

Citizen Complaint Authority  
**Board Meeting Minutes**  
Monday, October 6, 2025

**Attendees Present**

***CCA Board Members***

Samuel Burbanks, IV. Chair  
John Williams, IV, Chair  
Clarice Warner, Member  
Rosa Cama, Member  
Randi Burlew, Member

**Attendees Absent**

***Staff***

Cathy Bailey, Assistant City Manager  
John Kennedy, Director  
Dena Brown, Division Manager  
Brandon Upchurch, Sr. Administrative Specialist  
Andrew Alanis, Investigator  
David Sturkey, Assistant City Solicitor, Law Department  
Jessalyn Goodman, Investigator  
Ronald Pugh, Investigator  
Robert Stephens, Investigator  
Arnie Slaughter, Investigator  
Kaitlyn Streicher, Investigator  
Joseph Vesper, Investigator  
Brent McCurley, Internal Investigation Section  
Lieutenant, CPD  
Steve Sobel, CitiCable General Manager  
Tom Potter, CitiCable Production Manager  
Darius Jones, CitiCable Programming Manager

Mark Burns, Internal Investigation Section Captain,  
CPD

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Chair Burbanks, IV. called the meeting to order at 5:09 p.m.

**Minutes from Previous Meeting**

Member Burlew moved and Member Cama seconded a motion to accept minutes from the September 2025 meeting. (Agree 4 - Oppose 0 - Abstain - 1). **Motion passed.**

**Director's Report**

Director John Kennedy presented the Director's Report to the Board.

The Board was presented with 9 new fully vetted CCA investigation reports and 1 old fully vetted CCA investigation report from the August 2025 Board meeting.

Director Kennedy highlighted the history of CCA investigations involving harassment allegations and provided a definition of harassment. There have been 90 cases in which at least one of the allegations investigated was

harassment since 2017. Of those cases, CCA Recommendations R2322 and R2415 recommended that CPD create a specific policy and definition for harassment in order to clarify the line between permissible and impermissible patterns of conduct. CCA created the following definition of “harassment” for CCA investigatory purposes:

**Harassment: A pattern of unwelcome or intrusive words or actions initiated by law enforcement toward an individual or group which serves no legitimate purpose and alarms or causes substantial distress in the person or group. This conduct by law enforcement can vary in severity, frequency, and offensiveness but will be evaluated objectively and take into account what a reasonable person would feel in the circumstances.**

**Although harassment normally consists of a pattern of conduct, there may be circumstances when one interaction initiated by law enforcement for no legitimate purpose can constitute harassment.**

**Nothing in this definition shall be seen to limit legitimate police action in any way.**

### **Public Comment**

Cincinnati Black United Front (CBUF) member and consultant to the City Manager Iris Roley provided a theme of bad searches leading to bad charges leading to dropped charges.

### **CPD Responses to CCA Recommendations**

#### **Recommendation 2415**

CCA recommends CPD create a specific definition and policy for “harassment” in order to clarify the line between persistent contact initiated by police that is permissible (such as necessary contact that might occur during an ongoing investigation focused on a person of interest), and impermissible patterns of contact that either have no legitimate purpose, are not tailored to a legitimate purpose, or that otherwise violate policy.

**CPD Response** – No response provided.

### **Old Business**

1. **CCA Case Number 24131:** Member Williams moved and Member Cama seconded a motion to accept CCA’s findings and recommendations, if any. (Agree 3 - Oppose 0 - Abstain 2). **Motion passed.**

### **New Business**

1. **CCA Case Number 24198:** Member Williams moved and Member Cama seconded a motion to accept CCA’s findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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2. **CCA Case Number 25001:** Member Williams moved and Member Cama seconded a motion to accept CCA’s findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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3. **CCA Case Number 25031:** Member Williams moved and Member Burlew seconded a motion to accept CCA’s findings and recommendations. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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4. **CCA Case Number 25050:** Member Williams moved and Member Cama seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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5. **CCA Case Number 25090:** Member Williams moved and Member Burlew seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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6. **CCA Case Number 25092:** Member Burlew moved and Member Cama seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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7. **CCA Case Number 25093:** Member Williams moved and Member Burlew seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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8. **CCA Case Number 25105:** Member Williams moved and Member Cama seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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9. **CCA Case Number 25119:** Member Williams moved and Member Warner seconded a motion to accept CCA's findings and recommendations, if any. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

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### **Announcements**

None were provided.

### **Closing**

Member Williams moved and Member Burlew seconded a motion to adjourn the Board meeting. The meeting ended at 7:18 p.m. (Agree 5 - Oppose 0 - Abstain 0). **Motion passed.**

The next meeting will be held on **Monday, November 3, 2025 at 5:00 p.m.**

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