

# Citizen Complaint Authority

## 2024 Patterns Report

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### Executive Summary

The 2024 Citizens Complaint Authority (CCA) Patterns Report highlights closed complaint trends that involve the Cincinnati Police Department (CPD) from 2022–2024. The goal is to identify patterns and trends regarding complaint volume, complaint circumstances, repeat officers, and repeat citizen complainants. This analysis enables CPD and CCA to collaborate on problem-solving initiatives to address the root causes of complaints through training and education, enhancing community trust, and reducing grievance filings.

### Definitions

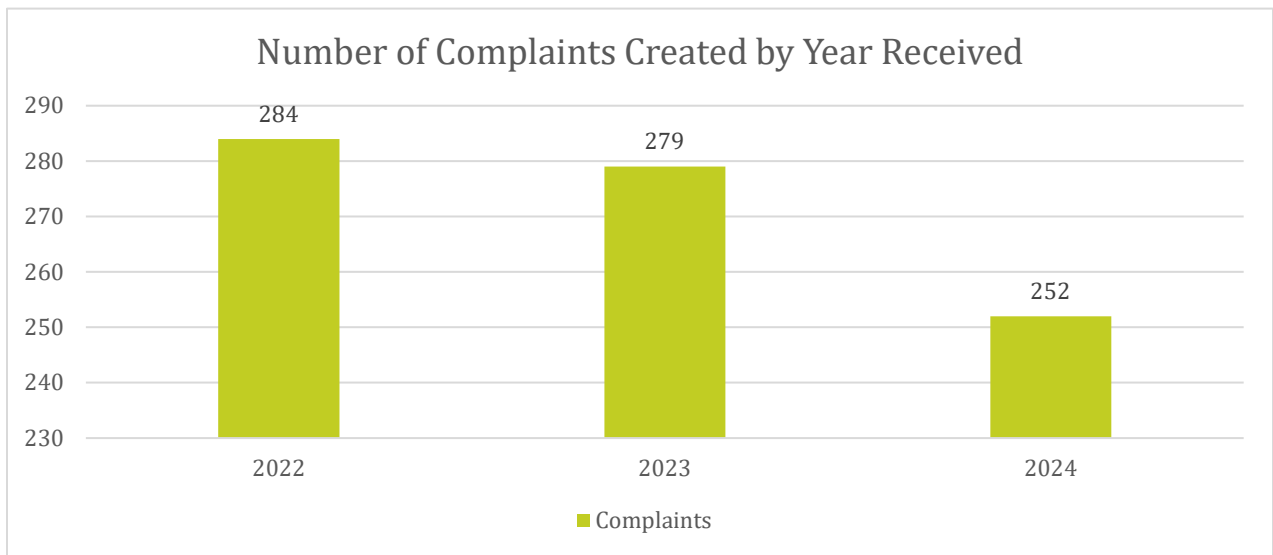
- **Pattern Officer:** An officer who has had three (3) or more *Sustained Allegations* within a 3-year span.
- **Pattern Citizen:** A citizen who filed more than three (3) complaints within a 3-year span.
- **Complaint:** A complaint is a formal submission made by a member of the public regarding an interaction with the police. A single complaint may involve one or more officers and may include multiple allegations.
- **Allegation:** A specific type of misconduct or policy violation reported within a complaint. Each complaint can contain multiple alleged factors.
- **Allegation Category:** Allegations are grouped into categories (see Appendix A).
- **Complainant:** The individual who files the complaint.
- **Complaint Types:**
  - **CCA:** Complaints that fall within CCA’s purview to investigate.
  - **Non-Jurisdiction:** An allegation beyond the scope or geographic area in which CCA may exercise authority.
  - **Referred:** Complaints outside CCA’s criteria are sent to CPD for internal review or resolution through the Citizen Complaint Resolution Process (CCRP), which uses mediation between the complainant and the officer for low-level or service-based allegations such as discourtesy, harassment, lack of service, or procedural violations.
- **Outcome Types:**
  - **Unfounded:** Where the investigation determined no facts to support the incident complained of actually occurred.
  - **Exonerated:** Where the alleged conduct occurred but did not violate CPD policies, procedures, or training.
  - **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.
  - **Not Applicable:** Outcome of allegation not assigned nor relevant, incomplete.

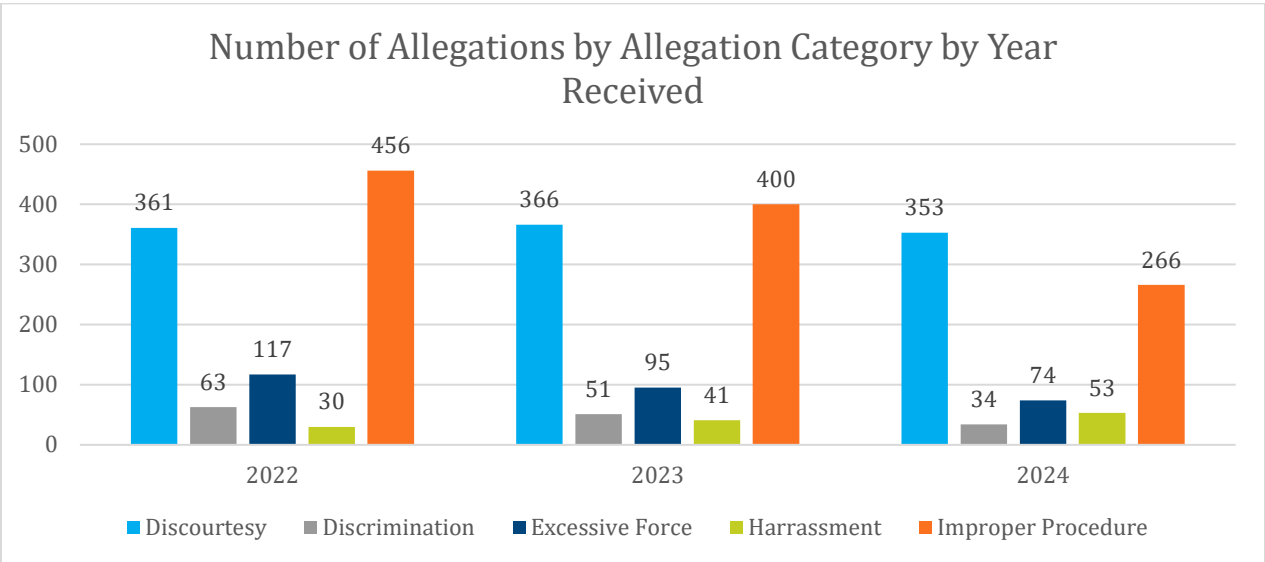
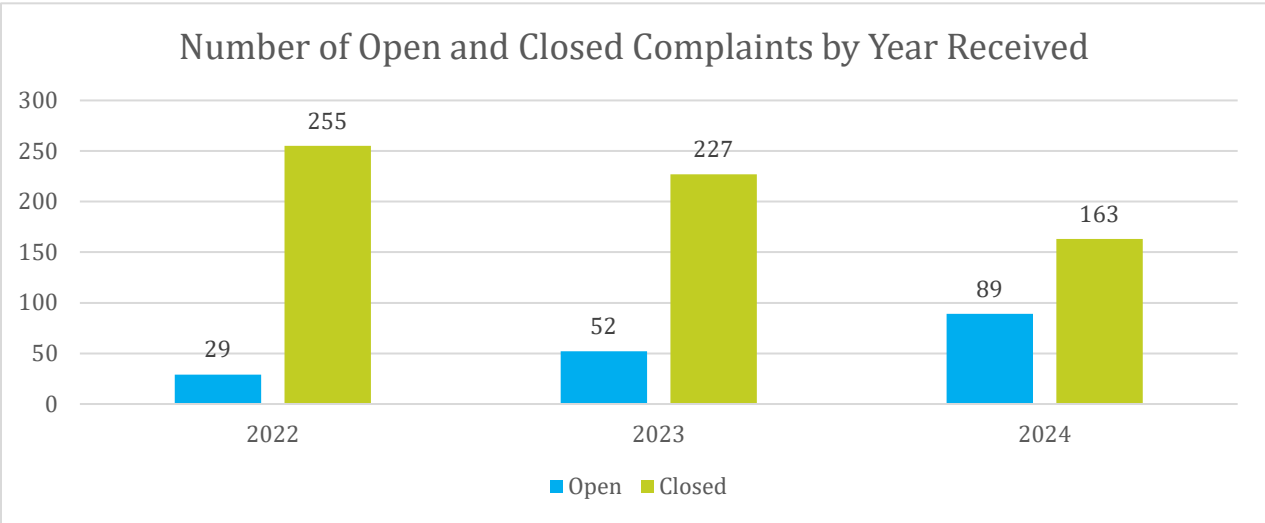
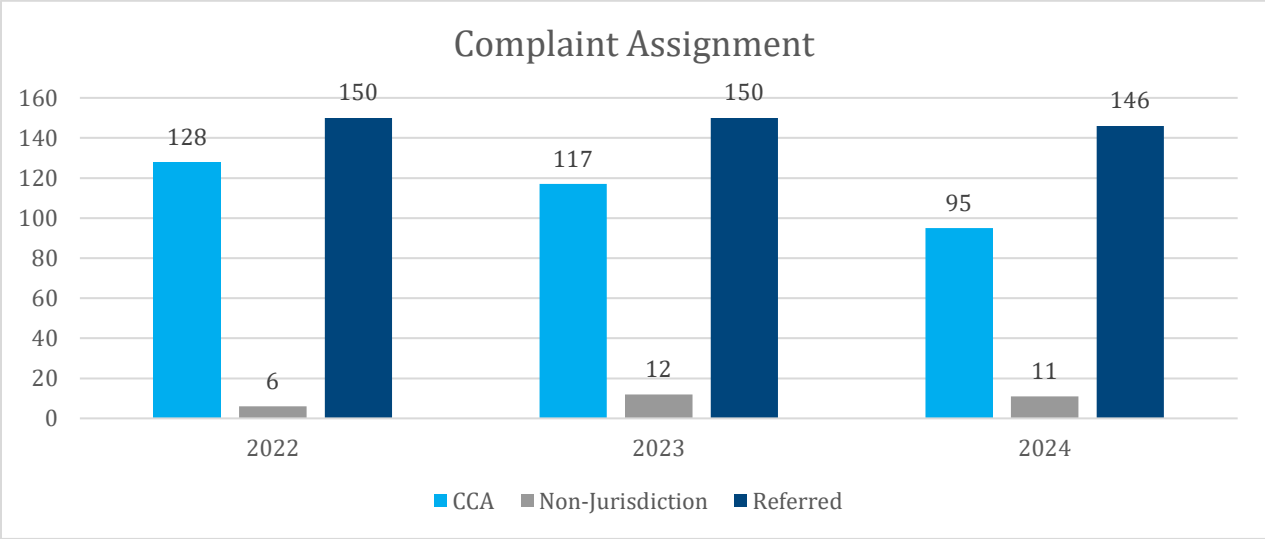
- **Non-Jurisdiction:** An allegation beyond the scope or geographic area in which CCA may exercise authority.
- **CPD’s Information File:** Complaints reviewed by CPD-Internal Investigation Section but deemed no investigation will occur.
- **Referred:** Complaints outside CCA’s criteria are sent to CPD for internal review or resolution through the Citizen Complaint Resolution Process (CCRP), which uses mediation between the complainant and the officer for low-level or service-based allegations such as discourtesy, harassment, lack of service, or procedural violations.

### Summary of 2024 Key Findings

- 21 officers met the criteria for “pattern officer” status in 2024, with a total of 99 complaints filed against them.
- 9 citizens were identified as “pattern citizens,” who filed a total of 54 complaints over a 3-year period.
- Overall, complaints submitted to CCA decreased year-to-year.
- Most frequent allegations based on allegation category are *Discourtesy* and *Improper Procedure*.

### Year-Over-Year Trends





## Pattern Officers

In 2024, **21** officers met the criteria for repeat patterns. An officer meets the criteria for “pattern officer” status when they have three (3) or more *Sustained* Allegations within a 3-year span (2022-2024).

Each complaint was reviewed, and the allegations attached to each officer were categorized into one of five categories: *Discrimination*, *Discourtesy*, *Excessive Force*, *Improper Procedure*, and *Harassment*. (see Appendix A).

Outcomes were assessed using departmental designations: *Sustained*, *Not Sustained*, *Exonerated*, *Unfounded*, *Not Applicable*, *Non-Jurisdiction*, *Referred*, and *CPD Information File*.

Most allegations fell into lower-risk categories such as *Discourtesy* and *Improper Procedure*, a subset of officers demonstrated recurring allegations in higher-risk categories, such as *Excessive Force*.

Of the total filed allegations, **285** (as of 1/1/2025) against “pattern officers” were completed, **30.17% were sustained**. This report section outlines key trends, risk indicators, and opportunities for targeted intervention.

## Officers With 3 or More Sustained Allegations

Officer Name	Age	Race	Gender	Total Complaints	Total Allegations	Sustained Allegations
Reynolds, Michael	57	White	Male	6	19	8
Ruberg, Jeffery	50	White	Male	5	12	7
Scalf, Dylan	27	White	Male	16	48	7
McCarthy, Jacob	26	White	Male	1	9	6
Cox, Scott	36	White	Male	8	18	5
Stanton, Thomas	64	White	Male	4	14	5
Cornacchione, William	31	White	Male	6	17	4
Knapp, Charles	47	White	Male	10	24	4
McNichol II, Ross	51	White	Male	8	18	4
Adams, Regina	36	Black	Female	1	4	3
Asbury, Nathan	45	White	Male	7	18	3
Broering, Kevin	49	White	Male	3	10	3
Howard, Taylor	36	White	Male	14	31	3
Johnson, Ronald	49	Black	Male	1	4	3
Jones, Marcellus	33	Black	Male	2	6	3
Kinney, William	49	White	Male	4	7	3
Longworth, Richard	44	White	Male	1	5	3
Parker, Karen	56	Black	Female	2	7	3
Reed, Carl	39	White	Male	4	10	3
Richmond, Alexander	27	White	Male	3	8	3
Sherman, Carlos	50	Black	Male	8	19	3
<b>Total</b>				<b>99</b>	<b>308</b>	<b>86</b>

## Officers by Sustained Allegations by Allegation Categories

Officer Name	Discourtesy	Discrimination	Excessive Force	Improper Procedure	Total
Reynolds, Michael	4	0	2	2	8
Ruberg, Jeffery	1	0	2	4	7
Scalf, Dylan	1	0	1	5	7
McCarthy, Jacob	0	0	0	6	6
Cox, Scott	0	0	3	2	5
Stanton, Thomas	1	1	0	3	5
Cornacchione, William	3	0	1	0	4
Knapp, Charles	0	0	0	4	4
McNichol II, Ross	2	0	0	2	4
Adams, Regina	1	0	1	1	3
Asbury, Nathan	1	0	1	1	3
Broering, Kevin	2	0	1	0	3
Howard, Taylor	0	0	0	3	3
Johnson, Ronald	1	1	0	1	3
Jones, Marcellus	0	0	2	1	3
Kinney, William	1	0	0	2	3
Longworth, Richard	0	0	0	3	3
Parken, Karen	0	0	0	3	3
Reed, Carl	0	0	0	3	3
Richmond, Alexander	0	0	1	2	3
Sherman, Carlos	0	0	0	3	3
<b>Total</b>	<b>18</b>	<b>2</b>	<b>15</b>	<b>51</b>	<b>86</b>

### Notable Trends for Pattern Officers

- 6 Officers had 5 or more sustained allegations, accounting for 44.18% of all sustained allegations for Pattern Officers, primarily in the *Improper Procedure* Allegation Category.
  - Of these officers with 5 or more sustained allegations, 100% were white males with an average of 14.83 years on the force and an average age of 42.83 years old.
  - Regarding the associated complaints, 44.44% of the complaints involved District 4.
- 4 Officers accounted for 60% of all Sustained *Excessive Force* Allegations for Pattern Officers.

### Pattern Citizens

In 2024, 9 citizens met the criteria for repeat patterns. A citizen meets the criteria for “pattern citizen” status when they have filed more than three (3) complaints within a 3-year span.

Citizen Name	Age	Race	Gender	Complaints	Allegations	Sustained Allegations	Officers Filed Against
Tarby, George	56	Unknown	Male	5	48	5	26
Shearer, Eric	53	Black	Male	4	19	4	10

Dabney Jr., Renard	44	Unknown	Male	4	15	3	10
Brown, Daquan	29	Black	Male	4	14	1	7
Blackman, Mark	37	Unknown	Male	4	9	0	3
Grant-Carlton, Cody	31	White	Male	4	11	0	6
Lester, Michael	48	Black	Male	10	18	0	7
Patterson, Lavelle	54	Black	Female	4	13	0	7
Thayer, Julie	41	Whie	Famale	20	27	0	3
<b>Total</b>				<b>54</b>	<b>174</b>	<b>13</b>	<b>3</b>

### Complaints by Year Received

Citizen Name	2022	2023	2024	Total
Blackman, Mark	2	1	1	4
Brown, Daquan	1	0	3	4
Dabney Jr, Ronald	0	2	2	4
Grant-Carlton, Cody	0	4	0	4
Lester, Michael	3	2	5	10
Patterson, Lavelle	3	1	0	4
Shearer, Eric	1	3	0	4
Tarby, George	1	2	2	5
Thayer, Julie	15	3	2	20

### Allegations Filed by Allegation Category

Citizen Name	Discourtesy	Discrimination	Excessive Force	Harassment	Improper Procedure	Total
Blackman, Mark	3	1	1	2	2	9
Brown, Daquan	2	1	3	1	7	14
Dabney Jr, Ronald	4	0	4	0	7	15
Grant-Carlton, Cody	8	0	0	0	3	11
Lester, Michael	12	1	0	2	3	18
Patterson, Lavelle	7	5	0	1	0	13
Shearer, Eric	8	0	2	0	9	19
Tarby, George	34	7	1	0	6	48
Thayer, Julie	18	0	0	6	3	27
<b>Total</b>	<b>96</b>	<b>15</b>	<b>11</b>	<b>12</b>	<b>40</b>	<b>174</b>

## Pattern Citizen Complaints Against a Single Officer

Citizen Name	Officer Name	2022	2023	2024	Total
Thayer, Julie	Hicks, Jacob	8	2	1	11
Thayer, Julie	Minella, Richard	5	0	0	5
Lester, Michael	Hicks, Jacob	0	1	4	5

### Notable Trends for Pattern Citizens

- *Discourtesy* allegations accounted for 55.17% of all allegations received from Pattern Citizens.
- Among the allegations received, 7.47% of allegations were *Sustained*.
- 70.00% of Pattern Citizens were male, of these 50.00% were Black.
- 50.85% of the complaints filed by Pattern Citizens occurred in District 3.
- Average age was 43.10 years old.
- 55.55% of Complaints were submitted by Michael Lester and Julie Thayer.
- George Tarby accounted for 27.58% of all allegations submitted by Pattern Citizens.

### Conclusion

The 2024 CCA Patterns Report identifies several critical trends in citizen complaints and officer conduct from 2022 to 2024. Most notably, sustained allegations against officers and repeat citizens are disproportionately concentrated in CPD Districts 3 and 4, suggesting possible geographic and systemic disparities in how the Cincinnati community experiences policing. These patterns raise important questions about assignment practices, supervisor oversight, training consistency, and community-police relations in these districts.

Among the most significant findings:

- 44.44% of complaints involving officers with 5 or more sustained allegation findings occurred in District 4, a disproportionately high share compared to other police districts.
- All officers with 5 or more sustained allegation findings were white males, while the majority of pattern citizens were Black males, many residing in or interacting with police in District 3.
- Excessive force allegations that represent a heightened risk profile, while fewer in number, were clustered among a small number of officers.
- Two repeat citizens, Julie Thayer and Michael Lester, accounted for over 55% of complaints among Pattern Citizens, suggesting persistent individual grievances.
- Discourtesy and Improper Procedure continue to be the most common allegation categories across both pattern officers and pattern Citizens.

Importantly, a structural change in CPD operations may help explain some of these district concentrations of complaints. At the end of 2023, CPD District 5 was officially disbanded, with its coverage areas absorbed into Districts 3 and 4. This administrative change likely contributed to the increase in complaints recorded in those two districts, due to increased contact between officers and citizens, and a shift in the communities.

Taken together, the patterns in this report suggest the need for targeted interventions, including:

- A comprehensive review of District 4's continued training, supervision, and deployment strategies, especially as it relates to traffic stops and observed criminal offenses.
- Engagement with District 3 communities to address concerns over fairness and procedural justice.
- Implementation of a formal mediation model for low level complaints that ensures fairness and transparency in complaint resolution.
- Ongoing evaluation of officer conduct patterns to identify risk indicators early and proactively reduce harm via additional training and supervisor guidance.

Understanding the type of misconduct and the officers associated with them are important to finding the correct solution. The majority of sustained allegations fell under the Improper Procedure category. This may be a result of systemic or training deficiencies; a failure to adapt to the law or policies. These procedural failures might also be a result of inconsistent enforcement by officers or supervisors.

CCA recommends that CPD reassess its training content, particularly around their procedural processes and review. Identifying failures in training and closing those gaps and create continual training program for all its members of the department on all procedures to ensure compliance.

In addition to these findings, the report highlights a growing need to reform how low-level complaints are handled. The Citizen Complaint Resolution Process (CCRP) has served as an internal mechanism for addressing concerns between officers and citizens. However, its current structure, where complaints are mediated by CPD staff, often without neutral settings or allowance for third-party support, may unintentionally discourage full participation and undermine trust.

CCA recommends transitioning CCRP into a mediation model facilitated by trained, non-police, third-party mediators in neutral community spaces. Such a model fosters open dialogue, humanizes the complaint process, and empowers both citizens and officers to reach mutual understanding. Over time, this approach will likely reduce the number of formal complaints, particularly for repeat complainants and resolve tensions early between the police and the communities they serve. Building lasting trust is an added benefit of great importance.

Importantly, Discourtesy allegations made up 55.17% of all complaints. While only 7.47% of allegations from Pattern Citizens were sustained, the high volume of discourtesy complaints may reflect a public perception issue that should be addressed proactively, even if not always substantiated. This process can help bridge the gap between the Officer and the Citizens' perception of the interaction.

CPD should also establish a review mechanism for citizens with repeated complaints to identify root causes (e.g., mental health, distrust in institutions, legitimate grievances) and flag those that have repeated complaints, before then applying correct resources to address those causes. CPD should coordinate with social services, mediation specialists, community liaisons, community liaison Officers, MCT, and CCRP to address repeat concerns constructively.

CCA remains committed to partnering with CPD and community stakeholders to translate these insights into action. Through collaborative problem solving, transparent data sharing, and strong leadership, CCA aims to reduce preventable complaints, improve public trust, and ensure all Cincinnati residents are treated with dignity and respect in their interactions with law enforcement.

## Appendix A

<b>Allegation</b>	<b>Allegation Category</b>
Discourtesy	Discourtesy
Discourtesy (Profanity)	Discourtesy
Discourtesy (Racial)	Discourtesy
Dishonesty	Discourtesy
Lack of Service	Discourtesy
Off Duty Conduct	Discourtesy
Unethical Conduct	Discourtesy
Verbal and/or Physical Threat	Discourtesy
Discrimination	Discrimination
Discrimination (Age)	Discrimination
Discrimination (Color)	Discrimination
Discrimination (Disability)	Discrimination
Discrimination (Ethnicity)	Discrimination
Discrimination (Gender Expression and Identity)	Discrimination
Discrimination (Racial)	Discrimination
Discrimination (Sex)	Discrimination
Racial Profiling	Discrimination
Discharge of a Firearm Allegation (Fatal)	Excessive Force
Excessive Force	Excessive Force
Excessive Force (Chemical Irritant)	Excessive Force
Excessive Force (Handcuffing)	Excessive Force
Excessive Force (Taser)	Excessive Force
Improper Procedure (Failure to De-Escalate)	Excessive Force
Improper Procedure (Reporting Use of Force)	Excessive Force
Improper Procedure (UOF - Taser)	Excessive Force
Improper Procedure (Use of Force)	Excessive Force
Proc Violation (Failure to Report Use of Force)	Excessive Force
Use of Force	Excessive Force
Use of Force (Escorting)	Excessive Force
Use of Force (Taser)	Excessive Force
Harassment	Harassment
Sexual Misconduct	Harassment
Abuse of Authority	Improper Procedure
Criminal	Improper Procedure
Death in Custody	Improper Procedure
Detention	Improper Procedure
Discharge of a Firearm	Improper Procedure
Frisk	Improper Procedure
Imp Proc (Citizen Complaint Form)	Improper Procedure
Imp Proc (Other)	Improper Procedure
Imp Procedure (Failure to complete complaint form)	Improper Procedure
Improper Arrest	Improper Procedure
Improper Detention	Improper Procedure
Improper Discharge of a Firearm	Improper Procedure
Improper Entry	Improper Procedure

<b>Allegation</b>	<b>Allegation Category</b>
Improper Pointing of a Firearm	Improper Procedure
Improper Procedure	Improper Procedure
Improper Procedure (BWC - Dislodged from Uniform)	Improper Procedure
Improper Procedure (BWC - Failure to Activate)	Improper Procedure
Improper Procedure (BWC)	Improper Procedure
Improper Procedure (Contact Card)	Improper Procedure
Improper Procedure (Failed to Notify Supervisor)	Improper Procedure
Improper Procedure (Failure to Report Use of Force)	Improper Procedure
Improper Procedure (Ordinance Enforcement)	Improper Procedure
Improper Procedure (Taser Warning)	Improper Procedure
Improper Search	Improper Procedure
Improper Search (Person)	Improper Procedure
Improper Search (Residence)	Improper Procedure
Improper Search (Vehicle)	Improper Procedure
Improper Search (Wallet)	Improper Procedure
Improper Seizure	Improper Procedure
Improper Stop	Improper Procedure
Improper Stop (Person)	Improper Procedure
Improper Stop (Vehicle)	Improper Procedure
Law Violation	Improper Procedure
Misconduct	Improper Procedure
Neglect of Duty	Improper Procedure
Other - CPD Code	Improper Procedure
Pointing of a Firearm	Improper Procedure
Procedure (Vehicle Pursuit)	Improper Procedure
Procedure Violation	Improper Procedure
Procedure Violation (Impoundment)	Improper Procedure
Search	Improper Procedure
Seizure	Improper Procedure
Stop	Improper Procedure