City of Cincinnati
Office of the City Manager
Collaborative Agreement Refresh
2019 Summary

Contents

Introduction: The City's Commitment 1

Our Approach 3

2019 Focus Areas & Objectives 3

2019 Refresh Accomplishments 4

2019 Citywide CA Performance Overview 5

Chart: CPD Use of Force 6

Chart: Traffic Stop Outcomes 7

Chart: Part I Arrests 8

Chart: Pedestrian Stop Outcomes 9

Chart: CPD Citizen Related Allegations Investigated 10

Appendix A: 2019 Cincinnati Black United Front Goals 11

Appendix B: Bias Free Policing Analytical Framework Project Update 12

Appendix C: Cincinnati Police Department - CPOP Review Board 14

Appendix D: Cincinnati Police 2019 Problem Solving Summary 15

Appendix E: Youth Council Problem Solving Project 17

Resource: CincyInsights 22

Resource: Open Data Cincinnati 23

Resource: Collaborative Agreement Timeline 2002 - 2020 24

Introduction: The City's Commitment to the Spirit of the Collaborative Agreement is Stronger than Ever

Op-Ed By: Mayor John Cranley, Police Chief Eliot Isaac and Former City Manager Patrick Duhaney

The Collaborative Agreement - and the progress that has been made in community-police relations since its implementation 18 years ago - is a great point of pride for our city.

Recently, questions have been raised about the city's ongoing commitment to the Collaborative Agreement. Let there be no mistake: the values underpinning that historic agreement guide all that we do. In fact, we are taking more action in the spirit of the collaborative agreement than ever before.

And it's working. Over the last ten years crime is significantly down (serious crime down by 36 percent) while at the same time arrests are down by 50 percent and traffic stops down by more than 60 percent. By focusing on repeat violent offenses rather than high volume misdemeanors, Cincinnati Police have reduced the violence, reduced the sense that African Americans are "over-policed," and have increased public trust in law enforcement.

It has been nearly two decades since the settlement commenced so it is valuable to now reflect on exactly what the Collaborative Agreement is and how it came to be in order to understand how it influences the Cincinnati Police Department and its operations today.

The Collaborative resulted in part from the widespread belief that too many unarmed African Americans had died in police custody and the demand that police officers stop killing and causing harm to unarmed African Americans. The Collaborative Agreement was finalized in the summer of 2002. It was then and continues to be considered one of the best police community reform initiatives in the country.

The agreement has three major components. The first component drastically changed police use of force policies, the second increased transparency over police conduct to allow for greater accountability. The third component, bias free and community-oriented policing, was implemented to reduce crime and build community trust.

The first two components are how cops should not act in order to protect civil rights, for example, reducing harm to suspects and officers during law enforcement interactions. These components have dramatically changed use of force practices, leading to police being trained in de-escalation tactics, how to deal with substance abuse and mental illness, and to be cognizant of implicit bias. This led to the introduction of the Taser and decreased reliance on the baton and physical force, greatly reducing injuries to suspects and officers.

To increase overall transparency and accountability the Citizens Complaint Authority (CCA) was established to provide concurrent jurisdiction over allegations of serious police misconduct. Since the end of court oversight in 2008, in addition to the CCA, body cameras have been introduced that provide unprecedented transparency of police actions.

The third component is how cops should act to build community support and reduce crime. This component has been a successful work in progress that really gained momentum when former City Councilman Cecil Thomas solicited best practices to initiate a crime fighting approach that focuses on gang/group activity and strategically focuses on a small number of violent offenders rather than over-policing low-level offenses.

This approach became known as Cincinnati Initiative to Reduce Violence (CIRV) and involved working to provide positive peer pressure, gang identification and disruption, as well as outreach workers who were able to serve as the conduit between the streets and the collective CIRV entities.

Since the introduction of CIRV, there has been a steady reduction of serious crime over time. In 2016, CIRV added a place-based component known as PIVOT (Place Based Investigations of Violent Offender Territory). This two-tiered

approach of addressing offenders and places that contribute to shooting violence has shown to sustain longer reductions in shooting violence than traditional focused-deterrence and is still in use today, along with numerous other initiatives.

Not only are these three principle components of the Collaborative Agreement still honored, the city devotes more resources, energy and money to the overall effort than at any time in our past. In particular, our body camera technology, which provides far greater transparency of police action than was even conceivable when the Collaborative Agreement was adopted, costs $2.3 million per year.

The Cincinnati Police Department is dedicated to bias-free policing, protecting our citizens' rights, and using community-problem oriented policing to reduce crime – all of which is the essence of the Collaborative Agreement.

The court oversight of the Collaborative Agreement ended in 2008, but the city has kept faith with the principles ever since.

In fact, in 2016, Mayor Cranley invited Independent Monitor Saul Green back to Cincinnati to provide a report on the status of the Collaborative. While positive overall, Mr. Green made suggestions to reenergize the solution-oriented policing, which we are doing. Green specifically asked for the Manager's Advisory Group (MAG) to be restructured, which we have done. We have also hired a full-time employee to oversee ongoing compliance with the Collaborative Agreement. This work is ongoing.

Recently, questions have been raised regarding whether traffic stops are racially discriminatory. Let us say unequivocally that the Cincinnati Police Department does not focus on any individuals based on race. Rather, traffic stops occur primarily in areas where there is a large police presence. Officers are deployed into these areas based on analysis of repeat crash locations, calls for service, part one violent crime, and shooting violence. Most significant, the sheer number of stops has fallen by more than 60 percent since 2009, which is a direct result of our new policing model that followed from the Collaborative.

Nonetheless, the very fact that we track traffic stops and publish the data is a direct result of our commitment to the Collaborative. Most cities do not track and publish this data, but we will not only continue to do so, but we will welcome the discussion that follows. When these questions are raised, we believe the public deserves to know why the government's actions have led to these particular results. Even though there is not intentional bias, we will continue to welcome suggestions on how to reduce unintentional consequences. We are committed to continuous improvement and believe transparency is part of how we improve.

The results of all these efforts over the past 18 years are astounding. Total arrests are down from 47,188 in 2000 to 21,487 in 2019—a reduction of over 50 percent. Since the introduction of CIRV, total Part One crimes, which includes shootings, are down 36 percent over 8 years and down 20 percent since we blended CIRV and PIVOT.

All of these results have led to a sense that the police department, though imperfect like the rest of society, and always striving to be better, has generally regained the trust of the community. Chief Isaac and Mayor Cranley both served this city in 2001 and both of us believe deeply that the Collaborative Agreement was needed, that the police and the city are better for it, and that we will continue to comply and improve upon it as long as we are in office.

Cincinnati Enquirer
February 21, 2020

Our Approach

In June 2017, the City of Cincinnati, the FOP, the Cincinnati Black United Front and various community members announced their intentions to voluntarily revisit the historic Collaborative Agreement. As part of this "refresh," the involved parties came together with independent contractor Saul Green to assist with identifying gaps, assessing barriers and evaluating successes. Over the next year, using the collected reports and feedback from City leaders and community members, Mr. Green provided several recommendations for moving forward.

Mr. Green's recommendations are multi-faceted and cannot be addressed all at once. As such, the Administration took the approach of addressing the various recommendations in manageable portions to ensure the City can address matters thoroughly and effectively given the resources available.

2019 Focus Areas & Objectives

1. **Data Collection, Analysis and Evaluation**
   - Improve data collection efforts to broaden analysis & evaluation capabilities to better articulate the performance and impact of the Collaborative Agreement.
   - Improve the capacity of CPD & OPDA analysts to conduct routine analysis and evaluation to assess progress towards Collaborative agreement goals and provisions.
   - Improve Police accountability, intervention and prevention.
   - Identify data opportunities to increase collaboration across City of Cincinnati Departments and other sectors to synergistically enhance common goals and complementary initiatives.

2. **Education, Training and Engagement**
   - Improve the brand identity & public profile of the Collaborative Agreement and Collaborative Refresh.
   - Improve police-community relations (i.e. community perceptions of police legitimacy and procedural justice) to ensure fair and equitable treatment of both community members and sworn officers.
   - Improve the internal and external reporting of progress made towards Collaborative Agreement goals and provisions.

3. **Implementation of Community Problem-Oriented Policing**
   - Improve the number and efficacy of police-community partnerships that collaboratively address chronic instances of crime and social disorder that pose barriers to neighborhood revitalization and overall quality of life.

The City Manager's Office with support from the City Manager's Advisory Group (MAG) will continually assess progress and use qualitative and quantitative data to shape future program plans for 2020 and hereafter.

2019 Refresh Accomplishments

Accomplishments	Data Collection, Analysis & Evaluation	Policies & Procedures	Training	Technology	CPOP Implementation	Institutional Transparency
Completed						
Collaborative Agreement Performance Deck Developed (Updated & Published Quarterly)						X
New Data Set Added to Open Data Portal: CPD Pedestrian Stops						X
New Data Set Added to Open Data Portal: CCA Closed Cases						X
Electronic Contacts Card Implemented City Wide	X					
Electronic Arrest Form (Adult) Implemented City Wide	X					
CPD Problem Solving Tracking Database Updated	X					
CCA Complaint Form Made Available in Spanish	X					
Procedural Justice & Police Legitimacy Training			X			
Empathy Through History Training			X			
Fair & Impartial Policing Training: Command Staff			X			
Fair & Impartial Policing Training: Mid-Level Managers			X			
Fair & Impartial Policing Training: Officers and Non-Sworn			X			
Fair & Impartial Policing Training: Community Sessions			X			
Use of Force Procedure Updated		X				
Bias Free Policing Procedure Updated		X				
Problem Oriented Policing Procedure Updated		X				
Cross-Sector Monthly CPOP Review Board Instituted					X	
MAG Materials Available to the Public via City Website						X
MAG Relaunch following Summer 2018 Suspension		X				
Introduction of new CPD Axon 3 Body Worn Cameras				X		
Introduction of New CPD Tasers				X		
Introduction of Axon Side Arm Technology				X		
Assessment Competed: CPD Problem Oriented Policing Program					X	
Law Enforcement Assisted Diversion Pilot Implemented		X				
Problem-Solving Partnership: Recommendations for Improving Youth-Police Relations					X	
In Progress						
Bias Free Policing Analytical Framework (Initial Review & Analysis Phase Complete)	X					
DOJ Crime Analysis on Demand Application	X					
Axon Standards				X		
Axon Record Management System (RMS) Pilot				X		
Revisions to CPD POP Guide for Officers					X	
Problem Oriented Policing Training: CPD Officers			X			
Invest in Neighborhoods Partnership: CC/Police Relations					X	

2019 Citywide CA Performance Overview

Goal: Police Officers and Community Members Will Become Proactive Partners in Community Problem Solving to Address Crime and Disorder

Performance Indicator	January - December 2019	January - December 2018	Variance
# of Community Problem-Oriented Policing (CPOP) Projects Initiated	33	56	-23

Goal: Build Relationships of Respect, Cooperation and Trust Within and Between Police and Communities

Performance Indicator	January - December 2019	January - December 2018	Variance
# of CPD Public Appearances/Community Engagement Projects Completed	215	255	-40
# of CCA Public Appearances/Community Engagement Projects Completed	25	39	-14
# of CMO Public Appearances/Community Engagement Projects Completed	12	-	+12
# of CPD Complaints Investigated	334	193	+141

Goal: Ensure Fair, Equitable and Courteous Treatment for All

Performance Indicator	January - December 2019	January - December 2018	Variance
# of Injuries to Citizens	74	96	-22
# of Incidents Where Use of Force was Deployed	164	186	-22
# of Officer Involved Shooting Incidents	2	4	-2
# of CPD Traffic Stops	20,723	26,039	-5,316
# of Pedestrian Stops	2,216	2,333	-117
# of CPD Arrests	17,119	18,304	-1,185

Chart: CPD Use of Force (January – December 2019)

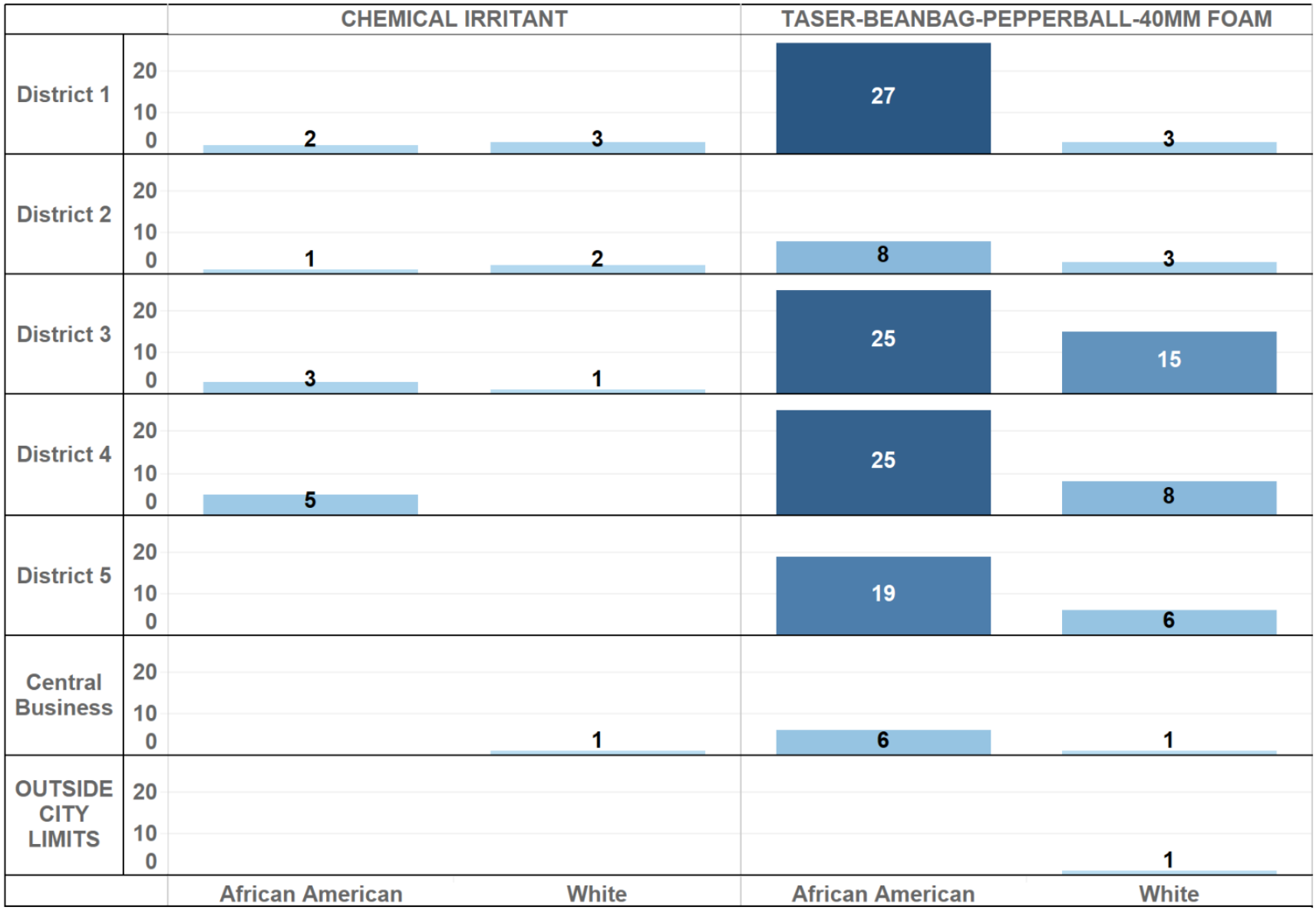
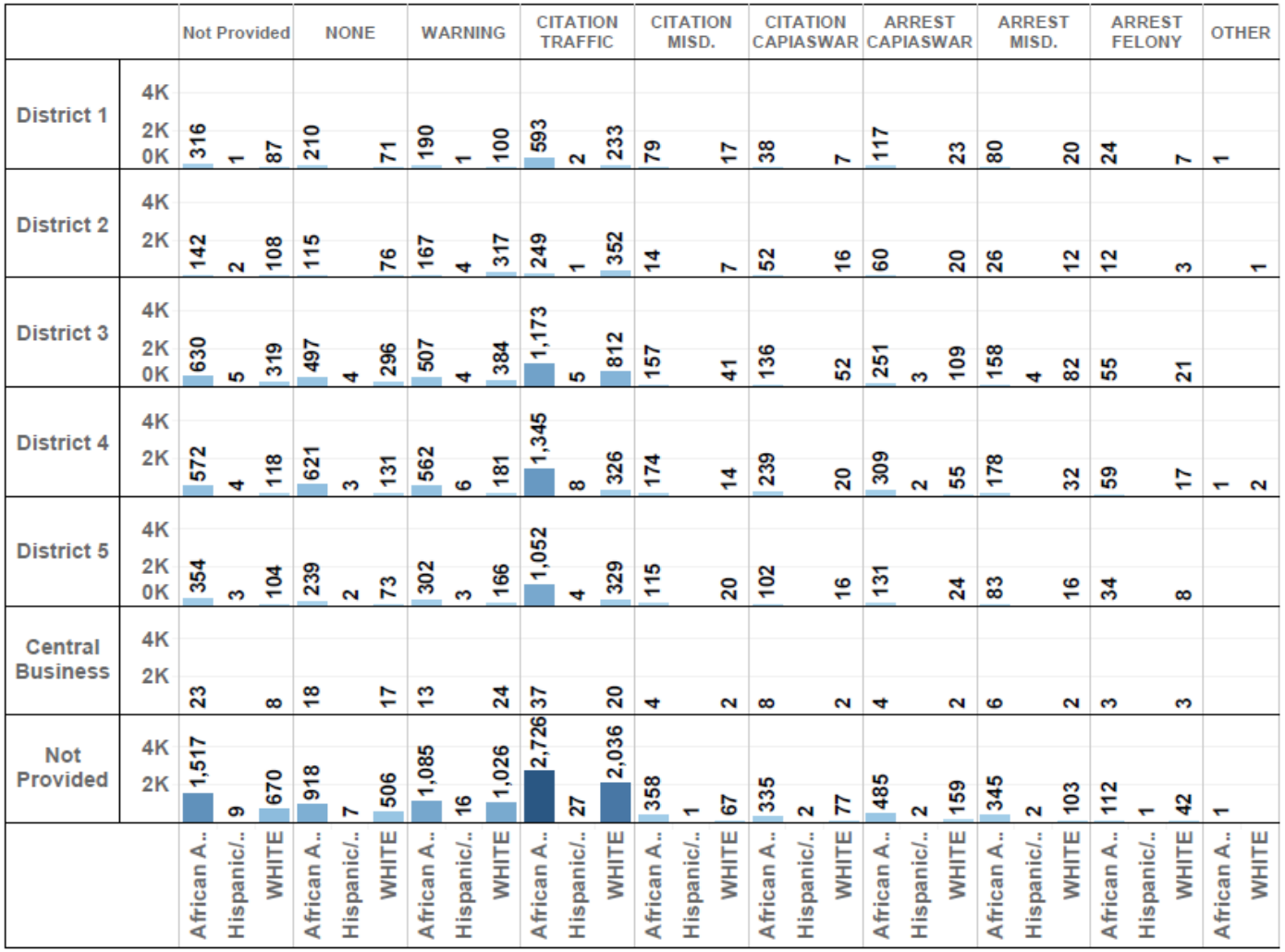


Chart: Traffic Stop Outcomes (January – December 2019)

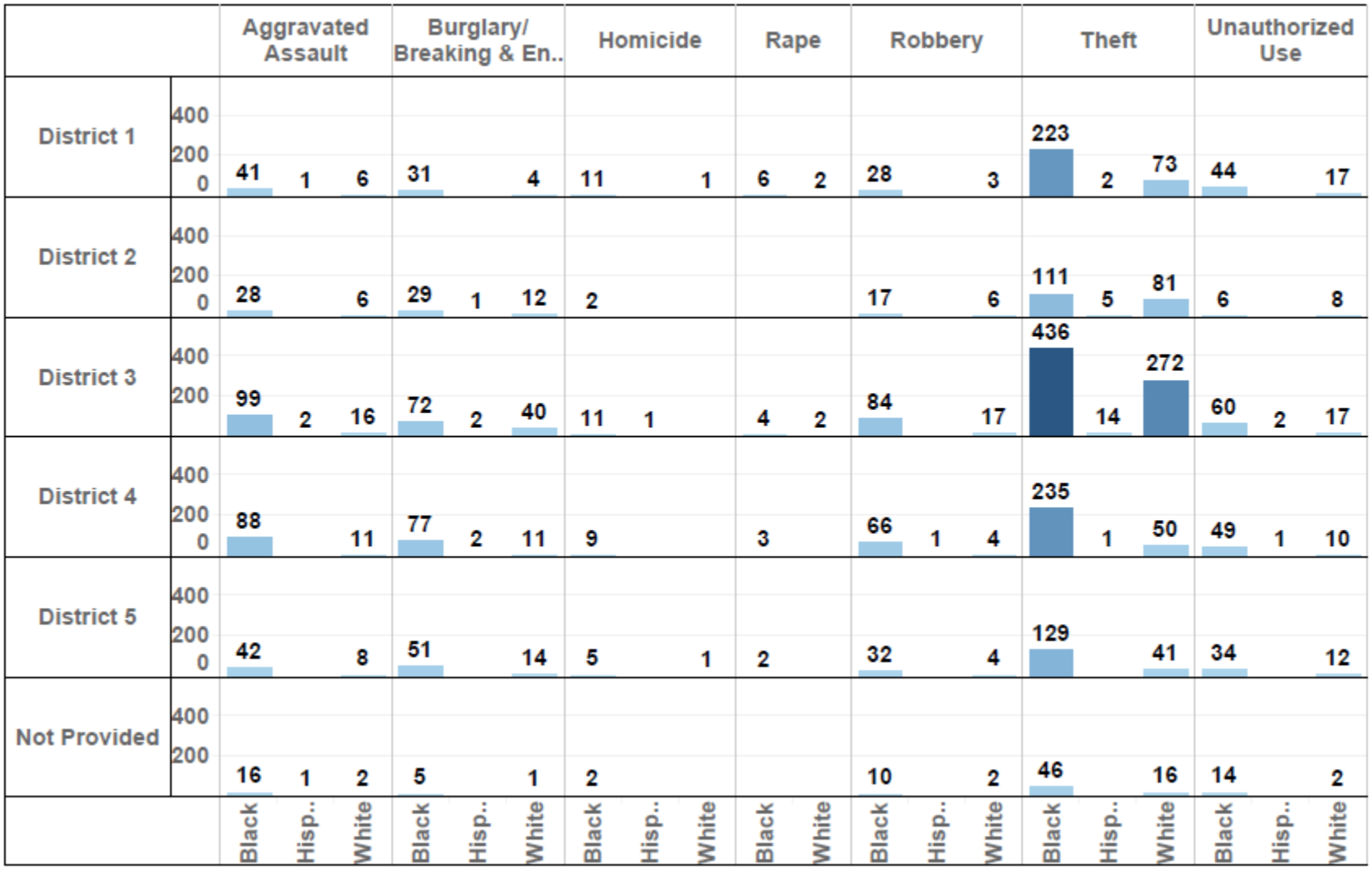


Notes:

- ***Capias War*** **-** In most instances, a capias warrant is issued in connection with failure to appear before court in a criminal case.

  Null – Traffic stop outcome not available for analysis.

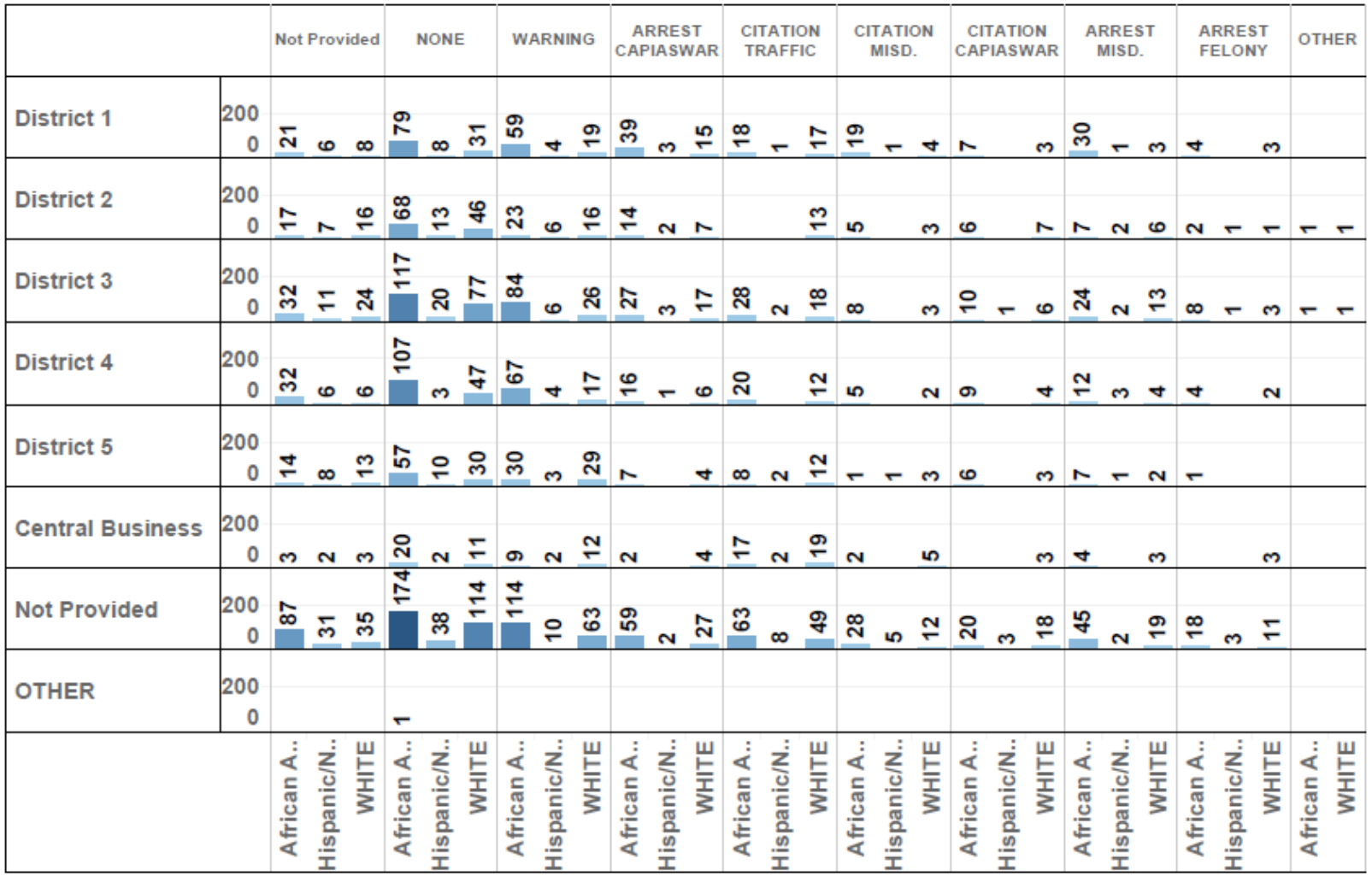
Chart: Part I Arrests (January – December 2019)



Notes:

Unauthorized Use – A situation where a vehicle is loaned to another party willingly by the owner, but not returned.

Chart: Pedestrian Stop Outcomes (January – December 2019)

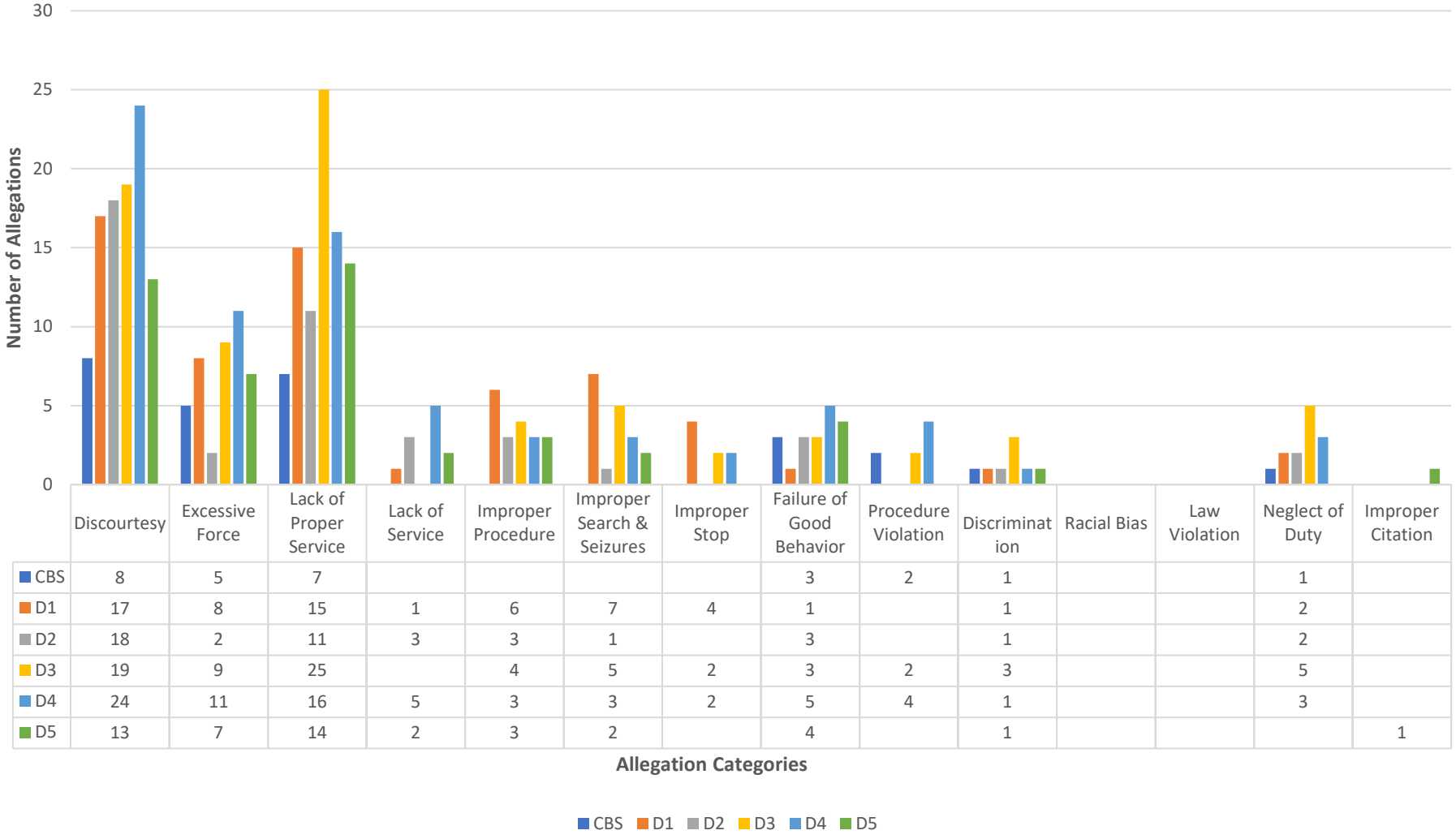


Notes:

- ***Capias War*** **-** In most instances, a capias warrant is issued in connection with failure to appear before court in a criminal case.

Null – Traffic stop outcome not available for analysis

Chart: CPD Citizen Related Allegations Investigated (January – December 2019)



	Discourtesy	Excessive Force	Lack of Proper Service	Lack of Service	Improper Procedure	Improper Search & Seizures	Improper Stop	Failure of Good Behavior	Procedure Violation	Discrimination	Racial Bias	Law Violation	Neglect of Duty	Improper Citation
CBS	8	5	7					3	2	1			1	
D1	17	8	15	1	6	7	4	1		1			2	
D2	18	2	11	3	3	1		3		1			2	
D3	19	9	25		4	5	2	3	2	3			5	
D4	24	11	16	5	3	3	2	5	4	1			3	
D5	13	7	14	2	3	2		4		1				1

Appendix A: 2019 Cincinnati Black United Front Goals

The following note was submitted on 2/22/19 by Iris Roley on behalf of the Cincinnati Black United Front (CBUF) to be shared with the MAG.

CBUF 2019 Goals

1. Restore the MAG to regular service and share its work with the public (we think you share this)

2. Agree on and implement performance measures for bias free policing (we think you share this)

3. Develop a comprehensive plan for reporting, analyzing and evaluating data. (We think you share this)

4. Develop a shared report to the community to present at the Neighborhood Summit on March 16, 2019 (we think you share this)

5. Juvenile Problem-solving team. When the Chief announced the discipline of the officer in the tasing incident he included this in his 10/30/18 press release, "The Department has also committed to developing a juvenile problem-solving team to further police-community relations between officers and youth." (Emphasis added). We are eager for that team to be constituted and start meeting. We have commitments from the Juvenile Court, Lighthouse Youth Services, Children's Hospital; Faith based groups, and the Children's Law Center. We have been seeking to implement this as a problem-solving team for several years. The data we collected on arrests of and use of force against juveniles is very troubling. The community would be very encouraged to see this effort finally get underway. This is a high priority.

6. Green recommendations/ILAB work plan. All the items on the ILAB work plan are important. The community spent many hours at public meetings and in working groups discussing the Green recommendations and the ILAB work plan to implement them. We need to revisit those items and map out when and how we will tackle that work. We understand that it cannot all be done at once. We simply want the parties to agree on the plan for getting it done at a pace that all can sustain. You listed five strategies when you met with community members on December 19, 2018. They were (1) Data collection and evaluation; (2) community education and engagement; (3) Transparency re constitutional policing and CCA and ETS; (4) Accountability – officer performance and citizen complaints; (5) collab problem solving. One step is to make sure your five goals match the ILAB process and talk through any mismatch. Maybe the summit is a good target for reporting some concrete progress on measures (with help from OPDA) and for explaining the road ahead on the refresh with a real timeline. Community needs to know that Green recommendations and the ILAB items will be addressed and when.

Appendix B: Bias Free Policing Analytical Framework Project Update

In the summer of 2019, the University of Cincinnati's Institute of Crime Science (ICS) entered into a contract with the City of Cincinnati to assist with facilitating the development of an analytical framework for assessing Bias-Free Policing within the Cincinnati Police Department (CPD) for three outcomes:

1. Traffic stops
2. Arrests
3. Use of force

This work is part of Cincinnati's Collaborative Agreement Refresh and its commitment to bias- free policing[1].

Before proceeding further, it is important to define the phrase "analytical framework for assessing bias-free policing" and describe what it involves. In its most basic terms, this involves developing a set of statistics or metrics that assess bias-free policing for specific police outcomes. For example, one set of metrics might examine if race influences traffic stops conducted by the Cincinnati Police Department. This is not an easy task. There are a range of potential techniques that could be used, and each technique has its own set of arguments for and against its use. Therefore, this report outlines techniques that have been introduced by leading social scientists studying bias-free policing as a starting point for further discussion amongst Cincinnati stakeholders with the goal of developing an analytical framework for assessing bias-free policing that is agreeable to all Cincinnati stakeholders.

Bias-Free Policing Analytical Framework Working Group

A team of researchers from ICS (hereafter "The ICS Team") including Dr. Cory Haberman, Dr. Ebony Ruhland, Dr. James Frank, Mr. James Kelsey, and Dr. Jillian Desmond (for more information see Appendix 3) worked with Mr. Jason Cooper, the Division Manager of Criminal Justice Initiatives in the Office of the City Manager, and a Working Group (hereafter "The Working Group") of key stakeholders to develop the framework.

The Working Group established by Mr. Cooper included, in alphabetical order:

1. Dr. Brian Calfano
2. Lt. Elena Comeaux
3. Ms. Rashel Flores
4. Mr. Dan Hils
5. Ms. Kim Neal
6. Lt. Col. Paul Neudigate
7. Ms. Iris Roley
8. Ms. Nicollette Staton
9. Pastor Ennis Tait

Working Group members were and will be invited to participate in all group-based steps of the project. Working Group members may have had varying levels of participation due to personal circumstances.

[1] Read more here: https://www.cincinnati-oh.gov/police/collaborative-agreement-refresh/

Project to Date

Phase 1: Initial Review & Analysis

The ICS Team hosted the Working Group at the University of Cincinnati on July 22, 2019 to begin the project. The Working Group discussed (1) an overview of the goals and purpose of the project,
(2) project tasks and timelines, (3) expected deliverables, and (4) their ideas and questions about the project.

Second, in order to incorporate the historical context behind Bias-Free Policing in Cincinnati, the ICS Team reviewed the publicly available documents on the Collaborative Agreement (hereafter "the CA"). These documents are listed in Appendix 1: Collaborative Agreement Documents.

Third, the ICS Team conducted semi-structured interviews with Cincinnati Police Department officials, City of Cincinnati employees from offices relevant to this project, leaders from community-based organizations, and local community members and stakeholders who were identified by Mr. Cooper and Working Group members as having insight for this project. The interviews focused on interviewees' views of the CA, its progress to date, and future direction, particularly in regard to bias-free policing, and expectations for the analytical framework for assessing Bias-Free Policing. Details about the interviews are discussed in Chapter 2: Stakeholder Interviews.

Phase 2: Design Process

Within the context of Phase 1, Phase 2 marked the start of the design process. The crux of the design process was a systematic search for scientific studies of bias in police traffic stops, arrests, and use of force. Chapter 3: Literature Search Process outlines the literature search process, including which databases were searched, which search terms were used, and how articles were screened for inclusion in this report.

The Working Group was briefed and asked to provide feedback on the parameters of the literature search process as well as the preliminary interview results in a meeting on January 29, 2020.

Next Steps

The next steps for this process will include:

1. All Working Group members will be asked to rate each technique's value using rating sheets provided by the ICS Team.
2. All key personnel from the Office of Performance & Data Analytics (hereafter "OPDA") identified by Mr. Jason Cooper will be asked to rate their perception of OPDA's technical and data capacity for implementing the analytical technique using the rating sheets provided by the ICS Team.
3. The ICS Team will convene a meeting with the Working Group to discuss which analytical techniques are both feasible to implement given OPDA's capacity and "useful" to Cincinnati stakeholders.

Based on the results from this meeting, the ICS Team will revise the preliminary report to create a draft final report outlining the process used to arrive at the agreed upon analytical framework for assessing Bias-Free Policing and the draft analytical framework for additional feedback prior to finalizing the analytical framework for implementation

Appendix C: Cincinnati Police Department - CPOP Review Board

Goal
Improve the number and efficacy of police-community partnerships that collaboratively address chronic instances of crime and social disorder in our neighborhoods that also pose barriers to neighborhood revitalization and overall quality of life.

Mission
The mission of the review board is to:

- Facilitate the implementation of high quality CPOP Projects
- Create a cooperative process, encouraging dialogue amongst peers.
- Provide feedback and technical assistance to aid in the advancement of approved projects.

The CPOP Review Board - Members

Eliot Isaac, Chief of Police	Paul Neudigate, Assistant Chief	Dorothy Smoot, Executive Director – Community Police Partnering Center
Michael John, Assistant Chief	Jason Cooper, Division Manager – Criminal Justice Initiatives	Kristen Baker, Executive Director -Local Initiatives Support Corp.
Elena Moton, Lieutenant – Collaborative Agreement Compliance Unit		

Meeting Schedule
Meetings will occur the second Thursday of each month at 1pm in the Chiefs Conference Room. Presentations will be grouped by Districts each month and will alternate accordingly.

	2019 Presentation Dates
CBS and Districts 1 and 2	July 11, September 12, Nov 14
Districts 3, 4 and 5	August 8, October 10, and December 12.

The Presentation
Each District will have 10 minutes to present on the prompts below, with an additional 10 minutes for Q&A with members of the review board. If using PowerPoint, please limit presentations to no more than 5 slides.

Category	**Description**
Problem Identification	Using the CHEERS Model as a guide, define the problem and its history
CPOP Team	Using the Crime Triangle as a guide, who is/or who will you be recruiting to be on your CPOP team?
Data Collection	What data sources will you be reviewing & analyzing in collaboration with crime analysts and members of the community for the analysis phase?

Presenters
District Captains will be responsible for presenting new CPOP projects to the Review Board with additional support and participation from their NLU Sergeants.

Appendix D: Cincinnati Police 2019 Problem Solving Summary

Problem Solving Tracking System Number	Project Owner	Date Opened	Location	Problem	OPEN	CLOSED
D1-2019-000674	Sgt. S. Heine	1/19/2019	5x E. McMicken Ave	Drug Abuse/Sales - Prostitution	X	
D5-2019-000679	PO J. Pechiney	1/23/2019	50xx Hawaiian Terrace	Violent Crime - Drugs		X
D5-2019-000680	Sgt. J. Graham	1/23/2019	11xx W. Galbraith Av	Violent Crime- Drugs		X
CBS-2019-000684	PO T. Eppstein	2/11/2019	6xx Walnut St.	Auto accidents		X
D3-2019-000685	Sgt. J. Hicks - PO M. Emody	2/24/2019	36xx Warsaw Av.	Public disorder		X
D3-2019-000686	Sgt. J. Hicks - PO A. Lally	2/24/2019	36xx River Road	Traffic, speeding		X
D5-2019-000687	PO J. Pechiney	3/8/2019	76xx Daly Road	Code & Zoning violations		X
D4-2019-000688	PO J. Edwards	3/12/2019	77xx Reading Road	Violent Crime, disorder		X
D4-2019-000689	PO A. Hill	3/25/2019	44xx Reading Road	Drugs - Prostitution	X	
D3-2019-000690	Sgt. J. Hicks - PO K. Kroger	4/8/2019	40xx W. Liberty St.	Public disorder, loitering		X
CBS-2019-000691	PO T. Eppstein	4/18/2019	8xx Vine St.	Drug sales & abuse	X	
CBS-2019-000692	PO T. Eppstein	4/18/2019	1xx E. 5th St.	Juvenile disorder - Traffic	X	
D2-2019-000693	Sgt. J. Howell	4/18/2019	26xx Victory Parkway	Drugs - Disorder		X
D2-2019-000694	Capt. Jones	4/22/2019	17xx Sutton Av.	Violent Crime		X
D5-2019-000695	Sgt. T. Ploehs	5/16/2019	30xx Colerain Av.	Prostitution		X
D5/CRU-1904-PS0004	PO L. Johnson	4/19/2019	33xx Central Parkway	Drugs - Prostitution	X	
D3-1906-PS0007	Sgt J. Hicks - PO M. Emody	6/3/2019	34xx Warsaw Av.	Public disorder - Drugs	X	
D3-1906-PS0008	Sgt. J. Hicks - PO A. Lally	6/4/2019	61xx River Road	Traffic safety & speeding	X	
D5-1906-PS0009	Sgt. T. Ploehs - PO J. Pechiney	6/12/2019	50xx Colerain Av.	Sex offenses		X
D1/CRU-1907-PS0011	PO P. Davis	7/2/2019	14xx Linn St.	Traffic & Pedestrian safety	X	
D2-1907-PS0012	PO J. Rice	7/4/2019	55xx Montgomery Road	Liquor establishments	X	
D3-1907-PS0013	Sgt. J. Hicks - PO M. Emody	7/4/2019	34xx Warsaw Av.	Litter & neighbor issues	X	
D3-1907-PS0014	Sgt. J. Hicks - PO A. Gibson	7/12/2019	20xx Westwood N. Blvd.	Drugs - Chronic nuisance	X	
D3/CRU-1907-PS0015	PO L. Arnold	7/22/2019	36xx Warsaw Av.	Violence & trauma	X	
D3/CRU-1908-PS0016	PO A. Johnson	8/27/2019	8xx-14xx State Av.	Prostitution	X	
D3-1909-PS0018	Sgt. J. Hicks	9/9/2019	21xx Queen City Av.	Drug abuse & sales	X	
D4-1910-PS0020	PO J. Edwards	10/8/2019	76xx Reading Road	Liquor establishments		X

Problem Solving Tracking System Number	Project Owner	Date Opened	Location	Problem	OPEN	CLOSED
D4-1910-PS0021	PO J. Edwards	10/21/2019	2xx W. Galbraith	B & E's, Drug abuse	X	
D4-1910-PS0022	PO E. Brazile	10/21/2019	69xx Vine St.	Chronic nuisance		X
D5-1911-PS0023	Sgt. T. Ploehs - PO J. Pechiney	11/26/2019	28xx Colerain Av.	Prostitution		X
D4-1912-PS0024	PO L. Laney	12/2/2019	8xx-8xx Cleveland Av.	Shots fired - Drugs	X	
D1-1912-PS0025	PO M. Bockenstette	12/10/2019	1xx-1xx E. McMicken Av.	Drugs - Homeless		X
D1-1912-PS0026	PO M. Simon	12/19/2019	12xx W. 8th St.	Parking - Traffic congestion		X

Appendix E: Youth Council Problem Solving Project

Community Police Partnering Center

CHILDREN'S LAW CENTER

1

Young people under the age of 18 in Hamilton County

- 43% people of color
- 57% non-Hispanic and White

Source: All-In Cincinnati: Equity Is the Path to Inclusive Prosperity Report, October 2018 (citing U.S. Census Bureau; Woods & Poole Economics, Inc.)

2

Arrests and Detention of Youth in Hamilton County

- 82% of unique youth warrants issued in Hamilton County were for youth of color in 2018
- 74.52% of the unique youth detained in Hamilton County in 2018 were youth of color.

3

Youth Education, Organizing and Advocacy: Improving Interactions between Law Enforcement and Youth and Reducing Racial Disparities

- Project funded by a grant to CLC from The Greater Cincinnati Foundation
- CLC partnered with ULGSCO and Community Police Partnering Center
  - Youth councils
- Education of youth
  - Juvenile justice system
  - Problem solving model
  - Policy advocacy

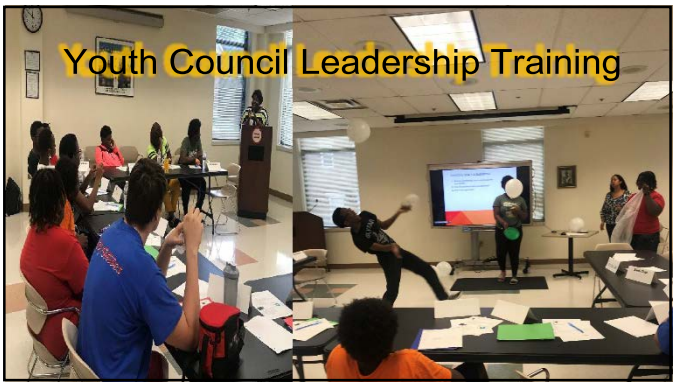
4

5

6

Youth Council Leadership Training

7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Independence City & Children's Law Center

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Recommendations

Youth voice on City Manager's Advisory Group

1. Training and education:
   - For law enforcement on adolescent brain development, how to interact with youth, racial and ethnic bias
   - For youth on the juvenile justice system
   - Strategies for Youth, Inc. does both
2. More community policing and interactions with youth that is social in nature
3. Alternative programs rather than detention
   - Hamilton County should become a JDAI site (The Annie E. Casey Foundation Juvenile Detention Alternatives Initiative)
     - Also addresses racial and ethnic disparities

30

Resource: CincyInsights

The Office of Performance & Data Analytics (OPDA) collects citywide data to monitor performance, improve service delivery, promote transparency, drive innovation, and creatively problem solve. OPDA created **CincyInsights**, an interactive dashboard portal, to make city data visual, conveniently accessible, and user-friendly for all members of the Cincinnati community.

All **CincyInsights** pages contain fully interactive, automatically updated dashboards; each page provides relevant context and explanation and includes definitions for the data in each visualization.

Below are links to available dashboards related to Public Safety.

Topic	Refresh	Cincy Insights	Dashboard URL
Police Calls for Service	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/a4d9-vw5s
Officer Involved Shootings	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/c64e-ybfz/
Use of Force	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/quk6-rcaw/
Assaults on Officers	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/mrju-z9ui/
Reported Crime	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/Reported-Crime/8eaa-xrvz/
Reported Shootings	Daily	Yes	https://insights.cincinnati-oh.gov/stories/s/xw7t-5phj/

Resource: Open Data Cincinnati

To promote government accountability and transparency, Open Data Cincinnati provides open, online access to government data. The goal of this initiative is to increase data accessibility, and encourage development of creative tools to engage, serve, and improve Cincinnati neighborhoods and residents' quality of life.

Below is a table of links for available datasets related to Public Safety.

Topic	Refresh	Open Data URL
Citizen Complaint Authority (CCA) - Closed Complaints	Monthly	https://data.cincinnati-oh.gov/Safer-Streets/Citizen-Complaints/r3vg-n6p3
Police Calls for Service	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Police-Calls-for-Servic/gexm-h6bt
Officer Involved Shootings	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Officer-Involved-Shooti/r6q4-muts
Use of Force	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Use-of-Force/8us8-wi2w
Assaults on Officers	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Assaults-on-Officers/bmmy-avxm
Crime Incidents	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Crime-Incidents/k59e-2pvf
Shootings	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-CPD-Shootings/7a3r-kxji
Traffic Stops – All Subjects	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Traffic-Stops-All-Subje/ktgf-4sjh
Traffic Stops - Drivers	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Traffic-Stops-Drivers-/hibq-hbnj
Historical Police Calls for Service	Daily	https://data.cincinnati-oh.gov/Safer-Streets/PDI-Police-Data-Initiative-Police-Calls-for-Servic/4v9f-u3ia
Accidents	Daily	https://data.cincinnati-oh.gov/Safer-Streets/Traffic-Crash-Reports-CPD-/rvmt-pkmq

Resource: Collaborative Agreement Timeline 2002 - 2020

April 2002: The City of Cincinnati entered into the Collaborative Agreement (CA) between the City, the Fraternal Order of Police (FOP), the American Civil Liberties Union (ACLU) and the Cincinnati Black United Front (CBUF).

- The RAND Corporation was contracted by the City to provide an evaluation of the progress of the parties towards the goals of the CA. RAND is a leading international social and public policy research organization working with the parties and the Independent Monitor to study progress under the CA. The RAND evaluation study lasts five years.

- Community Problem-Oriented Policing (CPOP) was declared the strategy for police services in the city. CPOP is the strategy that the City of Cincinnati agreed to adopt when it signed the Collaborative Agreement. This is a strategy by which the police, acting in partnership with members of the Cincinnati community, other governmental organizations, and non-governmental institutions, identify very specific harmful situations, analyze these situations to determine when, where, and how they arise, and then craft specific solutions to these problems. To assure problems are reduced, the police evaluate the effectiveness of the solutions. If it has not been effective, police revise their approach.

May 2002: The Citizen Complaint Authority (CCA) was created as an independent civilian oversight agency by City Ordinance No. 0108-2002.

September 2002:

- Use of Force is expanded and defined. Definitions of resistance are added to Use of Force Procedure.
- The first Taser was introduced to the department. Looked like a flashlight (Not the X-26).
- The Beanbag shot gun, Pepper-ball Launcher and Chemical Irritant are employed.
- First version of the Force Continuum is implemented into the Use of Force Procedure.
- Officers are warned they could be held criminally/civilly accountable for actions.
- Citizen complaints are included for Uses of Force, Excessive Use of Force.
- K-9 bite investigations are expanded.
- Firearm Discharge Board created to review all discharges in the line of duty.

July 2003: Dis-engagement language introduced into the Use of Force Procedure for volatile situations.

- Broadened Use of Force Continuum published.

November 2003: DOJ implemented contact cards required for all citizen stops.

February 2004: De-Escalation language appears in the Use of Force Continuum.

- Mental Health Response Team (MHRT) training for Officers introduced.
- AXON X-26 Tasers are issued to all officers.

January 2006: ETS goes On-Line. All Uses of Force and employee actions are tracked.

January 2007: Initiation of the Cincinnati Initiative to Reduce Violence (CIRV) – a multi-agency and community collaborative effort designed to quickly and dramatically reduce gun-violence and associated homicides. The CIRV approach involves working to provide positive peer pressure, gang identification, and outreach workers, all at the Urban League.

April 2007: The Memorandum of Agreement between the city and Justice Department came to an end; however, the City agreed to one additional year of monitoring problem solving efforts. The RAND Corporation was selected by the parties to the agreement to conduct an analysis of data over five years to measure the efforts toward achieving the goal of improved police-community cooperation.

- Beanbag and 40 MM foam rounds restricted during civil disturbance.

August 2008: Federal court supervision of the CA officially ends. As a result, the City, CPD and the Collaborative Agreement Partners created a Collaborative Agreement Plan.

2008: The City Manager's Advisory Group (MAG) was established when court supervision of the Collaborative Agreement ended. The group provides information, analysis, advice and recommendations to the City Manager in order to help continue the progress made in implementing the reforms under the spirit of the Collaborative Agreement.

October 2009: RAND's final evaluation report was published, concluding that relations were improving.

July 2010: Beanbag and 40 MM foam rounds restricted to SWAT Only.

February 2013: PR24 changed to (ASP) Monadnock Auto-Lock Batons.

April 2015: Hamilton County Heroin Coalition (HCHC) and Hamilton County Heroin Coalition Task Force (HCHC Task Force) formed.

May 2015: The first CincyStat session took place. CincyStat applies the tenants of accurate and timely intelligence, rapid deployment of resources, effective tactics and strategies, relentless follow-up and assessment to the continuous improvement of municipal services, including Police.

- U.S. Attorney General Loretta Lynch visits Cincinnati and calls it a national model for police reform and community engagement.

August 2015: The City financially and administratively supported the implementation of a Body Worn Camera (BWC) system for the police department. A BWC committee, consisting of representatives from numerous city departments was established to research the myriad of issues related to BWC systems. Five subcommittees focused efforts on Operations/Policies; Data Management/Legal Issues; Police Officer Concerns/Acceptance; Equipment Specifications; and Public/City Government Expectations.

2016: To address victimization and witness safety, the CPD augmented a supplemental service to victim's advocacy and support to witnesses through the establishment of the Victims Assistance Liaison Unit (VALU) and Cincinnati Citizens

Respect Our Witnesses (CCROW). Specifically, the CCROW Program was created with intent to foster an extension of police community relations and strengthen case presentation in the judicial process. The Program provides a variety of services including court-related, social, referral and counseling services designed to meet the needs of witnesses and their loved ones. The VALU and CCROW Programs operate out of the CPD's Homicide unit, and together provide a platform to assist victim survivors and witnesses through the process of the crime to the point of the perpetrator being held accountable for their actions. Beginning with on-scene crisis intervention; monthly safety checks, and court accompaniments, these services have now extended to include housing relocation, employment assistance, transportation, and coordinated support with service providers. Specific focus on youth survivors of homicides highlights the emphasis to extend care to the most vulnerable victim population. This resulted in a trauma-informed care program, providing mentorship between survivors, CPD sworn and civilian personnel, and faith-based community leaders.

February 2016: First procedure for handling suspected drug overdoses and Naloxone usage.

March 2016: The Place Based Investigations of Violent Offender Territories (PIVOT) strategy was formed and the strategy operationalized with the first two projects beginning immediately. The PIVOT strategy focuses on the role of places in crime events. Designed as a companion to CIRV's offender-oriented focused deterrence efforts, PIVOT operates on the theory that there are networks of criminogenic places that facilitate systems of violence. Based on emerging literature in the field of crime prevention, these networks are believed to be made up of four distinct types of places: crime sites, convergent settings, comfort spaces, and corrupting spots. (Three more project sites were implemented in 2017, one in 2018, and three in 2019. CPD has seen substantial declines in shootings in project sites, in some cases by more than ninety percent.)

August 2016: CPD's first deployment of Body Worn Cameras began at the direction of City Council.

September 2016: The Department of Justice awarded the Cincinnati Police Department $600,000 to assist in expanding the BWC program in 2017. The expansion added approximately 300 additional BWC enabling the CPD to deploy a BWC to every sworn officer on the Department or use when they are working as a uniformed patrol officer

October 2016: More real-time policing data made available to the public on the City's Open Data Portal. In addition to calls for service and incidents, OPDA worked closely with CPD to compile, centralize, and automate the publication of new data such as use of force, officer involved shootings, and assaults on officers.

March 2017: CPD Planning Unit recommended approval of BWC procedure revisions, including clarification that the BWC has to be able to *clearly* record police activities *regardless* of uniform attire.

May 2017: De-escalation as formal part of training and the Use of Force continuum.

June 2017: The City voluntarily committed to a Collaborative Agreement Refresh. The Refresh focused on three areas: bias-free policing and officer accountability, mutual accountability of all parties, and community problem-oriented policing strategy. The city hired the former federal court monitor, Saul Green, to assist with the review and refresh of the collaborative.

August 2017: ShotSpotter technology implemented across a 3-square-mile area that covers Avondale and parts of North Avondale, Walnut Hills, Mount Auburn and Coryville. ShotSpotter is an outdoor gunfire detection and notification system.

September 2017: First (of three) community forums hosted by the CCA to solicit feedback from Cincinnati residents, Cincinnati police officers, and various community stakeholders on the state of local community-police relations. (Taft High School)

October 2017: The Cincinnati Police Department was honored to be awarded the Herman Goldstein Award for Excellence in Problem-Oriented Policing, in an international competition administered by the Center for Problem-Oriented Policing.

November 2017: Second (of three) community forums hosted by the CCA to solicit feedback from Cincinnati residents, Cincinnati police officers, and various community stakeholders on the state of local community-police relations. (Community Action Agency)

January 2018: Third (and final) community forums hosted by the CCA to solicit feedback from Cincinnati residents, Cincinnati police officers, and various community stakeholders on the state of local community-police relations. (Cincinnati Christian University)

February 2018: Collaborative Agreement Refresh Internal Review Complete.

Spring 2018: The CPD launched the Domestic Violence Enhanced Response Team (DVERT) as a unique partnership between the CPD and Women Helping Women (WHW). A lethality screen conducted by officers will trigger a response of a dedicated WHW case worker to all applicable domestic violence incidents. This coordinated response then ensures that victims have all necessary resources and assistance available to interrupt the pattern of intimate partner violence/homicide. In addition, this partnership enables CPD officers to focus on case investigation and preparation, and provides a warm hand off of victims to trained WHW case workers when the victims are in their most vulnerable state. DVERT advocates are able to provide immediate assistance to victims at the scene, and guide them through the criminal justice process with collateral service provision.

October 2018: The U.S. Department of Justice awarded a Fiscal Year 2018 Innovations in Community-Based Crime Reduction (CBCR) Program grant to the Cincinnati Police Department in the amount of $992,042. The grant award enables CPD to expand its Place-Based Investigations of Violent Offender Territories (PIVOT) initiative, as well as enhance victim and witness services.

2019: CPD enhanced its Records Management System (RMS) to include an improved Problem-Solving Tracking System (PSTS) to build a solid foundation for CPOP and to assist with effectiveness of quality and quantity of problem solving. Also, CPD changed the district command structure to formalize CPOP process across all districts by changing the Investigative Lieutenant to the District Strategy Lieutenant. This modified structure will emphasize CPD's two-pronged strategy for addressing crime, disorder, and quality of life issues. First, CPD uses its priority-offender and CIRV programs to address violence and other Part-I crimes. Second, CPD uses CPOP to solve recurring problems as they arise. This emphasizes the importance of both approaches to addressing crime, disorder, and quality of life issues. These changes will ensure a uniform process is being used across all districts.

January 2019: Mayor Cranley introduces legislation that would require training in implicit and explicit bias for new recruits to the police force, sworn personnel, and all other City employees.

- CPD Use of Force Policy revised to remove specific, allowable age range (7-70 years of age) pertaining to the use of a TASER and reinforcement of de-escalation techniques as the preferred method of gaining voluntary compliance.

May 2019: CPD partners with DOJ subject matter experts to offer training to approximately 200 officers in the rank of sergeant and above on procedural justice and police legitimacy. Training topics included community policing and public trust for effective crime reduction, understanding uses of force with the use of body worn and other digital evidence, legal and constitutional concepts and the importance of critical thinking in police work.

Summer 2019: the newest model of Body Worn Camera (BWC)internally tested by CPD.

July 2019: Bias Free Policing Analytical Framework Project is launched with support from the University of Cincinnati and University of Texas-Dallas to help improve the City's capacity to evaluate progress towards bias free policing in arrests, traffic stops and use of force on a routine and ongoing basis.

- CPD reinstitutes a monthly panel to review presentations of all new CPOP projects initiated by the department and to provide an ongoing forum for feedback and technical assistance.

November 2019: Following field testing, vendor feedback and resulting upgrades of the newest model of BWC, the Axon Body 3 was received for replacement of all earlier model equipment.

- Fair & Impartial Policing, LLC (FIP, LLC) was selected to conduct a series of implicit bias training sessions for the CPD using the Promoting Fair & Impartial Policing: A Science-Based Perspective (FIP) curricula. The FIP training program applies the modern science of bias to policing; it trains officers on the effect of implicit bias and gives them the information and skills they need to reduce and manage their biases. The curricula addresses various biases – including implicit associations, attentional bias, confirmation bias, and outgroup bias- and their implications for law enforcement.

January 2020: Full deployment of the new model of BWC. Training occurred during roll calls as there were minimal changes to the overall operation of the new equipment and there was no impact to BWC procedure. All sworn officers below the rank of captain who are assigned to uniform duties, including those working off-duty details, are equipped with body worn cameras.

February 2020: The kick-off of a series of workshops to refresh key CPOP ideas, introduce some new conceptual tools to improve CPOP process, and introduce the new CPOP procedure.