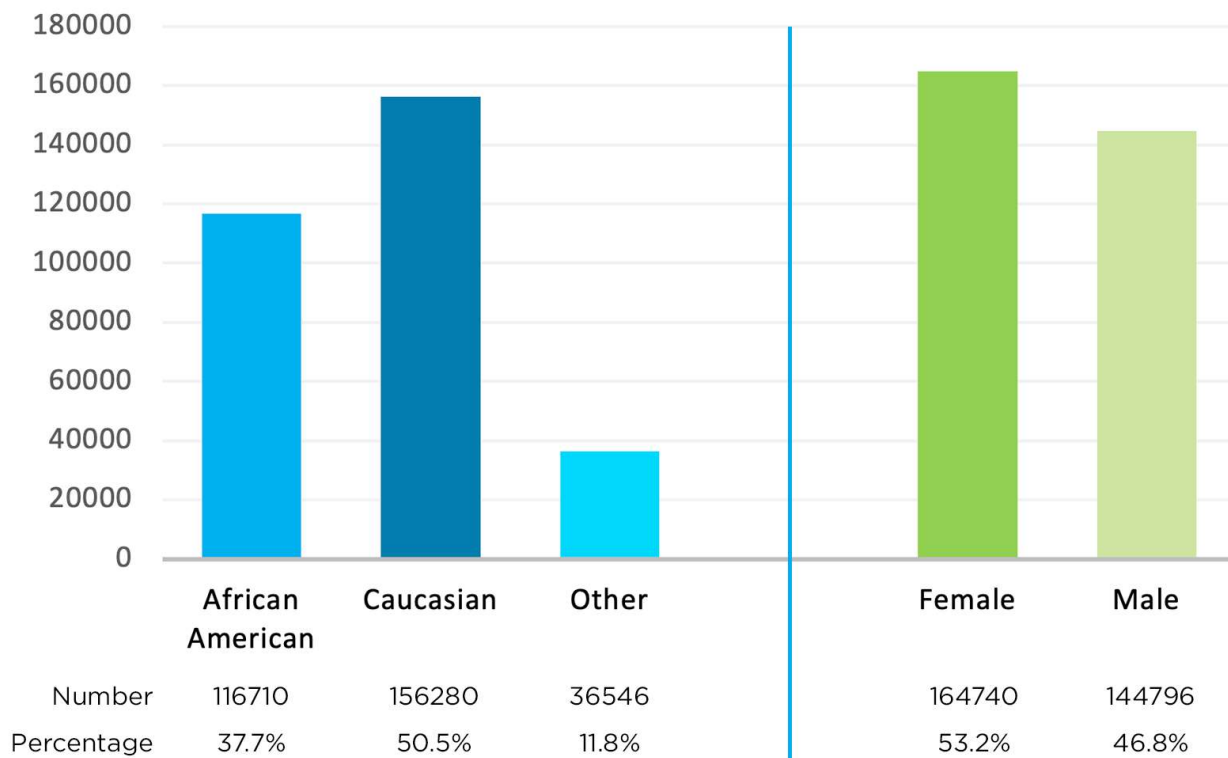
Non-jurisdiction Allegations

CCA defines non-jurisdiction as an allegation beyond the scope or geographic area in which CCA may exercise authority. In 2023, CCA closed 12 complaints as non-jurisdiction.

Cincinnati Population Estimate³

The population data estimated 309,536 for Cincinnati residents. The demographic data of the complainants are associated with the 279 complaints reviewed by CCA.

Cincinnati Population Estimate

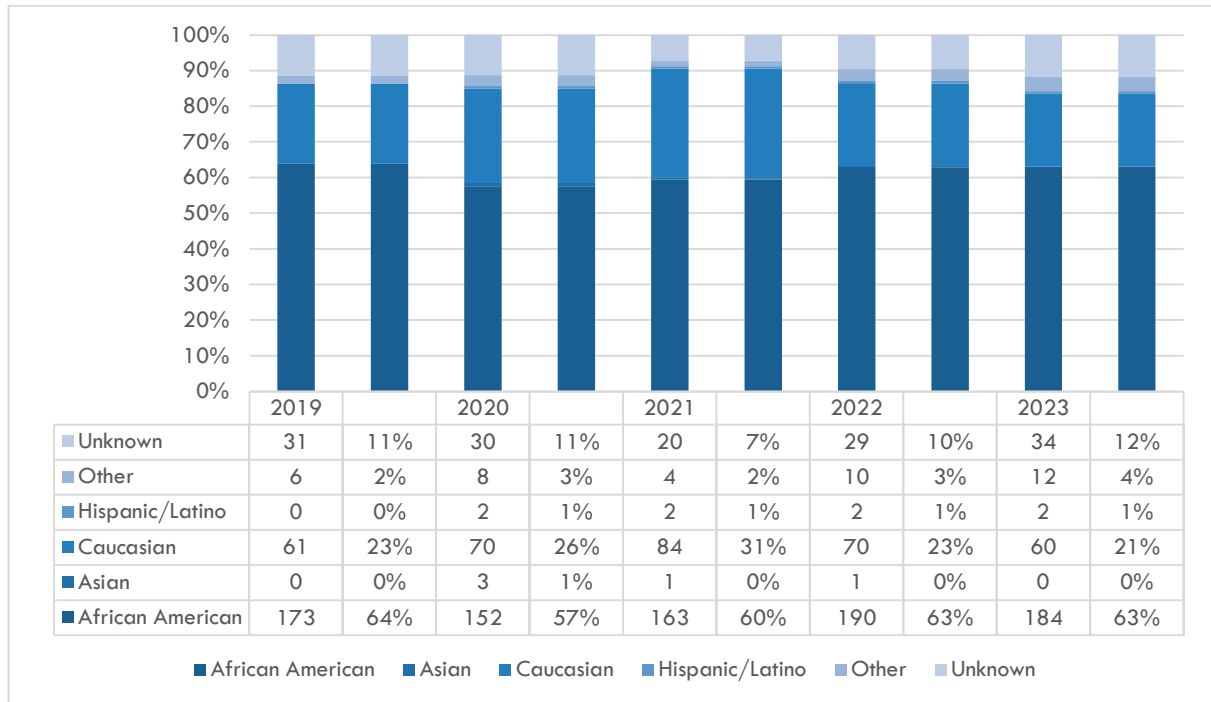


³ Data source: 2022 American Community Survey 1-Year Estimates

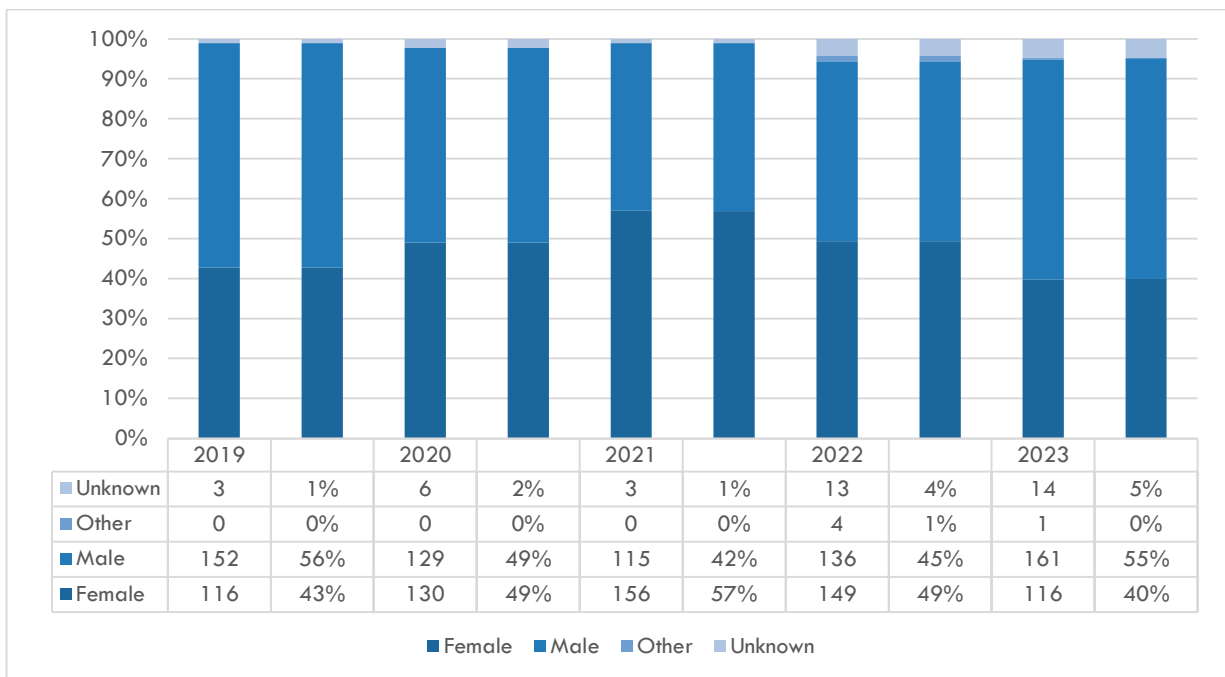
Complainant Demographics 5-Year Trend

In 2023, CCA reviewed 279 complaints involving 292 complainants. This information is shown in the Complainant Ethnicity, Complainant Gender and Complainant Age tables below:

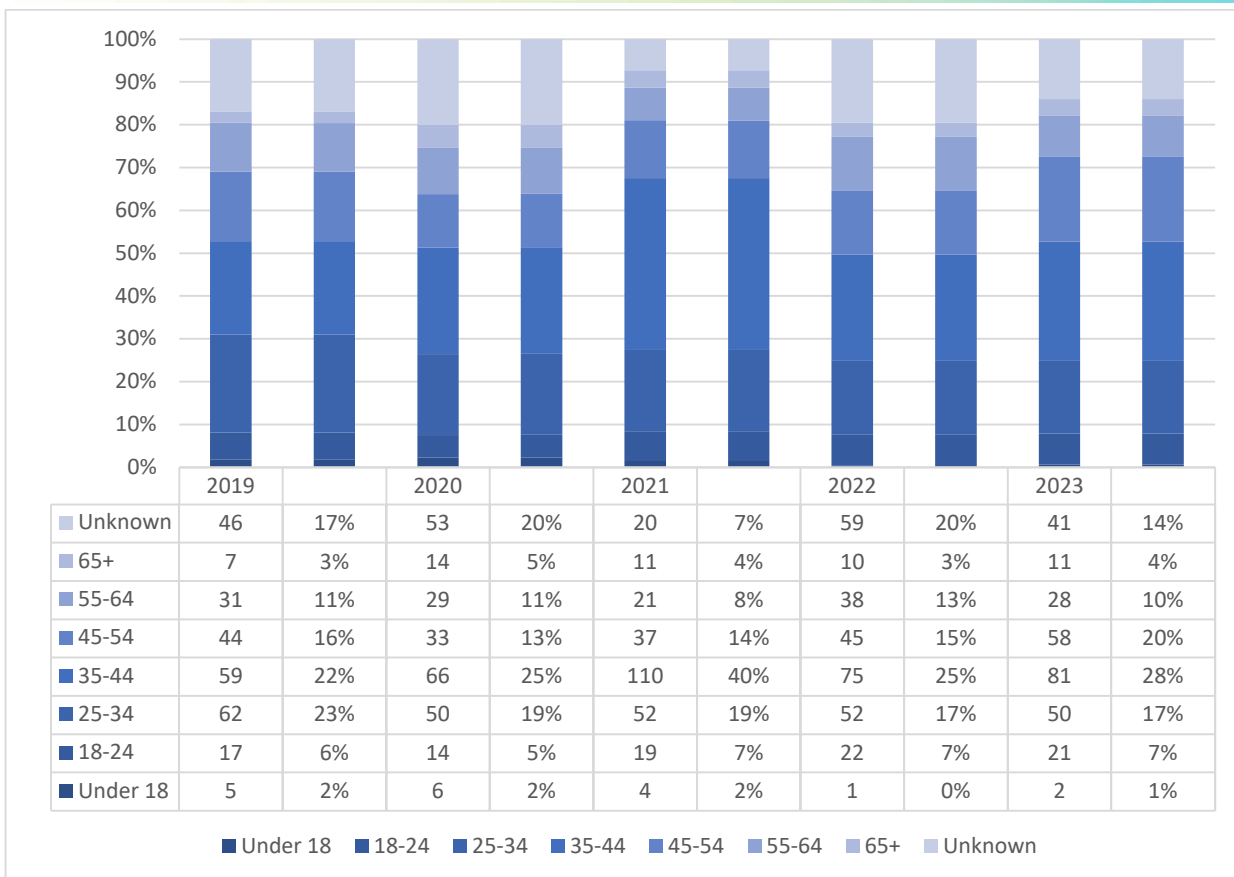
Complainant Ethnicity



Complainant Gender



Complainant Age



Officer Demographics 5-Year Trend

In 2023, CCA reviewed 279 complaints involving 343 officers. This information is shown in the Officer Gender table below:

Officer Gender

	2019		2020		2021		2022		2023	
Female	62	20%	62	20%	62	20%	51	14%	59	17%
Male	244	80%	249	78%	246	79%	301	84%	277	81%
Other	0	0%	0	0%	0	0%	0	0%	0	0%
Unknown	1	0%	7	2%	4	1%	5	1%	7	2%
Total	307	100%	318	100%	312	100%	357	100%	343	100%

In 2023, CCA reviewed 279 complaints involving 343 officers. This information is shown in the Officer Ethnicity table below:

Officer Ethnicity

	2019		2020		2021		2022		2023	
African American	97	32%	77	24%	93	30%	98	28%	77	22%
Asian	0	0%	3	1%	2	1%	3	1%	0	0%
Caucasian	207	67%	225	71%	207	66%	238	67%	244	71%
Hispanic/Latino	2	1%	2	1%	2	1%	4	1%	3	1%
Two or More	0	0%	3	1%	4	1%	7	2%	0	0%
Other	0	0%	1	0%	0	0%	2	1%	11	3%
Unknown	1	0%	7	2%	4	1%	5	1%	8	2%
Total	307	100%	318	100%	312	100%	357	100%	343	100%

In 2023, CCA reviewed 279 complaints involving 343 officers. This information is shown in the Officer Age table below:

Officer Age

	2019		2020		2021		2022		2023	
18-24	10	3%	7	2%	8	3%	11	3%	15	4%
25-34	63	21%	64	20%	73	23%	104	29%	93	27%
35-44	79	26%	92	29%	85	27%	88	25%	81	24%
45-54	115	38%	105	33%	91	29%	88	25%	87	25%
55-64	31	10%	31	10%	42	14%	44	12%	39	11%
65+	4	1%	4	1%	1	0%	2	1%	3	1%
Unknown	5	2%	15	5%	12	4%	20	6%	25	7%
Total	307	100%	318	100%	312	100%	357	100%	343	100%

In 2023, CCA reviewed 279 complaints involving 343 officers. The 5-year trend for officer years on force is shown in the table below:

Officer Years on Force

	2019		2020		2021		2022		2023	
0-5	98	32%	94	30%	83	27%	110	31%	94	27%
6-10	0	0%	22	7%	52	17%	77	22%	79	23%
11-15	65	21%	41	13%	27	9%	15	4%	10	3%
16-20	44	14%	49	15%	55	18%	61	17%	62	18%
21-25	53	17%	65	20%	50	16%	41	12%	51	15%
26-30	36	12%	28	9%	27	9%	32	9%	22	6%
31+	6	2%	5	2%	6	2%	8	2%	6	2%
Unknown	5	2%	14	4%	12	4%	13	4%	19	6%
Total	307	100%	318	100%	312	100%	357	100%	343	100%

In 2023, CCA reviewed 279 complaints involving 343 officers. The 5-year trend for the City of Cincinnati police officer's ranks are shown in the table below:

Officer Rank

	2019		2020		2021		2022		2023	
Captain	1	0%	1	0%	4	1%	0	0%	2	1%
Lieutenant	2	1%	8	3%	3	1%	2	1%	9	3%
Officer	254	83%	262	82%	255	82%	310	87%	289	84%
Sergeant	29	9%	17	5%	28	9%	33	9%	30	9%
Specialist	21	7%	30	9%	21	7%	11	3%	11	3%
Other	0	0%	0	0%	1	0%	0	0%	0	0%
Unknown	0	0%	0	0%	0	0%	1	0%	2	1%
Total	307	100%	318	100%	312	100%	357	100%	343	100%

Complaints from All CPD Districts

CPD redistricting that occurred at the end of calendar year 2023. Communities that were assigned to District 5 early in 2023 were reassigned to other districts. College Hill, Mt. Airy, Northside, and Camp Washington were reassigned to District 3. Winton Hills, Spring Grove Village, and Clifton were reassigned to District 4. The Clifton-University Heights-Fairview area was reassigned to District 1.

CPD says this was an opportunity to reassign other communities, not in District 5 and create more equitable service delivery citywide. As a result, Mt. Auburn was moved from District 4 to District 1. Walnut Hills was reassigned from District 4 to District 2 and Mt. Adams was reassigned from District 1 to the Central Business Section. -Source: <https://www.cincinnati-oh.gov/cityofcincinnati/news/district-5-update/>

The neighborhood data where reviewed complaint incidents occurred are illustrated and summarized by Cincinnati police districts. Seventeen (17) incident locations were outside of Cincinnati city-limits or from neighborhoods unknown.

	2019		2020		2021		2022		2023	
CBS/CBD/Downtown	26	9%	17	7%	17	7%	21	7%	20	5%
District 1	48	17%	40	16%	32	13%	41	14%	42	16%
District 2	26	9%	34	14%	21	8%	27	10%	28	10%
District 3	86	30%	60	24%	95	38%	91	32%	71	26%
District 4	52	18%	40	16%	41	16%	56	20%	63	23%
District 5	40	14%	46	18%	36	14%	38	13%	38	14%
Outside Limits/Unk	7	2%	12	5%	11	4%	10	4%	17	5%
Total	285	100%	249	100%	253	100%	284	100%	279	100%

Central Business and Downtown Complaints 5-year Trend

	2019	2020	2021	2022	2023
CBS/CBD/Downtown	26	17	13	21	20

District 1 Complaints by Neighborhood 5-year Trend

	2019		2020		2021		2022		2023	
Mt. Adams	1	2%	0	0%	0	0%	0	0%	0	0%
Over-the-Rhine	24	50%	22	55%	12	38%	24	59%	16	36%
Pendleton	1	2%	1	3%	3	9%	1	2%	3	7%
Queensgate	4	8%	4	10%	1	3%	1	2%	2	5%
West End	18	38%	13	33%	16	50%	15	37%	21	48%
Total	48	100%	40	100%	32	100%	41	100%	42	100%

District 2 Complaints by Neighborhood 5- year Trend

	2019		2020		2021		2022		2023	
California	2	8%	0	0%	0	0%	0	0%	0	0%
Columbia-Tusculum	1	4%	1	3%	0	0%	1	4%	0	0%
East End	2	8%	1	3%	0	0%	1	4%	0	0%
East Walnut Hills	1	4%	0	0%	2	10%	2	7%	1	4%
Evanston	5	19%	5	15%	5	24%	3	11%	3	11%
Hyde Park	3	12%	7	21%	5	24%	3	11%	4	14%
Kennedy Heights	0	0%	2	6%	0	0%	1	4%	3	11%
Linwood	0	0%	0	0%	0	0%	0	0%	3	11%
Madisonville	3	12%	3	9%	4	19%	9	33%	8	29%
Mt. Lookout	0	0%	0	0%	0	0%	0	0%	0	0%
Mt. Washington	6	23%	5	15%	2	10%	4	15%	0	0%
Oakley	1	4%	7	21%	1	5%	1	4%	5	18%
O'Bryonville	1	4%	0	0%	1	5%	0	0%	0	0%
Pleasant Ridge	1	4%	3	9%	1	5%	2	7%	1	4%
Total	26	100%	34	100%	21	100%	27	100%	28	100%

District 3 Complaints by Neighborhood 5-year Trend

	2019		2020		2021		2022		2023	
Camp Washington	0	0%	0	2%	0	0%	0	0%	1	1%
East Price Hill	11	13%	7	12%	6	6%	8	9%	7	11%
East Westwood	1	1%	3	5%	0	0%	0	0%	5	7%

2023 Annual Report

	2019		2020		2021		2022		2023	
English Woods	0	0%	1	2%	0	0%	0	0%	0	0%
Fay Apartments	1	1%	0	0%	0	0%	0	0%	0	0%
Lower Price Hill	2	2%	2	3%	0	0%	0	0%	1	1%
Millvale	0	0%	1	2%	0	0%	3	3%	3	4%
North Fairmount	3	4%	0	0%	2	2%	2	2%	2	3%
Price Hill	5	6%	0	0%	7	7%	4	4%	2	3%
Riverside	0	0%	0	0%	0	0%	1	1%	0	0%
Roll Hill	0	0%	0	0%	0	0%	0	0%	0	0%
Sayler Park	0	0%	0	0%	3	3%	0	0%	2	3%
Sedamsville	0	0%	0	0%	1	1%	1	1%	0	0%
S. Cumminsville	2	2%	3	5%	0	0%	6	7%	2	3%
South Fairmount	4	5%	0	0%	2	2%	1	1%	5	7%
W. Price Hill	8	9%	8	13%	9	10%	12	13%	7	10%
Western Hills	4	5%	2	3%	9	10%	7	8%	3	4%
Westwood	45	52%	33	55%	56	59%	46	51%	31	43%
Total	86	100%	60	100%	95	100%	91	100%	71	100%

District 4 Complaints by Neighborhood 5-year Trend

	2019		2020		2021		2022		2023	
Avondale	16	31%	15	38%	11	27%	26	46%	29	45%
Bond Hill	6	12%	3	8%	7	17%	5	9%	5	8%
Carthage	2	4%	0	0%	0	0%	0	0%	2	3%
Corryville	5	10%	3	8%	5	12%	5	9%	6	11%
Hartwell	1	2%	0	0%	0	0%	3	5%	2	3%
Mt. Auburn	5	10%	2	5%	1	2%	2	4%	2	3%
North Avondale	3	6%	1	3%	1	2%	0	0%	3	5%
Paddock Hills	2	4%	2	5%	1	2%	4	7%	4	6%
Roselawn	6	12%	6	15%	9	22%	5	9%	4	6%
Walnut Hills	6	12%	8	20%	6	15%	6	11%	5	8%
Winton Hills	0	12%	0	20%	0	15%	0	11%	1	2%
Total	52	100%	40	100%	41	100%	56	100%	63	100%

District 5 Complaints by Neighborhood 5-year Trend

	2019		2020		2021		2022		2023	
Camp Washington	3	8%	4	9%	5	14%	4	11%	2	5%
Clifton	4	10%	10	22%	4	11%	6	16%	7	18%
Clifton Heights University	3	8%	7	15%	3	8%	3	8%	2	5%
College Hill	9	23%	14	30%	9	25%	14	37%	8	21%
Mt. Airy	5	13%	5	11%	7	19%	3	8%	6	16%
Northside	8	20%	2	4%	3	8%	3	8%	7	18%
Spring Grove	4	10%	1	2%	2	6%	2	5%	1	3%
Winton Hills	4	10%	1	2%	1	3%	3	8%	5	13%
Winton Place	0	0%	2	4%	2	6%	0	0%	0	0%
Totals	40	100%	46	100%	36	100%	38	100%	38	100%

All Other Complaints 5-year Trend

	2019		2020		2021		2022		2023	
Outside City Limits	5	71%	4	33%	10	91%	5	44%	6	44%
Unknown	2	29%	8	67%	1	9%	5	56%	11	56%
Total	7	100%	12	100%	11	100%	10	100%	17	100%

5 | APPENDICES



APPENDIX I: DEFINITION OF TERMS

Accident – An 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 II: 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's mediation process)
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
EVT	CPD Axon Database
FY	Fiscal Year (<i>July 1 through June 30</i>)
HCJC	Hamilton County Justice Center
IACP	International Association of Chiefs of Police
IIU	Internal Investigations Unit (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 III: STAFF, TRAINING AND DEVELOPMENT

Executive Director

Makiedah Messam began her career as a CCA Investigator in March 2022 and was appointed Interim Director August 6, 2023. Prior to joining CCA Ms. Messam served 9 years with INDECOM, Jamaica, the law enforcement oversight body in Jamaica, where she spent 4 years as a Director. Ms. Messam has also worked as a practicing attorney. She earned her Juris Doctorate from the University of Cincinnati College of Law and holds a Legal Practice Certificate from the Norman Manley Law School at the University of The West Indies, Jamaica.

Gabriel (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. Gabe left his position in August 2023.

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.

Andrew Alanis began his career as a CCA Investigator in June 2023 after he retired from the Ohio State Highway Patrol with 25 years of service at the rank of Assistant Agent in Charge. During his career he conducted investigations into organized crime, financial crime, fraud, and vice related crimes throughout a 19-county district in Southwest Ohio. He is a graduate of the Ohio State Highway Patrol Academy, as well as the Ohio State Highway Patrol Leadership Development Program, and holds a Bachelor's degree from the University of Cincinnati in Criminal Justice, a Master's degree from Xavier University in Criminal Justice, and a Master's degree in Human Resource Development from the University of Illinois at Urbana-Champaign.

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. Mr. Ekeke left his position in November 2023.

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 include personnel, physical and operational security, but she is most passionate about conducting interviews with the overarching goal of eliciting information. Ms. Givens has a Bachelor's degree in Criminal Justice from the University of Cincinnati and obtained 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).

Robert Stephens began his career as a CCA Investigator in March 2022. Prior to his employment with the City, Mr. Stephens served as an Intelligence Analyst for the U.S. Air Force providing geopolitical, hardware and software analysis. Before his time in the Air Force Mr. Stephens was a Military Police Officer with the U.S. Marine Corps. While a Military Police Officer, Robert trained and supervised

Marines as a Squad Leader; served as a member of the crime scene and evidence collections team; and provided trainings to other nations on non-lethal and riot control measures. Mr. Stephens holds an Associate's degree in Intelligence Studies and Technology, a B.A. in Criminal Justice, and a M.A. in Psychology.

Joseph Vesper began his career as a CCA Investigator in April 2022. After completing his Bachelor of Science degree from the University of Cincinnati, he continued his legal education at the University of Akron and obtained a Juris Doctor. Joseph then served as an assistant prosecutor in Jackson County, Ohio. During his tenure, he demonstrated an unwavering commitment to serving the public interest and justice in an equitable manner. Joseph's role at CCA perfectly aligned with his core values of transparency, fairness, and his relentless pursuit of truth and law.

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 29 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.

Judith Gazaway began her career in CCA in July 2023. She began her City career in the Emergency Communications Center in November 2007. Prior to her employment with the City, Ms. Gazaway served as a Specialist E4 in the United States (US) Army and received US Army Legal Specialist training. She earned her associate degree in education studies in January 2021 from Northern Kentucky University and is pursuing a bachelor's degree in Organizational Leadership.

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. Ms. Woods left her position in May 2023.

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 IV: CCA BOARD MEMBERS

Samuel Burbanks, IV

Appointed April 2023

Appointed Vice Chair November 2023

Dr. Samuel Burbanks IV is a researcher who has authored and co-authored scholarly articles in publications like, *The American Society for Engineering Education*, *The Encyclopedia of Identity*, *Journal of African American Studies*, and *Myers Education Press*. He has also worked as an educator for nearly 30 years working primarily with Black children. His research in the intersection of genetics and environmental effects on learning and affective disorders aims to understand how culture (as an environment) can assist academic achievement and amelioration of affective disorders among children of African descent. Dr. Burbanks presently serves as a part-time instructor at the University of Cincinnati in addition to other professional pursuits.

Ryan Hall

Appointed April 2023

Ryan Hall is a licensed independent social worker working as a consultant for communities receiving federal funding for youth homelessness and as a trauma-focused therapist. Ryan has his Masters in Social Work from the University of Cincinnati and has been a member of several collaborative initiatives with the Cincinnati Police Department and homeless service providers.

Tracey M. Johnson

Appointed November 2020

Resigned April 2023

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.

Luz Elena Schemmel

Appointed November 2018

Appointment Expired March 2023

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).

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).

Ashley Harp

Appointed August 2022

Ashley Harp began her professional journey as a high school English teacher and later transitioned to advocacy work for political and issue-based campaigns. As the Engagement Director at JS Strategies in Cincinnati, she has a direct lens on cultivating positive community relations. In her free time, Ashley also mentors young people in an entrepreneurial program. She holds a Bachelor of Arts degree in Education from Bennett College for Women in Greensboro, NC.

Clarice Warner

Appointed December 2021

Appointed Chair September 2023

Clarice Warner, MPH, RHIA, CSS-P, CPC, CHC, is a healthcare compliance and revenue cycle consultant whose expertise lies in providing regulatory compliance audit, education, and training services to healthcare clients. With a background in public health, Clarice is passionate about advocating for social justice, health equity, and addressing the root causes of health disparities. Her vision is a world where everyone has equal access to good health, lives in an environment that nurtures well-being, and fosters collaboration with law enforcement, and advocates for evidence-based interventions.

Clarice is committed to driving impactful change by amplifying marginalized voices, standing against injustice, and inspiring others to join the mission for a safer, healthier, and more equitable future. She serves on the Citizen Compliant Authority board and is also involved in community service, including being a board member of the Ohio Health Information Management Association, the Center for Social-Emotional Learning, and Black Women Cultivating Change. She is also an audit committee member for Cincinnati Public Schools and a Trustee of Corinthian Baptist Church.

Clarice holds a Bachelor's degree in Health Information Management from the University of Cincinnati, a Master's of Public Health from George Washington University, and is certified in medical coding and healthcare compliance.

John Williams

Appointed March 2023

John Williams currently serves as an Associate General Counsel at First Student, Inc., one of the largest privately owned school bus providers in the country. John's legal experience also includes 13 years with the City of Cincinnati, Solicitor's Office. John was a member of the Monitoring Team which oversaw the implementation of the Collaborative Agreement which established CCA. He is also a proud volunteer for our community, a member of Leadership Cincinnati, Class 23 and currently is on the Boards of the Spring Grove Cemetery and the Cincinnati/Hamilton County Community Action Agency. John has served as past president of the following organizations: Black Lawyers Association of Cincinnati, Cincinnati Bar Association, Cincinnati Bar Foundation, ProKids and Pro Seniors, Inc. He has also had the pleasure of serving on the boards of Camp Joy and Beech Acres.



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