2021 ANNUAL REPORT

city of CINCINNATI
CITIZEN COMPLAINT AUTHORITY

ACKNOWLEDGEMENTS

The Citizen Complaint Authority (CCA) is ever grateful to have the backing of those in leadership for the City of Cincinnati. 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 2021. Chair Mark (Zeek) Childers, Vice Chair George Pye, Luz Elena Schemmel, Phyllis Slusher, Tim Barr, Jr., Tracey M. Johnson, and Wanda Spivey 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 Interim Chief Teresa Theetge, Former Chief Eliot Isaac, 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.

MESSAGE FROM THE EXECUTIVE DIRECTOR

The Citizen Complaint Authority exists to prevent citizen complaints about policing through comprehensive investigations of officers charged with misconduct and examinations of complaint patterns to identify root causes, at-risk officers, at-risk citizens. CCA zealously guards its independence and impartiality in meeting its mandate. We follow the facts without fear or favor. We unflinchingly pursue truth, transparency, and accountability. We proudly protect civil rights. Ultimately, we believe that improving mutual trust and respect between citizens and police is foundational to ensuring justice and public safety for all who live, visit, or work in Cincinnati.

As an agency that operates independently of the Cincinnati Police Department, CCA is proud to provide a path for everyday citizens to participate directly in the oversight of their police force. As we look to the future, we strive to be the gold standard for civilian oversight of law enforcement, and a model for the nation, as more jurisdictions seek to strengthen government accountability and police-community relations in new ways.

Consistent with our commitment to transparency, and pursuant to Administrative Code Article XXVIII for the City of Cincinnati, I present CCA's 18th Annual Report. This report covers January 1 through December 31, 2021, summarizing the Authority's accomplishments and providing information pertaining to its complaints and investigations.

In 2021, CCA conducted its work in the spirit of Cincinnati's groundbreaking Collaborative Agreement and its commitment to strengthening accountability and effective partnership between police and community. CCA also continued to operate against a backdrop of increasing demands for greater measures of accountability and equity in policing and in all systems. To that point, in 2021, CCA saw significant increases in the number of investigations we handled, with an increase of above 70% over the previous year in the number of investigations completed, and a 16% increase over the previous year in the number of new complaints opened for investigation. At every turn, our dedicated staff and Board members rose to the challenge. We committed ourselves to the mission, championed our vision, and successfully made a case for our growth as an agency. As a consequence, we achieved historic increases in funding and investment from the City of Cincinnati with steadfast support from our local government officials, stakeholders, and community members. With a successful year behind us, and the wind at our backs, the future is bright.

Sincerely,

Gabriel A. Davis
CCA Executive Director

MESSAGE FROM THE BOARD CHAIR

The year 2021 will be remembered as a year of turning points for the Citizen Complaint Authority. As 2021 began, the CCA, for the first time in many years, had the requisite minimum number of five investigators that Article XXVIII requires. This was made possible with an allocation of an extra $200,000 in our budget that we received from City Council.

The first turning point began in February. With the additional investigators fully trained and working, the backlog began to decrease. Indeed, the backlog consistently decreased until we lost one investigator to another job in August. Even so, it made it clear that the solution to getting rid of the backlog of cases was to increase the number of investigators.

The second turning point was the decision to ask for an even greater increase in our budget for the next fiscal year. Director Davis presented our budget request to City Council in March. It included money for three more investigators to help us get through the backlog. As noted above, it was clear that the quickest way to get through the backlog is more investigators. It also included money for two new positions to help us fulfill our mandates found in Article XXVIII. One of the positions would be a Data Analyst who would help us understand the data we collect and would work with the CPD on problem solving projects. The other position would be a community engagement specialist whose work would focus on police/community relations. The total budget increase to fill all of these positions was an extra $460,000.

The third turning point was in June when, with great support from the community, City Council included an extra $400,000 in our budget. It wasn't the whole amount that we had asked for, but it was a significant amount, nonetheless. It would certainly be enough to hire three additional investigators and maybe one of the other positions.

The fourth turning point was not in our favor. In August, the administration required the CCA to go through a process with the Office of Performance and Data Analytics before allowing us to hire any new investigators. This delayed the process of hiring investigators by about three months.

The fifth turning point came after we completed the OPDA process. We were approved to hire the investigators that we had requested in our budget. As 2021 turns to 2022 we are still in the process of hiring the investigators. Once those investigators are in place, we will be able to get the backlog out of the way and be current with our investigations.

All of these incremental turning points combine to create an overarching turning point for the CCA. The year 2021 will be remembered as the year that CCA began, again, to fulfill all of its mandates: timely investigations, data analysis and problem solving, and community engagement.

On behalf of the Board, I would like to express our thanks to the staff of the CCA. It is through their efforts that the mission of the Citizen Complaint Authority is fulfilled.

We look forward to building on the accomplishments of 2021 as we begin 2022.

Mark 'Zeek' Childers
CCA Board Chair

SUMMARY OF HIGHLIGHTS AND KEY FINDINGS

1

Over 70% ↑ Increase

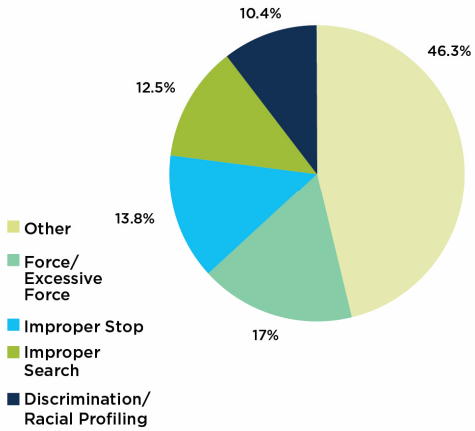
in investigations closed between CY 20 AND CY 21

2

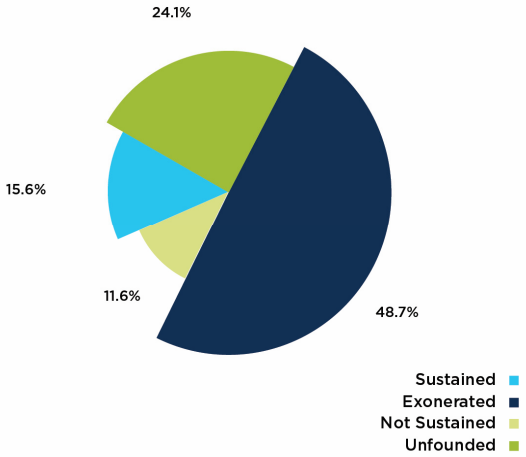
16% ↑ Increase

in complaints opened for investigation between CY 20 AND CY 21

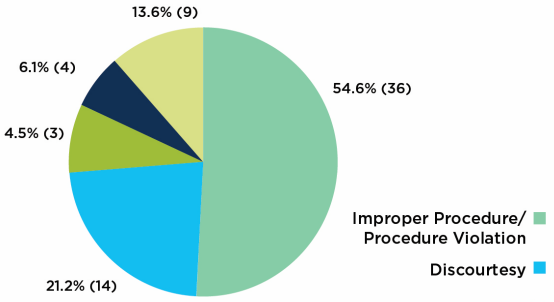
3 Top Allegations Made by Complainants



4 2021 Findings

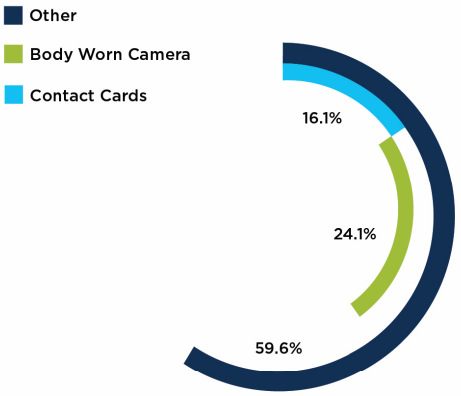


5 Top Sustained Allegations 2021



Total Sustained Allegations: 66

6 2021 Top Sustained Improper Procedure Findings



Accomplishments

- CCA completed over 70% more investigations in 2021 than it completed in 2020.
- CCA issued 23 unique recommendations (35 total) to CPD and the City Manager's Office. CCA's recommendations addressed police policy and training, including the following topics: mental health policy, chokehold policy, use of force reporting, tracking systems for bias free policing, domestic violence tracking, critical incident review and firearm discharge review, BWC use policy, medical aid to wounded suspects, TASER/CEW use, harassment allegations, and corrective and disciplinary action.
- CCA equipped its interview rooms with video recording equipment and instituted a new policy requiring its investigative interviews of CPD officers to be videotaped as a means of strengthening evidence gathering and affirming the integrity of its investigations.
- As an active member of the National Association for Civilian Oversight of Law Enforcement (NACOLE), CCA participated in NACOLE's Annual Conference in Tucson, Arizona, and received training on the latest civilian oversight strategies, investigative approaches, and trends. During the conference, CCA also liaised with and provided guidance to public officials and representatives from other cities interested in strengthening their oversight agencies and learning from CCA.
- The Authority updated its website to improve navigation, simplify the process for finding full Investigation Reports for completed cases, and make information more accessible to non-English speakers. CCA began publishing full investigation reports for its completed cases to its website for the first time in CCA's history in order to improve transparency.

Key Statistics from Complaints Received and Investigations Completed

- New complaints against CPD officers received by CCA increased by 1.6% from 249 in 2020 to 253 in 2021.
- The total number of new investigations opened by CCA increased by 16.0% from 75 in 2020 to 87 in 2021.
- The total number of allegations against CPD officers in new investigations opened by CCA increased by 23.2% from 311 in 2020 to 383 in 2021.
- Use of force/excessive force allegations represented 17.0% of allegations made by citizens in new investigations opened by CCA. Allegations of improper search/seizure/entry represented 15.4% of allegations made by citizens in new investigations opened by CCA.
- Lack of service represented 52.8% of the new allegations referred to CPD for review.
- Of the three "serious intervention" incidents that occurred in 2021, one resulted in death. There were no deaths resulting from the two discharge of firearm incidents that occurred. The subjects involved in all three of these serious intervention incidents were African American males.
- Females represented 58.0% of the 274 new complainants. Cincinnati's overall population is 51.6% female.
- African Americans represent 42.3% of the overall Cincinnati population. 59.5% of the 274 new complainants were African American.
- 68.4% of all CPD sworn officers are Caucasian. Of the 312 officers associated with the 253 complaints received by CCA, 66.4% of the complaints were filed against Caucasian officers.
- CCA completed 77 investigations in 2021 which resulted in the issuance of 424 findings. The allegations CCA investigated represented a 38.6% increase over 2020.
- Of the 424 findings made by CCA, 48.7% were "Exonerated" and 15.6% were "Sustained". In 2020, 33.9% of findings were "Exonerated" and 25.8% of findings were "Sustained."

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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.

OPERATIONS

Citizen Complaint Authority Board

As of December 2021, 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.

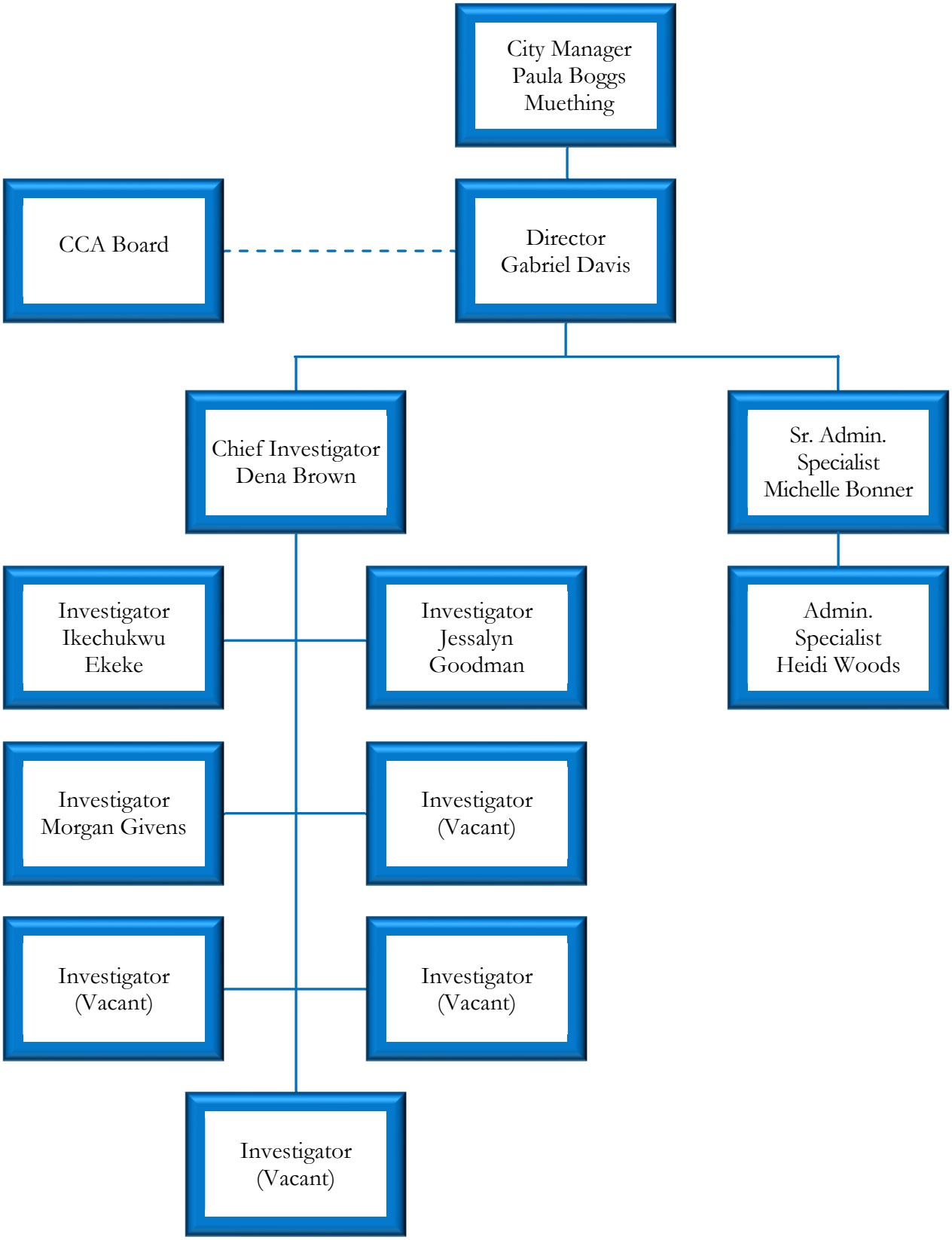
After the Board meeting, the investigative reports, with all recommended findings and recommendations, are forwarded to the City Manager. The Police Chief also receives a copy of the investigative report. The City Manager shall agree or disagree with any findings and recommendations either by the Director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

Organization Chart[1]



[1] Represents CCA and City staff as of 12/31/2021.

Budget: Fiscal Years 2021 and 2022

The total approved operating budgets were $899,040 for FY 2021 and $1,290,080 for FY 2022. The breakdown is as follows:

Category	FY 2021	FY 2022
Personnel Services	$ 580,902	$ 864,430
Employee Benefits	219,054	293,110
Other Expenses	99,084	132,540
Operating Total	$ 899,040	$ 1,290,080

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 2021, CCA began strategic planning for its newly branded outreach initiative: the CCA Ambassador Program. 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. In 2021, CCA began strategic planning for the Ambassador Program by consulting with various stakeholders to identify target populations for its engagement work.

In 2021, CCA provided 78 community engagements and trainings, reaching an estimated population of over 1,100 people. CCA participated in engagements that included CCA presentations at meetings of the Cincinnati Accessibility Board of Advisors (CABA), Metropolitan Area Religious Coalition of Cincinnati (MARCC), and Cincinnati Black United Front (CBUF) (including its weekly "Policing the Pandemic" forum co-sponsored by the Community Economic Advancement Initiative (CEAI), Ohio Justice and Policy Center (OJPC), and Leaders of the Free World)), among others. CCA and its Ambassador volunteers participated in grassroots events, including National Night Out at the College Hill Presbyterian Church and a community event at Fountain Square. CCA also periodically consulted and engaged with members of the City Manager's Advisory Group (MAG), National Organization of Black Law Enforcement Executives (NOBLE), the Sentinels, CPD commanders and officers, academic researchers, and non-local police accountability organizations.

CCA continued to use its Board meetings to provide fora 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 de-escalation and CPD's implementation of certain CCA recommendations.

CCA and CPD jointly engaged with local civil rights organizations such as the Cincinnati NAACP, CBUF, Urban League of Greater Southwest Ohio (including its Community Police Partnering Center and Center for Social Justice), and others on a project to reform CPD's existing mediation processes for complaints (i.e. CPD's the Citizen Complaint Resolution Process).

CCA partnered with 6 law school externs, including students from the University of Cincinnati College of Law and the Salmon P. Chase College of Law, and leveraged their support and legal training in order to complete investigate reports. CCA also partnered with a college intern and a high school intern and leveraged their talents to conduct policy research and strengthen CCA's administrative support. CCA provided training and mentorship for all students.

CCA began a collaboration with the Squire Patton Boggs Foundation as a partnership organization for its Racial Justice Fellowship Program. CCA also presented on a panel hosted by Yale Law School's Justice Collaboratory.

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 2021. Some of CCA's other law enforcement engagement activities for the year are summarized below.

In 2021, CCA began participating in 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 2021, 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.

CCA collaborated with MAG members, CPD, the City Manager's Office (CMO) and other City departments on a problem-solving initiative to reduce gun violence and address community mental health in Cincinnati.

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

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.

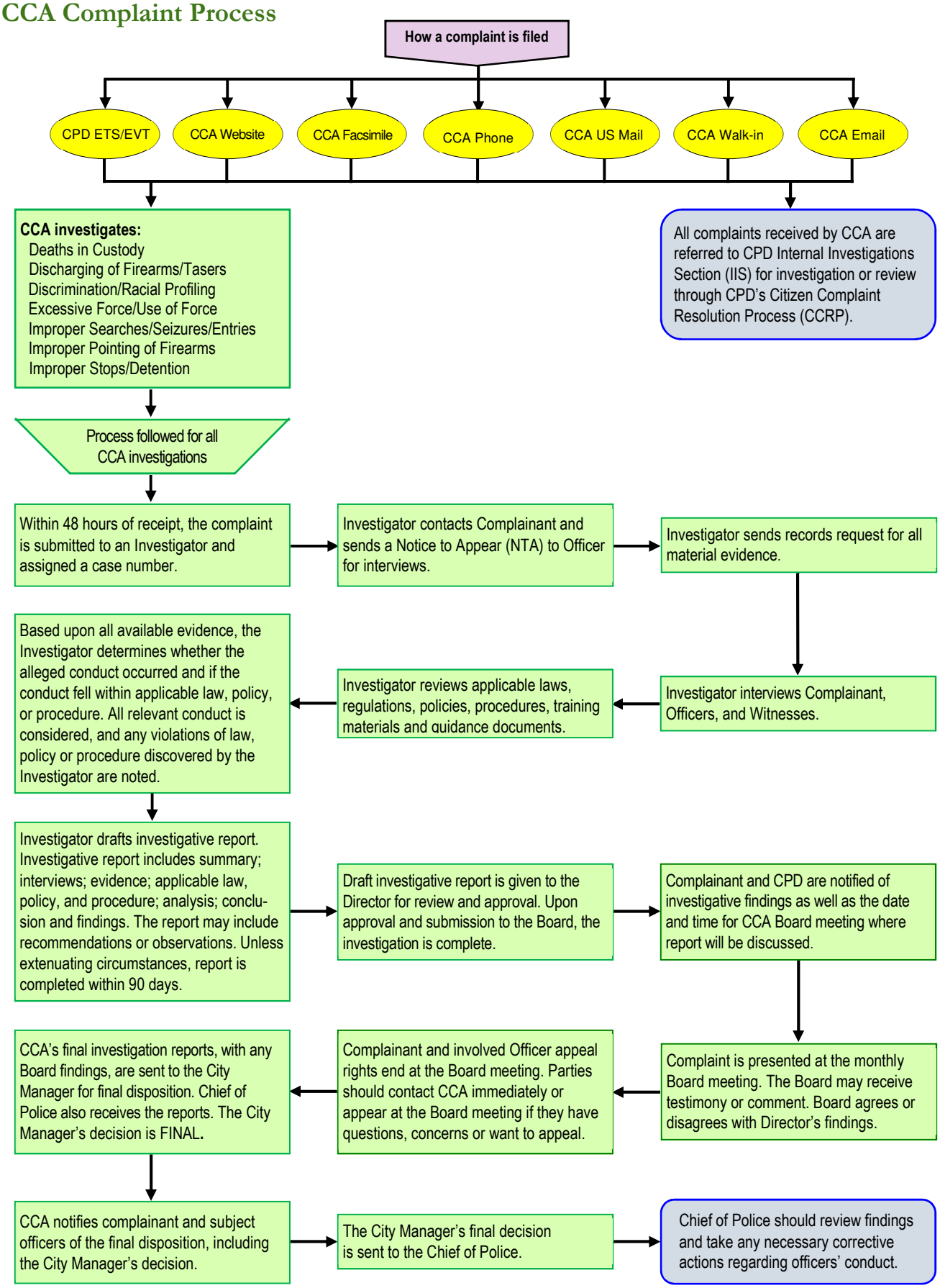
Administrative Closings

There are a few complaints that cannot be investigated by CCA and are closed by administrative directive. For instance, a complaint against an unidentified officer may be closed if CCA could not determine if the officer was employed by CPD at the time of the complaint. Some complaints are not within the jurisdiction of CCA to investigate because of the location of the incident, type of allegation, or because the length of time between when the incident occurred and when the complaint was filed is greater than one year (absent limited exceptions permitting filing beyond one year).

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



SERIOUS POLICE INTERVENTION INCIDENTS

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

Serious Incidents Received

During the 2021 annual reporting period, CCA's staff reviewed and opened three new, serious intervention incidents involving either a death in custody or a firearm discharge for investigation.

1. 21236 (November): The investigation of Discharge of Firearm is pending.
2. 21247 (December): The investigation of Discharge of Firearm is pending.
3. 21250 (December): The investigation of Death in Custody is pending.

Table 1A: Incidents

	Incidents	Victims	Fatalities	Officers
Discharge of Firearm	2	2	0	3
Death in Custody	1	1	1	2
Total	**3**	**3**	**1**	**5**

Table 1B: District of Incidents

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

Table 1C: Demographics

	Victims	Officers
Male	3	4
Female	0	1
African American	3	4
Caucasian	0	1
Total	**3**	**5**

Use of Force/Excessive Force Incidents Received

During the 2021 annual reporting period, CCA's staff reviewed and opened 34 use of force incidents (i.e. complaints) for investigation. From those 34 incidents, CCA assigned a total of 59 Excessive Force and 6 Use of Force (Hard Hands) allegations. There were 35 citizens and 63 officers involved in these incidents.

Table 2A: District of Incidents

	D1	D2	D3	D4	D5	OCL[2]
Use of Force/ Excessive Force	12	0	10	7	4	1
Total	**12**	**0**	**10**	**7**	**4**	**1**

Table 2B: Demographics

	Victim	Officer
Male	22	51
Female	13	10
Unknown	0	2
African American	25	13
Caucasian	10	47
Hispanic/Latino	0	0
Other (2+ Ethnicities)	0	1
Unknown	0	2
Total	**35**	**63**

Table 2C: Factors of Incidents[3]

Factor	Quantity
Baton	1
Beanbag Round	0
Chemical Irritant	0
Choking	2
Foam Round	0
TASER	6
Total	**9**

[2] Outside City Limits.
[3] This table provides the quantity of complaints received that contained one of the alleged uses of force listed in the "Factor" column.

Serious Incidents Closed

During the 2021 annual reporting period, CCA investigated and closed nine serious intervention incidents.

1. 18097 Discharge of Firearm (April)
2. 18135 Discharge of Firearm (March)
3. 18167 Discharge of Firearm (March)
4. 18169 Discharge of Firearm (April)
5. 18178 Discharge of Firearm (April)
6. 19151 Discharge of Firearm (April)
7. 19163 Discharge of Firearm (April)
8. 19206 Discharge of Firearm (April)
9. 20030 Death in Custody (September)

Table 3A: Incidents

	Incidents	Allegations	Victims	Fatalities	Officers
Discharge of Firearm	8	28	8	2	16
Death in Custody	1	5	1	1	3
Total	**9**	**33**	**9**	**3**	**19**

Table 3B: District of Incidents

	D1	D2	D3	D4	D5	OCL[4]
Discharge of Firearm	0	1	2	2	2	1
Death in Custody	0	0	1	0	0	0
Total	**0**	**1**	**3**	**2**	**2**	**1**

Table 3C: Demographics

	Victim	Officer
Male	6	17
Female	3	2
African American	6	6
Caucasian	2	13
Hispanic/Latino	1	0
Total	**9**	**19**

Table 3D: Findings

	Exonerated	Not Sustained	Sustained	Unfounded
Discharge of Firearm/Improper	14	0	0	0
Death in Custody	0	0	0	3
Pointing of a Firearm/Improper	4	0	0	0
Excessive Force	12	0	0	0
Total	**30**	**0**	**0**	**3**

[4] Outside City Limits.

Use of Force/Excessive Force Incidents Closed

During the 2021 annual reporting period, CCA's staff investigated and closed 38 use of force incidents. Not all of those incidents involved a "major use of force," however, at a minimum, each incident involved at least one allegation of Excessive Force (or Use of Force).

Table 4A: Incidents by District

	D1	D2	D3	D4	D5	CBS	OCL[5]
Use of Force/ Excessive Force	10	1	14	7	3	2	1
Total	**10**	**1**	**14**	**7**	**3**	**2**	**1**

Table 4B: Findings

Finding	Quantity
Exonerated	27
Not Sustained	8
Sustained	4
Unfounded	18
Total	**57**

Table 4C: Factors of Incident[6]

Factor	Quantity
Baton	0
Beanbag Round	0
Chemical Irritant	0
Choking	4
Foam Round	0
TASER	6
Total	**10**

[5] Outside City Limits.

[6] This table provides the quantity of complaints investigated that addressed one of the uses of force listed in the "Factor" column. The tabulation includes complaints where the referenced type of force was either alleged to have been used or confirmed to have been used.

Summary of Serious Incidents Closed

Following are summaries of the serious intervention incidents investigated and closed by CCA in 2021. CCA's findings are included. Additional information regarding these complaints can be found in the special report "Discharge of Firearm Incident Report" available on the CCA website.

Incident #1

CCA Complaint: 18097
Complainant: Khayree Waller
CCA Investigator: Dena Brown
Incident Date: May 3, 2019
Incident Time: 12:32 am
Incident Location: [redacted]
CCA Receipt Date: May 3, 2018
Circumstance: Discharge of a Firearm
Closed: April 5, 2021
Findings: Officer Adarryl Birch
Improper Discharging of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Specialist Kenneth Byrne
Improper Discharging of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

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

Incident #2

CCA Complaint: 18135
Complainant: Heather Gibson
CCA Investigator: Dena Brown
Incident Date: July 6, 2019
Incident Time: 8:46 pm
Location: 54 Graham Street
CCA Receipt Date: July 6, 2018
Circumstance: Discharge of a Firearm
Findings: Officer Sean Farris
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Sean Farris
Improper Discharge of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Incident #3

CCA Complaint: 18167
Complainant: Della Riley
CCA Investigator: Dena Brown
Incident Date: August 22, 2018
Incident Time: 12:49 pm
Location: 1635 Dewey Avenue
CCA Receipt Date: August 22, 2018
Circumstance: Discharge of a Firearm
Findings: Officer Andrew Snape
Improper Discharge of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Morgan St. John
Improper Discharge of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Incident #4

CCA Complaint: 18169
Complainant: James Clay
CCA Investigator: Dena Brown
Incident Date: August 24, 2018
Incident Time: 2:43 pm
Location: [redacted]
CCA Receipt Date: August 24, 2018
Circumstance: Discharge of a Firearm
Findings: Specialist Ronald Schultz
Excessive Force - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Stephen Bender
Excessive Force - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Thomas Wells
Excessive Force - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

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

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

Incident #5

CCA Complaint: 18178
Complainant: Omar Enrique Santa Perez
CCA Investigator: Dena Brown
Incident Date: September 5, 2018
Incident Time: 9:10 am
Location: 38 Fountain Square Plaza - Fifth Third Center
CCA Receipt Date: September 6, 2018
Circumstance: Discharge of a Firearm
Findings: Officer Antonio Etter
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Jennifer Chilton
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Specialist Gregory Toyeas
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Sergeant Eric Kaminsky
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Antonio Etter
Improper Discharge of a Firearm – A preponderance of the evidence shows alleged conduct did occur, but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Jennifer Chilton
Improper Discharge of a Firearm – A preponderance of the evidence shows alleged conduct did occur, but did not violate CPD policies, procedures, or training.
EXONERATED

Specialist Gregory Toyeas
Improper Discharge of a Firearm – A preponderance of the evidence shows alleged conduct did occur, but did not violate CPD policies, procedures, or training.
EXONERATED

Sergeant Eric Kaminsky
Improper Discharge of a Firearm – A preponderance of the evidence shows alleged conduct did occur, but did not violate CPD policies, procedures, or training.
EXONERATED

Incident #6

CCA Complaint: **19151**
Complainant: Devin Johnson
CCA Investigator: Jessalyn Goodman
Incident Date: July 4, 2019
Incident Time: 10:28 am
Location: 6395 Bramble Avenue
CCA Receipt Date: July 4, 2019
Circumstance: Discharge of Firearm
Findings: Officer Albert Brown
Improper Discharge of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Albert Brown
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Incident #7

CCA Complaint: 19163
Complainant: Ebony Singley
CCA Investigator: Jessalyn Goodman
Incident Date: July 16, 2019
Incident Time: 3:30 pm
Location: [redacted]
CCA Receipt Date: July 16, 2019
Circumstance: Discharge of Firearm
Findings: Officer Andrew Snape
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Joshua Wallet
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Joshua Wallet
Improper Discharge of Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Incident #8

CCA Complaint: 19206
Complainant: Vernell Jackson
CCA Investigator: Jessalyn Goodman
Incident Date: September 11, 2019
Incident Time: 12:05 pm
Location: 901 Blair Avenue
CCA Receipt Date: September 11, 2019
Circumstance: Discharge of Firearm
Findings: Officer Marc Schildmeyer
Improper Discharge of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Marc Schildmeyer
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

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

Incident #9

CCA Complaint: 20030
Complainant: Dontez Hall
CCA Investigator: Dena Brown
Incident Date: February 10-11, 2020
Incident Time: 11:54 pm – 6:35 am
Location: 3076 Jadaro Court #4
CCA Receipt Date: February 11, 2020
Circumstance: Death in Custody
Findings: Officer David Harris
Improper Pointing of a Firearm – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

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

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

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

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

Summary of Select Excessive Force Investigations Closed

Following are summaries of the select Excessive Force investigations closed by CCA in 2021. CCA's findings are included.

Incident #1

CCA Complaint: 19007
Complainant: Lance Gaines
CCA Investigator: Jessalyn Goodman
Incident Date: January 13, 2019
Incident Time: 11:04 pm
Location: 1000 Sycamore Avenue
CCA Receipt Date: January 14, 2019
Circumstance: Arrest
Findings: **Original Allegation**
Sergeant Zachary Sterbling
Excessive Force – The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the Officer were improper.
SUSTAINED

Collateral Allegations
Sergeant Zachary Sterbling
Officer Douglas Utecht
Improper Procedure – The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the Officer were improper.
SUSTAINED

Lack of Service – The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the Officer were improper.
SUSTAINED

Sergeant Zachary Sterbling
Discourtesy – The allegation is supported by sufficient evidence to determine that the incident occurred, and the actions of the Officer were improper.
SUSTAINED

Incident #2

CCA Complaint: 19047
Complainant: Brandon Davis and Nicole Davis
CCA Investigator: Dena Brown
Incident Date: February 4, 2019
Incident Time: 11:17 pm
Location: 3474 Beekman Street
CCA Receipt Date: March 11, 2019
Circumstance: General Investigation

Findings: Officer Weston Voss
Officer Emily Ward
Improper Stop - The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Excessive Force - The allegation is supported by sufficient evidence to determine the incident occurred and the actions of the officer were improper.
SUSTAINED

Improper Seizure - The allegation is supported by sufficient evidence to determine the incident occurred and the actions of the officer were improper.
SUSTAINED

Discrimination - There are insufficient facts to decide whether the alleged misconduct occurred.
NOT SUSTAINED

Incident #3

CCA Complaint: 20055
Complainant: Chico Chappell
CCA Investigator: Morgan Givens
Incident Date: June 8, 2019
Incident Time: 7:00 pm
Location: 2431 Ferguson Road
CCA Receipt Date: March 16, 2020
Circumstance: General Investigation
Findings: Sergeant Daniel Ray
Officer Weston Voss
Improper Procedure – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

Officer Tyler Merritt
Excessive Force – The evidence shows that the alleged conduct did occur but did not violate CPD policies, procedures, or training.
EXONERATED

STATISTICS

Chart 1: CCA Closed and Active Investigations

CCA issued 424 findings associated with the 77 cases closed in 2021. As of December 31, 2021, there were 153 complaints under investigation by CCA with 1,317 allegations identified for review.

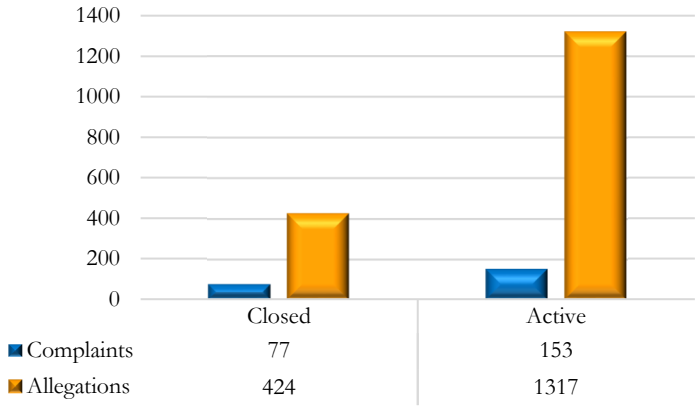
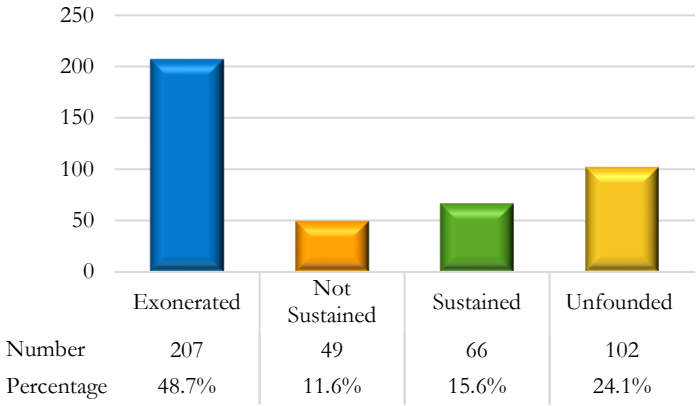


Chart 2: CCA Findings



The Board agreed with 424 of the Director's issued findings with one exception. The Board voted to Disagree with one Unfounded finding.

Table 5: CCA Findings by Allegation

Allegation	Exonerated	Not Sustained	Sustained	Unfounded	Total
Abuse of Authority	4	4	3	0	11
Death in Custody	0	0	0	3	3
Discharge of a Firearm	14	0	0	0	14
Discourtesy	7	6	14	19	46
Discrimination	0	8	1	20	29
Entry/Improper Entry	11	6	0	4	21
Harassment	0	12	0	26	38
Lack of Service	6	0	4	7	17
Pointing of a Firearm/Improper Pointing of a Firearm	17	0	0	2	19
Procedure/Improper Procedure/ Procedure Violation	12	1	36	2	51
Search/ Improper Search	52	0	3	1	56
Seizure/Improper Seizure	8	0	1	0	9
Stop/Improper Stop	48	2	0	1	51
Use of Force/Excessive Force	28	10	4	17	59
Totals	**207**	**49**	**66**	**102**	**424**

Chart 3: CPD Findings

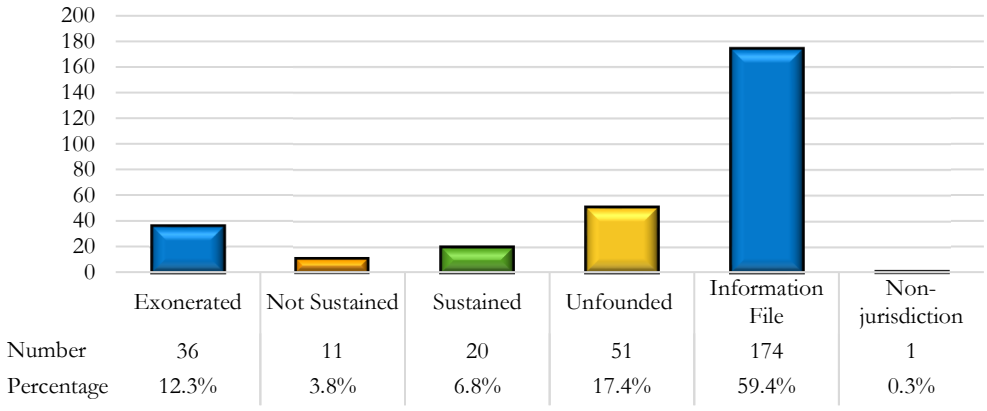
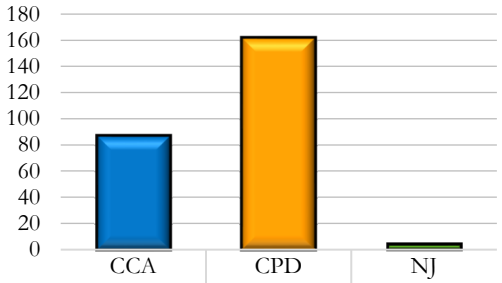


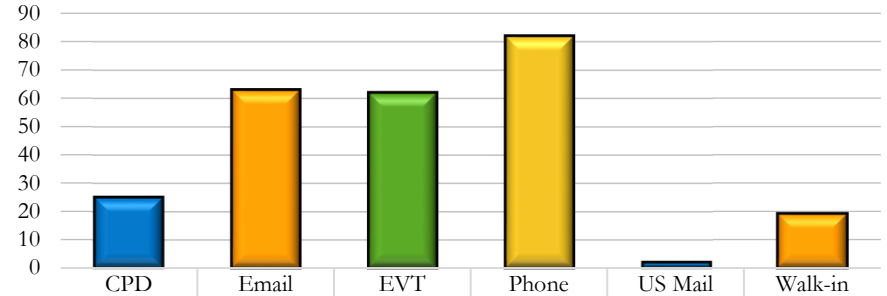
Chart 4: New Complaints Received and Reviewed

CCA reviewed a total of 253 complaints in 2021 and opened an investigation of 87 of those complaints.



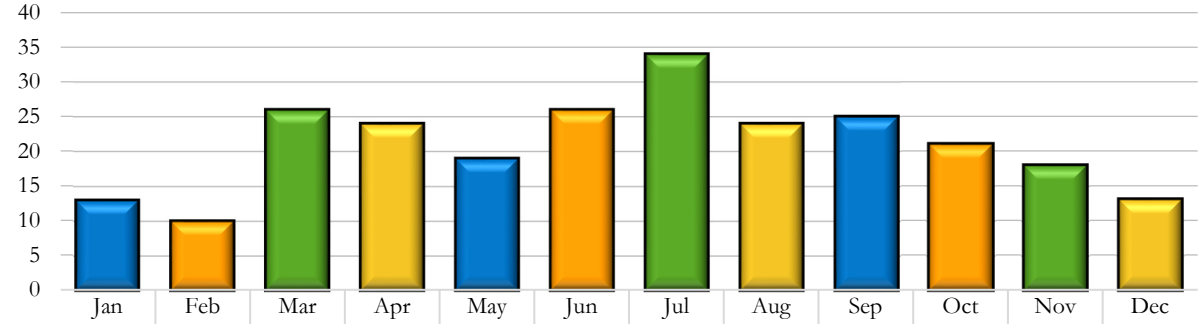
	CCA	CPD	NJ
Number	87	162	4
Percentage	34.4%	64.0%	1.6%

Chart 5: How Complaints Were Received



	CPD	Email	EVT	Phone	US Mail	Walk-in
Number	25	63	62	82	2	19
Percentage	9.9%	24.9%	24.5%	32.4%	0.8%	7.5%

Chart 6: When Complaints Were Received



	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec
Number	13	10	26	24	19	26	34	24	25	21	18	13
Percentage	5.1%	4.0%	10.3%	9.5%	7.5%	10.3%	13.4%	9.5%	9.9%	8.3%	7.1%	5.1%

Table 6: Circumstances of Complaints

CCA identified 30 additional circumstances related to the 253 complaints reviewed, thus bringing the total number of circumstances to 283.

Circumstance	Number	Percentage
Accident	9	3.2%
Arrest	24	8.5%
Call for Service	27	9.5%
Citation Issued	5	1.8%
Communication	28	9.9%
Court Order	1	0.3%
Criminal Investigation	6	2.1%
Criminal Offense	1	0.3%
Death	1	0.3%
Detention	1	0.3%
Domestic	12	4.2%
Drug Investigation	1	0.3%
Foot Pursuit	1	0.3%
General Investigation	16	6.2%
Harassment	21	7.4%
Impoundment	4	1.4%
Internal within CPD	2	0.7%
Misconduct Unethical	4	1.4%
Nuisance Property	1	0.3%
Off-duty Detail	1	0.3%
Pedestrian Stop	3	1.1%
Request for Service	79	28.0%
Search	1	0.3%
Sexual Misconduct	4	1.4%
Traffic/Traffic Stop	25	8.8%
Trespass	2	0.7%
Warrant Service	2	0.7%
Weapon Investigation	1	0.3%
Total	**283**	**100.0%**

Table 7: Allegations Assigned to CCA

Although CCA investigates complaints involving serious allegations such as discharge of firearms, deaths in custody, and major uses of force, CCA will investigate additional, less serious allegations included in the complaint.

CCA Allegation	Number	Percentage
Abuse of Authority	2	0.5%
Death in Custody	1	0.3%
Discharge of Firearm	1	0.3%
Discourtesy	33	8.6%
Discrimination/Racial Profiling	40	10.4%
Dishonesty	3	0.8%
Entry	2	0.5%
Harassment	22	5.7%
Improper Arrest	1	0.3%
Improper Detention	5	1.3%
Improper Entry	1	0.3%
Improper Pointing of a Firearm	17	4.4%
Improper Procedure	32	8.4%
Improper Search	48	12.5%
Improper Seizure	6	1.6%
Improper Stop	53	13.8%
Lack of Service	27	7.0%
Law Violation	2	0.5%
Misconduct	1	0.3%
Off Duty Conduct	2	0.5%
Other - CPD Code	2	0.5%
Pointing of a Firearm	14	3.7%
Search	2	0.5%
Unethical Conduct/Misconduct	1	0.3%
Use of Force/Excessive Force	65	17.0%
Total	**383**	**100.0%**

Table 8: Allegations Assigned to CPD

Complaints with allegations that do not meet the criteria set forth in the CA are referred to CPD Internal Investigations Section (IIS). These complaints may be investigated by IIS or sent to the appropriate district for resolution.

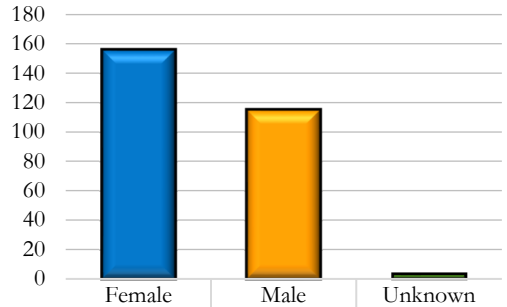
CPD Allegations	Number	Percentage
Criminal	1	0.4%
Discourtesy	51	20.4%
Discrimination	1	0.4%
Harassment	18	7.2%
Improper Procedure	25	10.0%
Lack of Service	131	53.2%
Law Violation	1	0.4%
Misconduct	3	1.2%
Off-Duty Conduct	3	1.2%
Procedure Violation	3	1.2%
Sexual Misconduct	10	4.0%
Unethical Conduct	1	0.4%
Total	**248**	**100.0%**

Table 9: Cincinnati Population Estimate[7]

	Number	Percentage
Male	149,709	48.4%
Female	159,608	51.6%
African American	130,841	42.3%
Asian	6,805	2.2%
Caucasian	149,091	48.2%
Hispanic/Latino	10,516	3.4%
Two or more races	11,445	3.7%
All other	619	0.2%
Total	**309,317**	**100.0%**

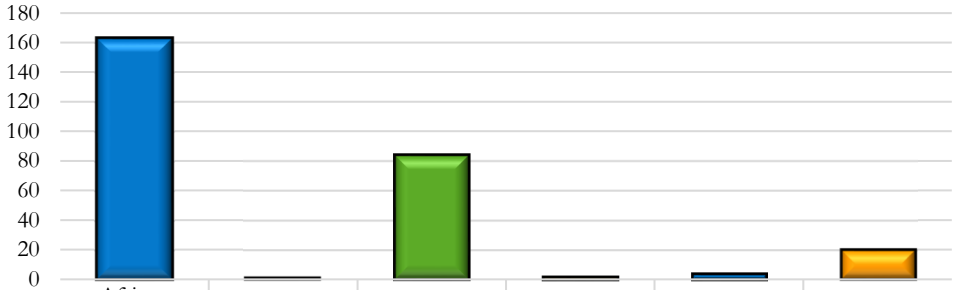
[7] Population Census April 1, 2020

Chart 7A: Complainant Gender



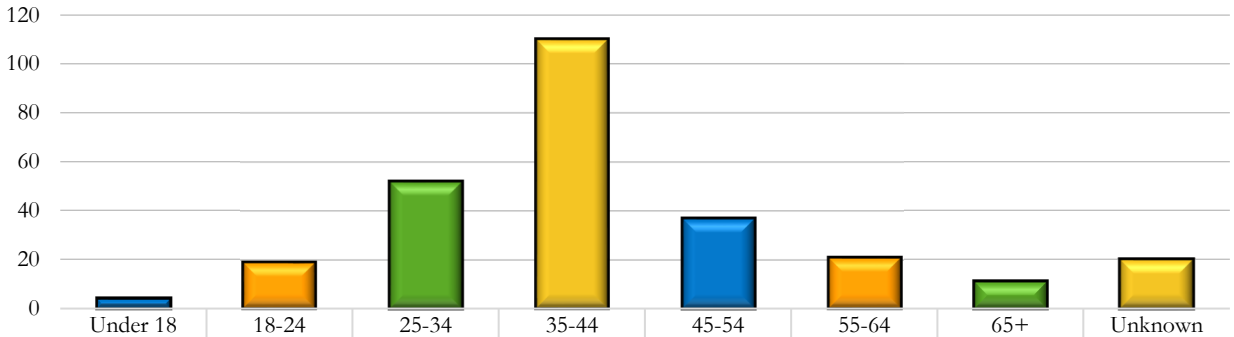
	Female	Male	Unknown
Number	156	115	3
Percentage	56.9%	42.0%	1.1%

Chart 7B: Complainant Ethnicity



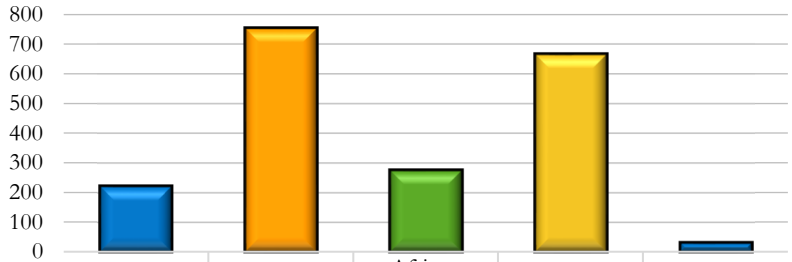
	African American	Asian	Caucasian	Hispanic	Other	Unknown
Number	163	1	84	2	4	20
Percentage	59.5%	0.4%	30.7%	0.7%	1.4%	7.3%

Chart 7C: Complainant Age



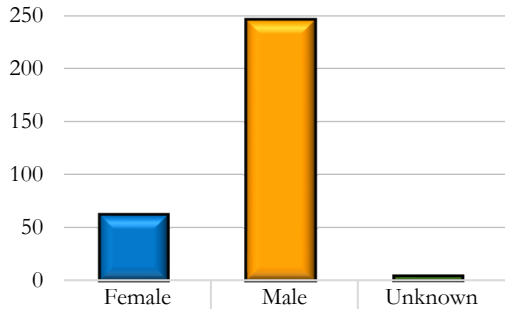
	Under 18	18-24	25-34	35-44	45-54	55-64	65+	Unknown
Number	4	19	52	110	37	21	11	20
Percentage	1.5%	6.9%	19.0%	40.1%	13.5%	7.7%	4.0%	7.3%

Chart 8: All Sworn CPD Officers[8]



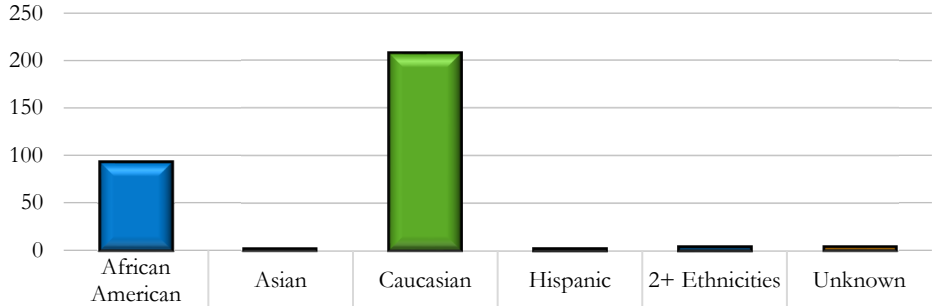
	Female	Male	African American	Caucasian	Other
Number	221	753	276	666	32
Percentage	22.7%	77.3%	28.3%	68.4%	3.3%

Chart 9A: Officer Gender



	Female	Male	Unknown
Number	62	246	4
Percentage	19.9%	78.8%	1.3%

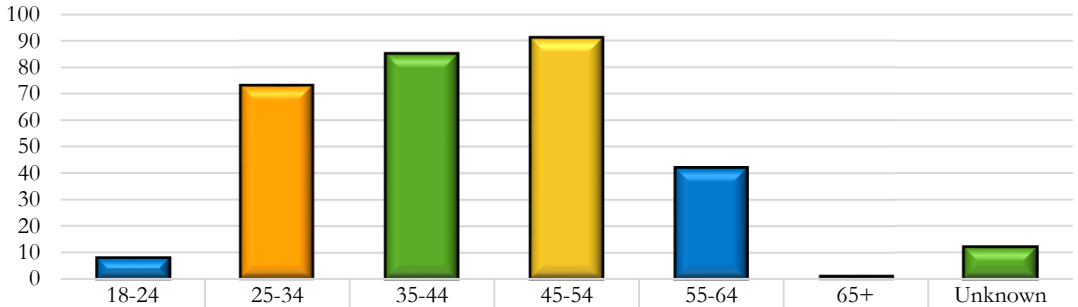
Chart 9B: Officer Ethnicity



	African American	Asian	Caucasian	Hispanic	2+ Ethnicities	Unknown
Number	93	2	207	2	4	4
Percentage	29.8%	0.6%	66.4%	0.6%	1.3%	1.3%

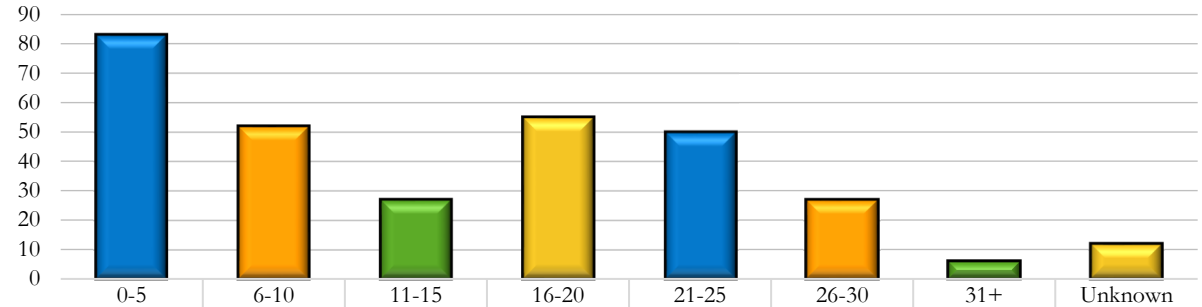
[8] Provided by the Cincinnati Police Department.

Chart 9C: Officer Age



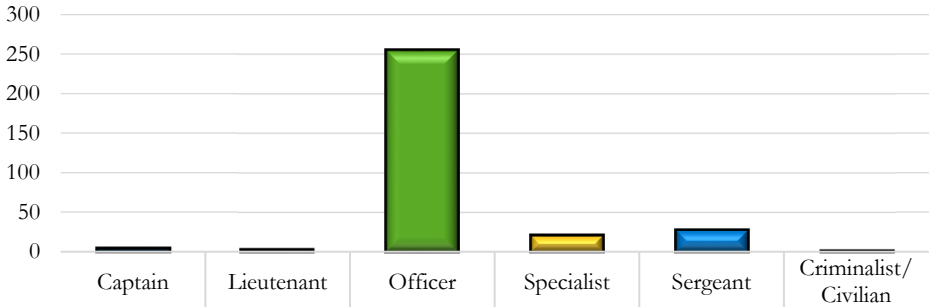
	18-24	25-34	35-44	45-54	55-64	65+	Unknown
Number	8	73	85	91	42	1	12
Percentage	2.6%	23.4%	27.2%	29.2%	13.5%	0.3%	3.8%

Chart 9D: Officer Years on Force



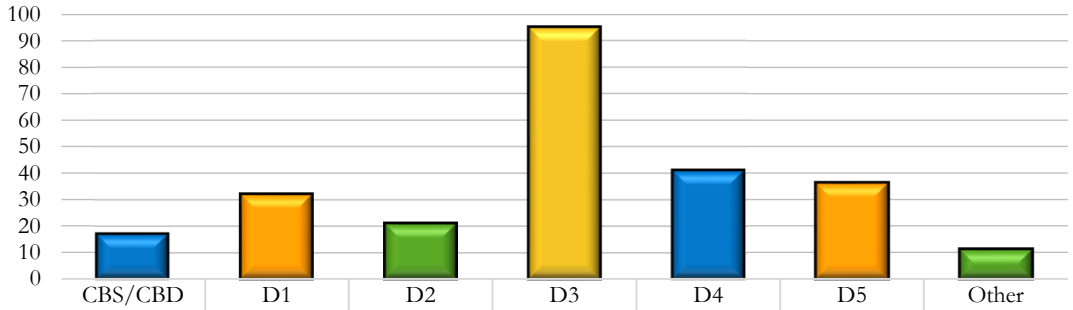
	0-5	6-10	11-15	16-20	21-25	26-30	31+	Unknown
Number	83	52	27	55	50	27	6	12
Percentage	26.6%	16.7%	8.7%	17.6%	16.0%	8.7%	1.9%	3.8%

Chart 9E: Officer Rank



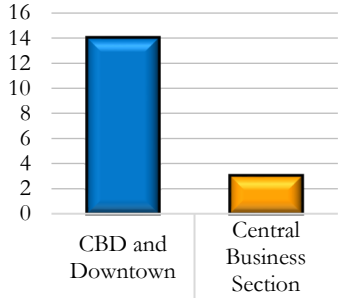
	Captain	Lieutenant	Officer	Specialist	Sergeant	Criminalist/ Civilian
Number	4	3	255	21	28	1
Percentage	1.3%	1.0%	81.7%	6.7%	9.0%	0.3%

Chart 10A: Complaints from All CPD Districts



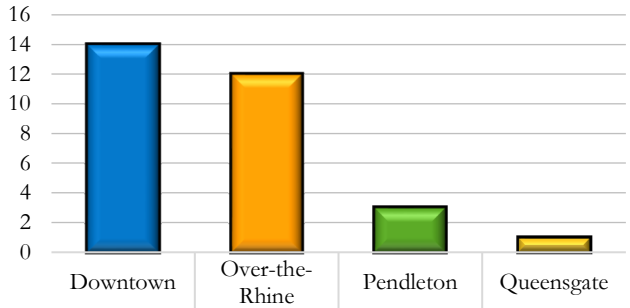
	CBS/CBD	D1	D2	D3	D4	D5	Other
Complaints	17	32	21	95	41	36	11
Percentage	6.7%	12.7%	8.3%	37.6%	16.2%	14.2%	4.3%
Citizens	17	31	20	58	43	34	11
Percentage	7.9%	14.5%	9.3%	27.1%	20.1%	15.9%	5.1%

Chart 10B: Central Business and Downtown Complaints



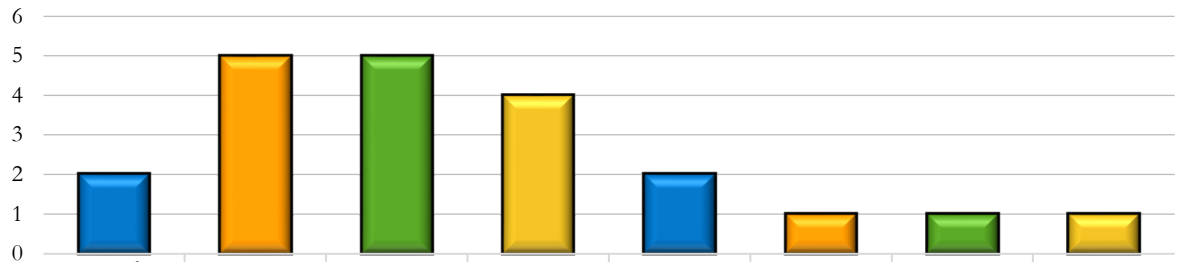
	CBD and Downtown	Central Business Section
Complaints	14	3
Percentage	82.4%	17.6%
Citizens	14	3
Percentage	82.4%	17.6%

Chart 10C: District 1 Complaints by Neighborhood



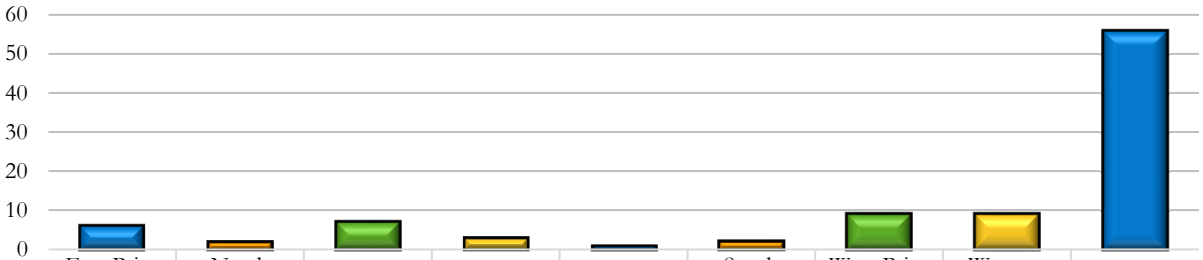
	Downtown	Over-the-Rhine	Pendleton	Queensgate
Complaints	14	12	3	1
Percentage	30.4%	26.1%	6.5%	2.2%
Citizens	12	3	1	15
Percentage	38.7%	9.7%	3.2%	48.4%

Chart 10D: District 2 Complaints by Neighborhood



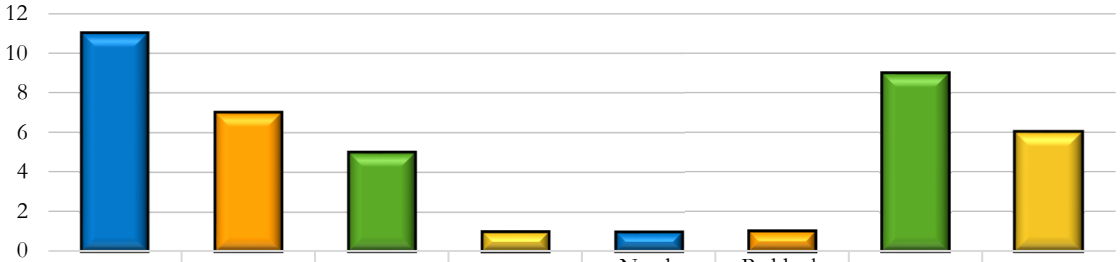
	East Walnut Hills	Evanston	Hyde Park	Madisonville	Mt. Washington	Oakley	O'Bryonville	Pleasant Ridge
Complaints	2	5	5	4	2	1	1	1
Percentage	9.5%	23.8%	23.8%	19.0%	9.5%	4.8%	4.8%	4.8%
Citizens	2	5	4	4	2	1	1	1
Percentage	10.0%	25.0%	25.0%	25.0%	10.0%	5.0%	5.0%	5.0%

Chart 10E: District 3 Complaints by Neighborhood



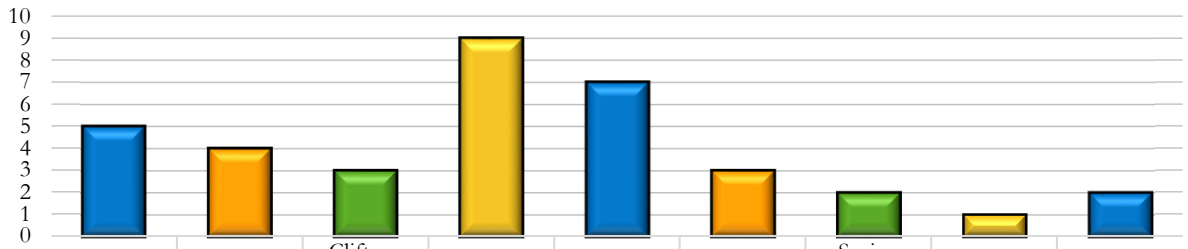
	East Price Hill	North Fairmount	Price Hill	Sayler Park	Sedamsville	South Fairmount	West Price Hill	Western Hills	Westwood
Complaints	6	2	7	3	1	2	9	9	56
Percentage	6.3%	2.1%	7.4%	3.2%	1.1%	2.1%	9.5%	9.5%	58.8%
Citizens	5	2	6	3	1	2	11	5	23
Percentage	8.5%	3.5%	10.3%	5.2%	1.6%	3.5%	18.9%	8.5%	40.0%

Chart 10F: District 4 Complaints by Neighborhood



	Avondale	Bond Hill	Corryville	Mt. Auburn	North Avondale	Paddock Hills	Roselawn	Walnut Hills
Complaints	11	7	5	1	1	1	9	6
Percentage	26.9%	17.1%	12.2%	2.4%	2.4%	2.4%	22.0%	14.6%
Citizens	11	7	6	1	1	1	9	7
Percentage	25.6%	16.3%	14.0%	2.3%	2.3%	2.3%	20.9%	16.3%

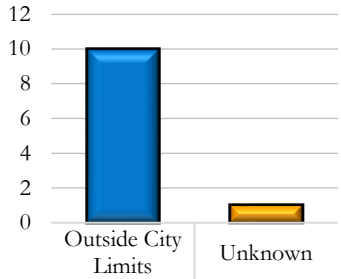
Chart 10G: District 5 Complaints by Neighborhood



	Camp Washington	Clifton	Clifton-University Heights	College Hill	Mt. Airy	Northside	Spring Grove Village	Winton Hills	Winton Place
Complaints	5	4	3	9	7	3	2	1	2
Percentage	13.9%	11.1%	8.3%	25.0%	19.4%	8.3%	5.6%	2.8%	5.6%
Citizens	5	4	3	9	7	2	2	1	1
Percentage	14.7%	11.8%	8.8%	26.5%	20.6%	5.9%	5.9%	2.9%	2.9%

Chart 10H: All Other Complaints

CCA does not have the authority to investigate 11 complaints that were either filed against officers other than CPD or took place outside the city limits.



	Outside City Limits	Unknown
Complaints	10	1
Percentage	90.9%	9.1%
Citizens	9	2
Percentage	81.8%	18.2%

APPENDIX I: Five-Year Statistics

Table 1: CCA Closed Investigations					
	2017	2018	2019	2020	2021
Complaints Closed	60	41	76	40	77

Table 2: CCA Findings					
	2017	2018	2019	2020	2021
Exonerated	164	98	159	104	207
Not Sustained	52	32	76	75	49
Sustained	30	28	75	79	66
Unfounded	47	32	71	48	102
Pending[9]	19	0	0	0	0
Total	**312**	**190**	**381**	**306**	**424**

Table 3: CPD Findings					
	2017	2018	2019	2020	2021
Exonerated	36	71	98	97	36
Not Sustained	25	33	42	31	11
Sustained	30	28	23	20	20
Unfounded	40	58	79	119	51
Information File	11	26	2	0	174
Withdrawn	4	3	1	0	0
Non-jurisdiction	0	0	0	0	1
Pending	172	6	0	0	0
Total	**318**	**196**	**245**	**267**	**293**

[9] Pending allegations were those that had been reviewed by the CCA Board and were not finalized in the reporting year.

Table 4: New Complaints Received and Reviewed					
	2017	2018	2019	2020	2021
CCA	65	77	84	75	87
CPD	176	158	192	170	162
Non-jurisdiction	1	6	8	4	4
Withdrawn	2	2	1	0	0
Total	**244**	**243**	**285**	**249**	**253**

Table 5: How Complaints Were Received					
	2017	2018	2019	2020	2021
CPD	54	38	39	30	25
Email	18	25	48	54	63
ETS/EVT	88	91	70	76	62
Facsimile	1	0	28	0	0
Telephone	49	50	60	74	82
US Mail	0	3	1	3	2
Walk-in	34	36	39	12	19
Total	**244**	**243**	**285**	**249**	**253**

Table 6: When Complaints Were Received					
	2017	2018	2019	2020	2021
January	32	17	20	25	13
February	21	28	22	22	10
March	15	25	25	13	26
April	20	18	21	11	24
May	25	14	24	16	19
June	23	24	32	33	26
July	16	19	29	27	34
August	24	22	25	27	24
September	21	21	24	24	25
October	17	18	23	19	21
November	13	22	18	16	18
December	17	15	22	16	13
Total	**244**	**243**	**285**	**249**	**253**

Table 7: Circumstances of Complaints					
	2017	2018	2019	2020	2021
Accident	30	20	32	24	9
Arrest	5	18	22	4	24
Bicycle Violation	0	0	1	0	0
Call for Service	55	19	5	2	27
Citation Issued	0	2	3	3	5
Communication	25	26	23	18	28
Court Order	0	0	0	0	1
Criminal Investigation	4	11	21	8	6
Criminal Offense	10	23	11	6	1
Curfew	1	0	0	2	0
Death	0	0	2	1	1
Detention	0	0	0	1	1
DFA	1	0	0	1	0
Disorderly	2	0	1	0	0
Domestic	14	16	11	9	12
Drug Investigation	1	1	4	1	1
Foot Pursuit	0	0	0	0	1
Gang Investigation	0	0	1	1	0
General Investigation	30	13	17	15	16
Harassment	7	4	6	5	21
Impoundment	0	4	3	7	4
Internal w/in CPD	1	0	3	8	2
Misconduct/Unethical	5	10	4	0	4
Off-duty Detail	2	0	0	0	1
Nuisance Property	0	0	0	1	1
Pedestrian Stop	2	2	10	2	3
Pedestrian Violation	1	2	0	0	0
Protest	0	0	0	9	0
Request for Service	9	36	72	96	79
School Matter	3	1	1	2	0
Search	1	1	0	0	1
Sexual	1	0	0	0	4
Traffic/Traffic Stop	22	29	29	18	25
Trespass	0	0	0	1	2
Vehicle Pursuit	1	0	0	3	0
Warrant Service	10	5	3	1	2
Weapon Investigation	0	0	0	0	1
Unknown	1	0	0	0	0
Total	**244**	**243**	**285**	**249**	**283**

Table 8: Allegations Assigned to CCA	2017	2018	2019	2020	2021
Abuse of Authority	0	0	0	0	2
Arrest/Improper Arrest	0	0	0	0	1
Criminal	0	1	0	0	0
Death in Custody	10	7	0	1	1
Detention/Improper Detention	1	2	7	6	5
Discharge of Firearm/ Improper Discharge of a Firearm	3	12	3	4	1
Discourtesy	18	9	39	35	33
Discrimination/Racial Profiling	12	16	21	26	40
Harassment	7	9	18	13	22
Lack of Service	10	13	16	9	27
Law Violation	0	0	0	1	2
Misconduct	0	0	11	1	5
Off-Duty Conduct	0	0	0	0	2
Other-CPD Code	0	0	0	0	2
Pointing of a Firearm/ Improper Pointing of a Firearm	12	9	10	19	31
Procedure/Improper Procedure	15	6	28	19	32
Search/Seizure/Entry	49	45	42	79	59
Stop/Improper Stop	26	26	44	33	53
Use of Force/Excessive Force	56	54	83	65	65
Total	**219**	**209**	**322**	**311**	**383**

Table 9: Allegations Assigned to CPD	2017	2018	2019	2020	2021
Abuse of Authority	2	1	0	0	0
Criminal	3	3	5	1	1
Discourtesy	92	75	121	103	51
Discrimination	1	3	3	1	1
Dishonesty	1	0	0	0	0
Eviction	0	0	0	1	0
Harassment	4	11	13	14	18
Lack of Service	138	127	204	183	131
Law Violation	9	6	0	2	1
Misconduct	16	9	21	9	14
Neglect of Duty	0	1	0	0	0
Off-Duty Conduct	3	1	2	2	3
Other	3	0	5	5	0
Procedure	35	34	46	21	28
Search/Seizure/Entry	1	1	0	0	0
Stop	2	2	1	0	0
Use of Force/Excessive Force	1	2	0	0	0
Verbal or Physical Threat	7	2	2	1	0
Total	**318**	**278**	**423**	**343**	**248**

Table 10A: Complainant Gender					
	2017	2018	2019	2020	2021
Female	136	105	116	130	156
Male	107	121	152	129	115
Unknown	4	4	3	6	3
Total	**247**	**230**	**271**	**265**	**274**

Table 10B: Complainant Ethnicity					
	2017	2018	2019	2020	2021
African American	154	142	173	152	163
Asian	0	2	0	3	1
Caucasian	70	60	61	70	84
Hispanic	1	1	0	2	2
Other	4	3	6	8	4
Unknown	18	22	31	30	20
Total	**247**	**230**	**271**	**265**	**274**

Table 10C: Complainant Age					
	2017	2018	2019	2020	2021
Under 18	2	3	5	6	4
18-24	18	13	17	14	19
25-34	59	52	62	50	52
35-44	44	56	59	66	110
45-54	44	38	44	33	37
55-64	22	21	31	29	21
65 and older	9	6	7	14	11
Unknown	49	41	46	53	20
Total	**247**	**230**	**271**	**265**	**274**

Table 11A: Officer Gender	2017	2018	2019	2020	2021
Female	42	46	62	62	62
Male	194	211	244	249	246
Unknown	21	1	1	7	4
Total	**257**	**258**	**307**	**318**	**312**

Table 11B: Officer Ethnicity	2017	2018	2019	2020	2021
African American	84	72	97	77	93
Asian	1	1	0	3	2
Caucasian	141	181	207	225	207
Hispanic	0	2	2	2	2
Two or more ethnicities	0	0	0	3	4
Other	1	1	0	1	0
Unknown	30	1	1	7	4
Total	**257**	**258**	**307**	**318**	**312**

Table 11C: Officer Age	2017	2018	2019	2020	2021
18-24	0	1	10	7	8
25-34	34	51	63	64	73
35-44	68	95	79	92	85
45-54	86	84	115	105	91
55-64	15	17	31	31	42
65 and over	3	6	4	4	1
Unknown	51	4	5	15	12
Total	**257**	**258**	**307**	**318**	**312**

Table 11D: Officer Years on Force	2017	2018	2019	2020	2021
0-5	51	68	98	94	83
6-10	26	18	0	22	52
11-15	49	57	65	41	27
16-20	40	44	44	49	55
21-25	29	37	53	65	50
26-30	22	21	36	28	27
31-35	3	8	6	5	6
Unknown	37	5	5	14	12
Total	**257**	**258**	**307**	**318**	**312**

Table 11E: Officer Rank	2017	2018	2019	2020	2021
Captain	0	1	1	1	4
Lieutenant	1	0	2	8	3
Officer	207	231	254	262	255
Sergeant	14	11	29	17	28
Specialist	14	15	21	30	21
Other	0	0	0	0	1
Unknown	21	0	0	0	0
Total	**257**	**258**	**307**	**318**	**312**

Table 12A: Complaints from All CPD Districts	2017	2018	2019	2020	2021
CBS/CBD/Downtown	23	22	26	17	17
District 1	31	32	48	40	32
District 2	26	25	26	34	21
District 3	57	62	86	60	95
District 4	61	54	52	40	41
District 5	37	37	40	46	36
Outside City Limits/Unknown	9	11	7	12	11
Total	**244**	**243**	**285**	**249**	**253**

Table 12B: Central Business and Downtown Complaints					
	2017	2018	2019	2020	2021
CBS/CBD/Downtown	23	22	26	17	17
Total	**23**	**22**	**26**	**17**	**17**

Table 12C: District 1 Complaints by Neighborhood					
	2017	2018	2019	2020	2021
Mt. Adams	2	1	1	0	0
Over-the-Rhine	20	20	24	22	12
Pendleton	1	1	1	1	3
Queensgate	1	0	4	4	1
West End	7	10	18	13	16
Total	**31**	**32**	**48**	**40**	**32**

Table 12D: District 2 Complaints by Neighborhood					
	2017	2018	2019	2020	2021
California	1	0	2	0	0
Columbia-Tusculum	1	0	1	1	0
East End	2	1	2	1	0
East Walnut Hills	1	0	1	0	2
Evanston	3	3	5	5	5
Hyde Park	3	7	3	7	5
Kennedy Heights	2	2	0	2	0
Linwood	1	0	0	0	0
Madisonville	8	4	3	3	4
Mt. Lookout	1	1	0	0	0
Mt. Washington	1	3	6	5	2
Oakley	0	1	1	7	1
O'Bryonville	0	0	1	0	1
Pleasant Ridge	2	3	1	3	1
Total	**26**	**25**	**26**	**34**	**21**

Table 12E: District 3 Complaints by Neighborhood					
	2017	2018	2019	2020	2021
East Price Hill	6	9	11	7	6
East Westwood	3	2	1	3	0
English Woods	0	0	0	1	0
Fay Apartments	2	0	1	0	0
Lower Price Hill	4	2	2	2	0
Millvale	0	1	0	1	0
North Fairmount	2	3	3	0	2
Price Hill	9	3	5	0	7
Riverside	0	3	0	0	0
Roll Hill	0	0	0	0	0
Sayler Park	1	2	0	0	3
Sedamsville	0	0	0	0	1
South Cumminsville	1	1	2	3	0
South Fairmount	0	1	4	0	2
West Price Hill	6	8	8	8	9
Western Hills	3	1	4	2	9
Westwood	20	26	45	33	56
Total	**57**	**62**	**86**	**60**	**95**

Table 12F: District 4 Complaints by Neighborhood					
	2017	2018	2019	2020	2021
Avondale	39	19	16	15	11
Bond Hill	2	2	6	3	7
Carthage	2	0	2	0	0
Corryville	3	5	5	3	5
Hartwell	1	1	1	0	0
Mt. Auburn	5	6	5	2	1
North Avondale	3	5	3	1	1
Paddock Hills	1	2	2	2	1
Roselawn	2	5	6	6	9
Walnut Hills	3	9	6	8	6
Total	**61**	**54**	**52**	**40**	**41**

Table 12G: District 5 Complaints by Neighborhood					
	2017	2018	2019	2020	2021
Camp Washington	3	1	3	4	5
Clifton	9	8	4	10	4
Clifton Heights/University Heights/Fairview	1	2	3	7	3
College Hill	5	8	9	14	9
Mt. Airy	6	6	5	5	7
Northside	4	2	8	2	3
Spring Grove Village	3	3	4	1	2
Winton Hills	1	2	4	1	1
Winton Place	5	5	0	2	2
Total	**37**	**37**	**40**	**46**	**36**

Table 12H: All Other Complaints					
	2017	2018	2019	2020	2021
Outside City Limits	9	10	5	4	10
Unknown	0	1	2	8	1
Total	**9**	**11**	**7**	**12**	**11**

Table 13: Serious Incidents Received					
	2017	2018	2019	2020	2021
Incidents	6	7	3	5	3
Allegations	13	19	3	19	4
Fatalities	4	4	0	3	1

Table 14: Serious Incidents Closed Findings					
	2017	2018	2019	2020	2021
Exonerated	12	8	1	7	26
Not Sustained	1	3	0	0	0
Sustained	3	1	0	1	0
Unfounded	0	4	9	4	3
Total	**16**	**16**	**10**	**12**	**29**

Chart 14: Discharge of Firearm Incidents and Fatalities

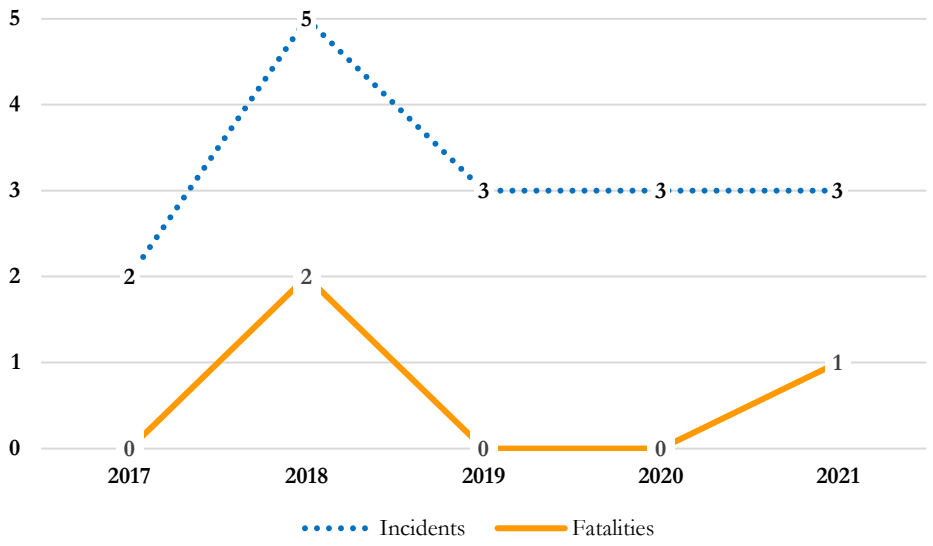
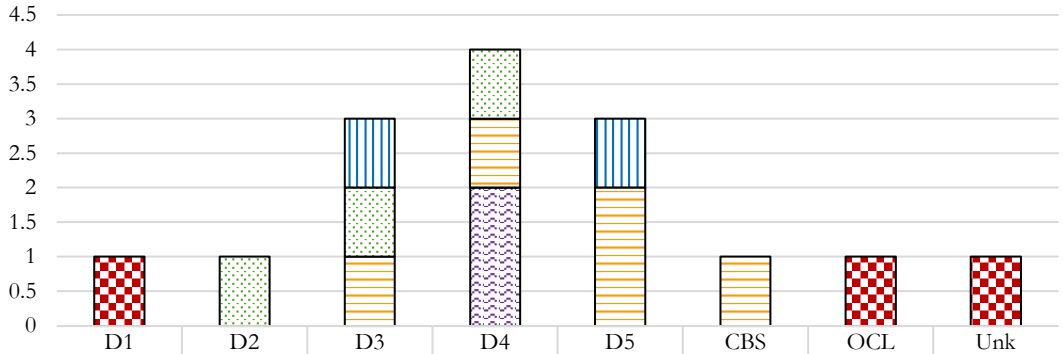
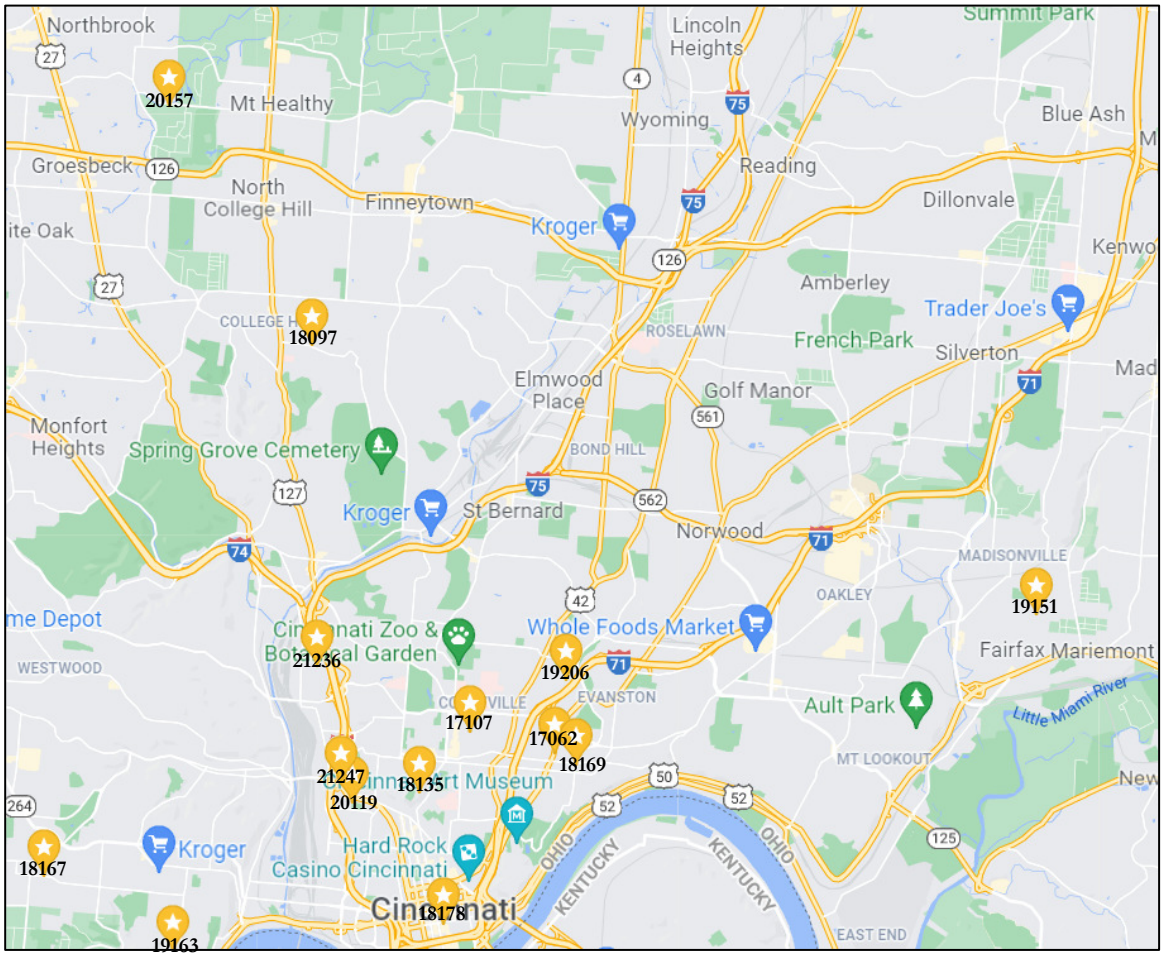


Chart 15: Discharge of Firearm Incidents by CPD District



	D1	D2	D3	D4	D5	CBS	OCL	Unk
2021	0	0	1	0	1	0	0	0
2020	1	0	0	0	0	0	1	1
2019	0	1	1	1	0	0	0	0
2018	0	0	1	1	2	1	0	0
2017	0	0	0	2	0	0	0	0

Map 1: Discharge of Firearm Locations 2017 - 2021



15 Incidents

21247	Camp Washington (D5)	18178	Central Business Section
21236	Western Hills (D3)	18169	Walnut Hills (D4)
20157	Outside City Limits	18167	Price Hill (D3)
20135	Unknown (Not mapped)	18135	Clifton (D5)
20119	West End (D1)	18097	College Hill (D5)
19206	Avondale (D4)	17107	Corryville (D4)
19163	East Price Hill (D3)	17062	Avondale (D4)
19151	Madisonville (D2)		

APPENDIX II: Definition of Terms

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

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

Arrest – Seized by legal authority and taken into custody.

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

Article 28 – Cincinnati Municipal Code, Administrative Code XXVIII.

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

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

Bicycle Stop – An investigatory contact involving a bicyclist.

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

Case – The identification of an investigation.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

Disposition – Final arrangement; settlement.

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

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

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

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

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

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

Harassment – Persistent aggressive pressure or intimidation.

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

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

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

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

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

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

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

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

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

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

Pedestrian Stop – An investigatory contact with a pedestrian.

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

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

APPENDIX III: Commonly Used Acronyms

CA	Collaborative Agreement
CBD	Central Business District
CBS	Central Business Section
CY	Calendar Year *(January 1 through December 31)*
CCA	Citizen Complaint Authority
CCRP	Citizen Complaint Resolution Process (CPD)
CPD	Cincinnati Police Department
D1	Cincinnati Police District 1
D2	Cincinnati Police District 2
D3	Cincinnati Police District 3
D4	Cincinnati Police District 4
D5	Cincinnati Police District 5
DOJ	Department of Justice
ETS	Employee Tracking System
EVT	CPD Axon Database
FY	Fiscal Year *(July 1 through June 30)*
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 IV: Staff, Training and Development

Executive Director

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

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

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

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

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

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

Investigators

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

Jonathan Batista began his career as a CCA Investigator in November 2020. Prior to his employment with the City, Mr. Batista was a New York City police officer and detective for 12 years. While working with the New York City Police Department he started his career in the South Bronx. He then was promoted to detective where he worked in numerous investigative units including the Gang Unit, Firearms Suppression

Section, and the Narcotics Bureau. He has been a part of many long-term and short-term investigations throughout his career. He received a Bachelor's degree in Criminal Justice from the City University of New York. Mr. Batista left CCA in August 2021 to pursue another employment opportunity.

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

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

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

Administrative Professionals

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

Heidi Woods began her career with CCA in January 2017. Ms. Woods has experience in data management, project coordination, marketing, communications, social media, and graphic design that has proven to serve as great assets to CCA. As CCA's Administrative Specialist, Ms. Woods also serves as the liaison for Safety, Communications and plays a vital role in the development, monitoring and updating of CCA's website and social media venues. She

creates and designs CCA's presentations, brochures, reports, and other informational materials that are used for trainings as well as disseminated throughout the City of Cincinnati. Ms. Woods has a Bachelor's degree in Business Administration from Miami University.

Training and Development

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

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

APPENDIX V: CCA Board Members

Mark (Zeek) Childers, Chair
Appointed June 2018
Appointed Chair June 2020

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

George Pye, Vice Chair
Appointed November 2017
Appointed Vice-Chair September 2018

After 17 years, Mr. Pye retired in 2017 from the Ohio Department of Rehabilitation and Corrections as an Adult Parole Officer. He worked with various agencies: DEA, FBI, and the US Marshall Services. Mr. Pye investigated new Parole Officer applicants for hire, trained 15 other Parole Officers in report writing, investigations, interpersonal skills, field skills, case management and court procedures, and supervised hundreds of offenders' cases. He investigated their criminal behavior when necessary. Mr. Pye volunteered with the Cincinnati Police Surveillance Team, Crime Stoppers, and the Dayton Mediation Center for Juveniles. Although retired, he remains committed to keeping Cincinnati citizens safe. Mr. Pye has a Bachelor's degree in Criminal Justice with a minor in Business Administration from the University of Cincinnati. Mr. Pye's term expired November 2021.

Tim Barr, Jr.
Appointed November 2019

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

Tracey M. Johnson
Appointed November 2020

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

Luz Elena Schemmel
Appointed November 2018

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

Phyllis Slusher
Appointed May 2018

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

Wanda Spivey
Appointed November 2020

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

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

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

APPENDIX VI: Table and Chart Cross Reference

Description	Annual Statistics		Appendix II 5-Year Statistics	
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District 3 Complaints by Neighborhood	Chart 10E	40	Table 12E	50
District 4 Complaints by Neighborhood	Chart 10F	40	Table 12F	50
District 5 Complaints by Neighborhood	Chart 10G	41	Table 12G	51
All Other Complaints	Chart 10H	41	Table 12H	51

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