



2015

Police Chief Survey Results

Table of Contents

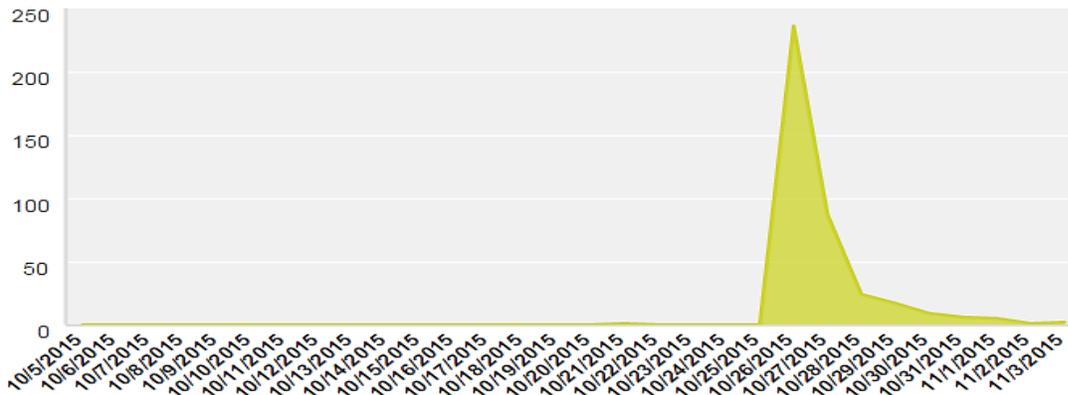
Executive Summary.....	3
Key Terms.....	4
Question 1.....	4
Question 2.....	5
Question 3.....	6
Question 4.....	7
Question 5.....	8
Question 6.....	9
Question 7.....	10
Survey Responses.....	11

Executive Summary

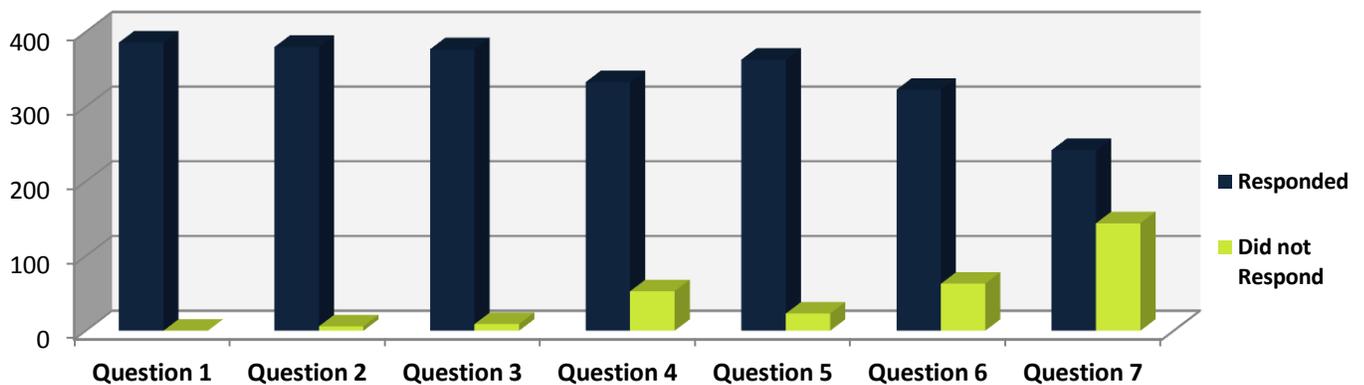
The position of Cincinnati police chief is very important, and it represents a great deal symbolically for Cincinnati and the region. The City Manager cascaded a survey to residents and community stakeholders to participate in the police chief selection process by providing feedback. The information gathered through these surveys will help inform the police chief selection process.



The survey was posted on the City’s website and participants were asked to provide feedback starting October 25, 2015 through November 3, 2015. A total of 399 individuals participated and two of the survey responses were test samples. The chart below provides a snap shot of participation during the allotted time period.



The chart below provides the number of responses to all survey questions. 81% of survey respondents replied to all questions. For question (7), we received a 63% response rate mostly due to it being a general open-ended question.



Key Terms

This section provides an overall look at commonly used words when answering each survey question.

Question 1: What qualities and characteristics do you think are most important in the City's next Police Chief?

Answered: 388 Skipped: 0

Showing 28 words and phrases

Integrity		11.34%	44
Honesty		8.25%	32
Leadership		7.99%	31
Police		5.67%	22
Community		4.90%	19
Experience		4.90%	19
Fairness		4.38%	17
Cincinnati		4.38%	17
Honest		3.87%	15
Able		3.35%	13
Communication		2.84%	11
Ability		2.84%	11
Department		2.84%	11
Strong		2.32%	9
Leader		1.80%	7
Skills		1.80%	7
CPD		1.55%	6
Knowledge		1.55%	6
Public		1.55%	6
Crime		1.29%	5
Employees		1.29%	5
Listen		1.29%	5
Sense		1.29%	5
Understanding		1.29%	5
Respect		1.03%	4
Trustworthy		1.03%	4
Vision		1.03%	4
Character		1.03%	4

Question 2: What type of experience and/or accomplishments would you like the new Police Chief to have in his/her professional history?

Answered: 380 Skipped: 8

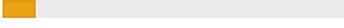
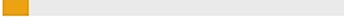
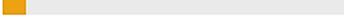
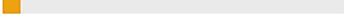
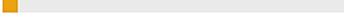
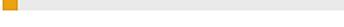
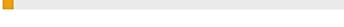
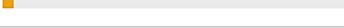
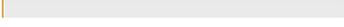
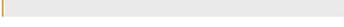
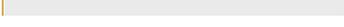
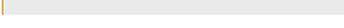
Showing 24 words and phrases

Police		22.37%	85
Experience		21.84%	83
Cincinnati		10.79%	41
Community		8.42%	32
Ranks		8.42%	32
Leadership		6.84%	26
Degree		5%	19
CPD		4.74%	18
History		3.68%	14
Crime		2.89%	11
Law Enforcement		2.63%	10
Successful		2.63%	10
Proven		2.63%	10
Education		2.11%	8
Background		2.11%	8
Needs		1.58%	6
Assistant Chief		1.32%	5
Local		1.32%	5
Inner City		1.05%	4
Ability		1.05%	4
Military		1.05%	4
Knowledge of the City		0.79%	3
Assignments		0.79%	3
Beat Cop		0.53%	2

Question 3: What issues would you advise the Police Chief to focus on during his or her first year on the job?

Answered: 377 Skipped: 11

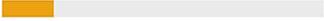
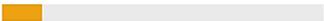
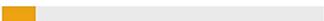
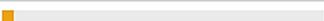
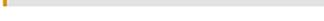
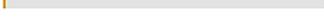
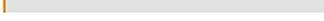
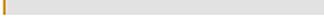
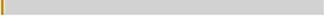
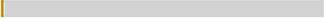
Showing 27 words and phrases

Morale		13.79%	52
Community		11.14%	42
Police		9.55%	36
Department		7.43%	28
Crime		6.63%	25
Communication		5.31%	20
Patrol		4.51%	17
Streets		4.24%	16
Neighborhoods		3.18%	12
Gun		3.18%	12
Staffing		2.65%	10
Drug		2.39%	9
Increase		2.39%	9
Shootings		2.12%	8
Heroin		2.12%	8
Issues		1.86%	7
Making		1.59%	6
Public		1.59%	6
Rank and File		1.33%	5
Training		1.33%	5
Focus		1.33%	5
Equipment		1.06%	4
Equipment		1.06%	4
Technology		1.06%	4
Team Work		0.53%	2
Problem Areas		0.53%	2
Team Building		0.53%	2
Calls for Service		0.53%	2

Question 4: What would you like potential candidates to know about the Police Department?

Answered: 333 Skipped: 55

Showing 28 words and phrases

Department		15.92%	53
History		15.02%	50
Police		12.31%	41
Needs		10.21%	34
CPD		5.71%	19
Cincinnati		3.60%	12
Proud		2.70%	9
Leadership		2.70%	9
Trained		2.40%	8
Collaborative Agreement		2.10%	7
Hard Working		1.80%	6
Political		1.80%	6
Force		1.80%	6
Racial		1.80%	6
Law Enforcement		1.50%	5
Country		1.50%	5
Good People		1.20%	4
Potential Candidates		1.20%	4
Command Staff		0.90%	3
Good Officers		0.90%	3
Cops		0.90%	3
Districts		0.90%	3
Reputation		0.90%	3
Family		0.90%	3
Little		0.90%	3
Low		0.90%	3
Good Old Boy		0.60%	2
Great Place to Work		0.60%	2

Question 5: What ways do you expect the Police Chief to engage with community members in order to maintain confidence and trust?

Answered: 363 Skipped: 25

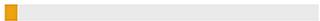
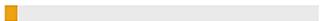
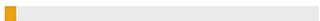
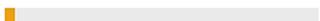
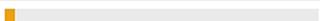
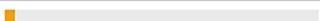
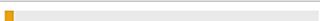
Showing 28 words and phrases

Meetings		13.26%	48
Community		10.77%	39
Chief		7.73%	28
Communication		5.52%	20
Transparent		4.42%	16
Employees		4.42%	16
Roll Calls		3.59%	13
Honest		3.59%	13
Listen		3.04%	11
Neighborhood		2.76%	10
Visible		2.76%	10
Department		2.49%	9
Leadership		1.93%	7
Monthly		1.93%	7
Open Door Policy		1.66%	6
Chain of Command		1.66%	6
Support		1.66%	6
Concerns		1.66%	6
Respect		1.66%	6
Town Hall		1.38%	5
Present		1.10%	4
Email		1.10%	4
Honesty		1.10%	4
Question		1.10%	4
Citizens		1.10%	4
Advisory Board		0.83%	3
Lead by Example		0.83%	3
Set Expectations		0.55%	2

Question 6: What specific ways would you like the Police Chief to improve the well-being of the Cincinnati Police Department?

Answered: 323 Skipped: 65

Showing 28 words and phrases

Department		8.05%	26
Police		7.43%	24
Morale		4.95%	16
Training		4.02%	13
Communication		4.02%	13
Needs		3.72%	12
Patrol		3.10%	10
Ranks		3.10%	10
Community		3.10%	10
Listen		3.10%	10
Support		2.79%	9
Leadership		2.48%	8
Focus		2.17%	7
Team		2.17%	7
Address		2.17%	7
Fair		1.86%	6
Crime		1.86%	6
District		1.86%	6
Equipment		1.86%	6
Treat		1.55%	5
Command Staff		1.24%	4
TRUST		1.24%	4
Favoritism		1.24%	4
Force		1.24%	4
Respect		1.24%	4
CLEAR		0.93%	3
Citizens		0.93%	3
Preferred Assignments		0.62%	2

Question 7: Is there anything else you would like to add?

Answered: 242 Skipped: 146

Showing 28 words and phrases

Police		26.45%	64
Department		13.64%	33
Community		11.98%	29
Outside		11.57%	28
Cincinnati		10.74%	26
Hire		10.74%	26
Job		3.72%	9
Blackwell		3.72%	9
Survey		3.72%	9
Safe		2.89%	7
Internal Candidate		2.48%	6
Ask		2.48%	6
Good Luck		2.07%	5
Interim Chief Eliot Isaac		1.65%	4
Local		1.65%	4
Reduce the Violence		1.24%	3
Bless		1.24%	3
Character		1.24%	3
Solid		1.24%	3
Gender		1.24%	3
James Craig		0.83%	2
Law Enforcement		0.83%	2
Law Enforcement		0.83%	2
Problem Solving		0.83%	2
Rank and File		0.83%	2
Dept		0.83%	2
Avoid		0.83%	2
Charge		0.83%	2
Town		0.83%	2

Survey Responses

The following sections provide the actual responses for all seven questions by participants.

Question 1: What qualities and characteristics do you think are most important in the City's next Police Chief?

N/A

Is able to bring people together to work together

Well, I liked the old police chief, but apparently it's important to you guys that it be someone you chose.

integrity

Patient

Good communication

Experience in a city similar to ours

Vision

transparency

Transparent

Understanding the culture and history of our community and 52-54 neighborhoods

Integrity

Crime fighter in our local communities

Discretion

Community Minded

Experience

Trustworthy

Good at working with diverse populations.

communicative-

Educated

Integrity

Priority on civil rights

a proven track record of successful leadership

Transparent

Communication

RELATIONSHIP BUILDER with all key stakeholders - especially with the community

honesty

Leadership

Strength of Character

They should be able to relate to everyone

Knowledgeable in Cincinnati Police procedures (avoiding learning curve)

Integrity

Trust

Community oriented

experience running a dept.

know something Cincinnati history.

Outstanding public speaking ability

Honest

Compassionate

Vocal leader - someone the people see regularly

Someone that interacts with the community
Community investment
A passionate person who can learn from the past, but also can look for future changes with the number one goal being the safety of citizens and officers alike.
Healthy
pro active in the community's
transparency
Thoughtful
Integrity
level headed
They need to bring officers together to work as a team
Elder Grad
fairness
Great Listener
experience as an officer on the beat
Pragmatic (not ideological)
Be a person of integrity
Sense of traditional Judeo-Christian morality
Leadership
Compassionate
integrity
A love for people
white. honest. don't put mothers of missing children and pets in jail.
Changes course quickly depending on outcomes (agile)
Fairness
Familiarity with city and its issues
Honesty
open mindedness
From Cincinnati
Care for the community
leadership skills
Well Educated
Understands city makeup
Proven leader
Communication
Cincinnati Native or has lived here for many years.
not be a quiet, undetectable member of the KKK
True Vested Interest in Our City
Strong Leader
Enthusiasm for the letter and spirit of the Collaborative Agreement
ability to properly distribute officers according to the population of the districts
Integrity
Innate sense of right and wrong and someone with strong morals
Good listener
White
Integrity
Compassion
Honest

honesty
Leadership
Honesty
integrity, sense of fairness, justice
Honesty
history and investment in this city (no outsiders or transplants)
Leadership
Intelligence & Education
strong leadership skills
FAIRNESS
In touch with what actually happens on the streets of Cincinnati
Home Grown
Integrity
Good administrator
That the person is promoted within or someone that can handle the stress of this position they need to be able to pass a medical and psychiatric testing, personal interviews and background investigations and also not looking at using Cincinnati as a stepping stone to where they would like to end up, we need someone that is going to help our city the best and stay here for a long time to see that the job gets done right.
Responsive to the Residents Safety
Fair
Community involvement
honest (for a change)
Strong track record
Non-white
People Leadership/Engages Team and Community
Honesty
Empathy
Commitment to the Collaborative Agreement and effectively leading the department to use community oriented policing
Community focused
Leadership
Leadership of force
Communication
Integrity - even when it puts him or her in a bad light
Honesty
someone who the hard working officer's respect
Well respected by his peers and the community
Compassion
Just like Blackwell
Has overseen and managed Community oriented policing
from within the ranks. is a stakeholder
Integrity
Leadership
integrity
Cares about morale and employee's personal life
Experience
being trust worthy is first.
Available to the citizens

Leadership
Able to analyze and articulate information effectively, very computer savvy
Practical, good common sense
Integrity
good communication skills
Honesty

Question 2: What type of experience and/or accomplishments would you like the new Police Chief to have in his/her professional history?

N/A

no opinion

prior experience as a police chief

A leader who has the respect of his officers and community!

active in Cincinnati community

COMMAND STAFF OF LARGER POLICE DEPT

Improving employee morale

Experience managing a diverse staff

Experience in a high violence city such as ours

Experience in an urban setting

community oriented policing

Work in Diverse Police Department(s)

Worked from the ground up - beats to desk work to leadership

Experience policing local Cincinnati areas

Structure for peaceful communities proven over the years

Prior experience as a police chief

Prior LE Experience

Experience of leadership on the CPD

Is aware of community issues and able to build good relationship with the community

Experience in all 3 bureaus (Patrol, Admin, and Investigations)

Critical Incident Management

Successful in reducing crime

MILITARY BACKGROUND

Many years on the force, preferably both in Cincinnati and other communities

Experience working as a police officer in a city similar in size and composition to Cincinnati.

training on de-escalation techniques

Reducing crime rates in all of their past jobs

Proven leader as a chief or assistant chief

A college education

The department needs someone who has risen from the bottom ranks to the top

Previous police chief experience in similar-sized department

experience dealing with violent crime

Experience as a Police Chief (if hiring from outside)

Wide variety of assignments w/in the agency

experience with racial unrest
Well rounded law enforcement background
education minimal graduate degree
several years of experience working in a city
Previous leadership experience
At least a masters degree
SUCCESSFUL in urban settings similar to Cincinnati: high % of low income African American living in high crime areas
active
Success working with inner city kids
Prior experience running a large police department
Lots of law enforcement experience
CPD knowledge
Some years with the Cincinnati Police Department
required education
at least assistant chief of a similar size department
reputation of upholding the law
20+ years experience
Master level or higher education
worked in a dept which does not enforce laws
conflict resolution skills
A member of the Cincinnati pd
Big City Police Experience
extensive policing background (20 plus years)
Longevity on police force
Criminal Justice Degree and/or Psychology
Longevity with an organization
History with the City - Longevity
I would personally like to see a steady progression through the ranks (not necessarily just with CPD) instead of an individual who had a meteoric rise through the ranks.
A history of (unpaid) leadership roles/community volunteer work
proven track record in the quality and characteristics listed above
Successful implementation of a body-cam program
Having come through the CPD organization
From within the City of Cincinnati officers
Previous high level rank in similar size department
N/A
that they came up thru the CPD ranks
Years of experience
History of community policing
Obviously someone who has come through the system and is local without negative baggage.
Worked through the ranks of Cincinnati Police
Community Problem Oriented Policing
Worked way up the ladder from patrolman to administrator
Police Chief Experience
Currently resides in Cincinnati.
Cincinnati police officer
Promoted from within

showing that he had apart of crime coming down in the city he or she works now
leadership roles
NO history of violence/misuse of power at work or at home
Needs to have been a Beat Officer with CPD.
Academic education
N/A
Officer of Cincinnati
Master's Degree in Criminology or Business
Significant time in command (Captain and up)
Background in community policing
experience leading a large group
Teens/youth a risk- intervention and engagement programs
Senior Management at CPD for a couple of years
Experience thru the ranks, and Certified Thru the State
Proven track record in management of large group of subordinates
Knowledge of and contact with other police departments, nationally and internationally
Experience in many aspects (patrol, investigations, administration, etc.)
history of charitable volunteering
police experience in Cincinnati
Came up through the ranks HERE
Positive experience with diverse ethnic and racial groups
Need to have been an assistant chief in Cincinnati or similar
Experience in problem oriented policing as a policing strategy for the CPD.
someone who has shown he can collaborate
Experience in policing in Cincinnati
Supervision Experience
Highly Admired
N/A
solid background in gun control
Knowledge of urban policing
Community engagement
Know the city and all our strengths and weaknesses.
a proven record of good community relationships
Served as a police officer in neighborhoods
Come from City as big or bigger then Cincinnati
Community Relations experience
Police work
prior or current Cincinnati Police Officer
hopefully someone within the department
Education - Executive police training (Southern Police Institutue, FBI Academy, Master's Degree, etc.)
Possible law degree
Successful Race Relations Experience
Police Chief should come from within the CPD ranks
prior police experience
Leadership experience
Ability to negotiate constructively
Knowledge of the city (internal pick)

Leadership
Military Background- example-Navy Seal or special forces
Leadership Training
Internal Experience
Community Engagement
committment to diversity
promotion through the ranks
Department organizational experience.
from within the ranks of the CPD
community engagement- specific programs and their results
Law enforcement background
History of working with minorities as partners
Progression through the ranks of the department
Proven leadership
To be familliar with the police culture here in Cincinnati
BA or masters
Leadership from larger city than Cincinnati
does not matter, as long as he is open to new ideas
moved through the ranks of police
Someone who leads by example
Understanding that it all comes down to not losing control. When emotions get too high the most rational people can get irrational.
Needs to be respected by employees
An internal leader free from ties to the past "good ol boy" system
Promoting from within the ranks of Cincinnati law enforcement
class and a white republican
Experience with dealing with people, All people
N/A
Needs to have at least two years on foot patrol.
Goal driven
Well-rounded/diversified experienced
police leadership
Experience in an inner city environment
Leadership experience
25+ years of experience.
Degree in psychology and/or sociology
community building
working on patrol for most of his career
15 years on a comparable force preferably Cincinnati
Degree in police science / management
Detective
History of sound and intelligent management decisions
Extensive up from the ranks police experience
Someone that has police experince
fire arms
N/A
Advanced college degree
Hopefully, he or she will have gone through the ranks.

Community Policing
Demonstrated experience with collaboration with county and other entities
Ability to bring people together
Patrol and leadership experience
Degree in Criminal Justice
A current Cincinnati Police officer or command staff
Lots of experience in the trenches, not behind a desk
N/A
Rose in the ranks of police service
worked as a beat cop
Policing in general
Well educated MBA, MS, etc
Capable administrator
N/A
Has turned a problem city around in spite of city mgmt
Clean Background
Experience serving Cincinnati
N/A
college graduate
Led in a large city/Captained here in Cincinnati
Experience within the ranks of the Cincinnati Police Department
Successfully led an urban police department while reducing crime rates.
worked for a city of 1 million +
Problem solving and problem-oriented policing
Officer who has moved up ranks in an Ohio police force.
Able to listen to civilians and officers
Inner City Lifestyle
Record for working with the community.
end their relationship with the KKK and gun totters
overall experience in all levels of police work
Someone who gets results
Familiarity w/ Problem-Oriented Policing
A Police Chief that advanced through the ranks.
... Has vigorously studied new forms of policing
Nationally-recognized accomplishments in at least one facet of policing
demonstrate that they have been able to manage the policing needs of a similar size city with fewer officers
Experience reversing racial profiling in an urban police department.
extensive police background
A local background
An excellent personal record
One who can replace an ego-system with an eco-system, a true system of collaboration, trust and caring for the whole community.
N/A
demonstrated above qualities
It will help if he / she has track record of good outreach to the African American community
At least a Bachelor's degree in a Criminal Justice Related field (Criminology, Forensics, Criminal Justice, Sociology, etc.)
Active Cincinnati Police leader

Success lowering crime rates in another city
Effective involvement with relating with communities and engaging youth/youth
Hands on work in various aspects of the community
Career police officer
Worked their way up the ranks in CPD.
Experience within CPD or running a police department
White
Continued Higher Education
Current Cincinnati Police employee
Law enforcement executive management experience
Led at least at the level of Captain in a municipality with population greater than 100k
Someone who has worked with the communities extensively
Proven crime fighter
Has history with the Department
Patrol - street & beat
Current or former US Military
Diversity
years as a regular p.o., particularly beat-walking experience
Intimate knowledge of the city of Cincinnati
Started as a beat cop and promoted based on job performance
Transformative - made radical improvements in a PD eg., like PC in LA with PD
Job Experience - History
years of working the ranks and moving up
No previous experience as a Police Chief. - Not a refurbished chief from the Police Chief circuit.
To have lived in our city which enables him/her to know how our city ticks
I want the new police chief to be a Cincinnati cop who is admired by officers
Long standing and accomplished patrol experience
Minimum educational requirements should be as MS Criminal Justice, Organizational Management, or Public Administration.
vested interest in community
Long history in Cincinnati
Working in diverse neighborhoods
Beat level interactions with citizens in the community he or she hopes to lead—a person who has lived in this city & worked with its citizens.
The next Chief should come from within the police department and understand how the department works
Selection from our agency
Minimum of ten years as rank and file officer
worked in a department that investigated significant number of police officer involved shootings
someone who has work their way up through the ranks.
An individual who has had experience with financial, administrative, personnel, and Patrol/ Detective Bureau's of a large inner city police department in their current professional career.
criminal justice degree
Lived in Cincinnati
solid leadership
Graduate Degree in related field
Twenty Years (or more) of Law Enforcement Experience
Several years in Executive Leadership role
college degree in criminal justice

internal candidate who knows our Dept and 'US'
EXPERIENCE DEALING WITH BIG CITIES
Knowledge of Sociology or social work or Psychology - education or experience
Leadership experience
Managing a budget for a large city Police Department
Team Building and Community Based Policing Experience
Proven initiative to address and fight crime
Well-Round Career
3 years or more as an assistant chief or chief
Police Captian
Record with the Cincinnati Police Dept.
Successful leadership within policing
Involvement with his community
Street Level Policing
Stats that show decrease in crime and his/her efforts or involvement
District command experience
Shoud be an examplary Police Officer
Handled diversity issues
Common sense!
worked in city or srronding city/county Police force
Asst. chief
From the ranks of Cincinnati Police
experience with dealing with racial disparity
Successfully completed projects
Local, we have had two Chiefs who did not unpack.
Experience with Cincinnati PD (not another department)
Awards/accolades
Recognition for implementing policies with success
Experience with racially divided city
STRONG LEADERSHIP SKILLS
Knowledge of this city and the Districts.
patrol experience
Policing Credentials
At least 10 years experience in Cincinnati
Military experience (Officer Rank: Lt. or above) with strong leadership qualities
SEE ABOVE
Management experience
masters degree
Knowledge of department
Patrolled varying neighborhoods with variety of demographics
A proven track record.
Successful law enforcement career in large metropolitan areas
Success leading a department in a diverse urban setting with substantial poverty
Assistant Chief or higher rank held 10+ years in Rust Belt city
Shown ability to lead
Strong community group endorsements (not just businesses)
Current member of City of Cincinnati workforce

Experiences of Fairness

Experience as a street cop and patrol supervisor

Came up through the ranks slowly

Accomplished Police Leadership

N/A

Past high level administration or past police chief

Experience in leading a diverse force in a diverse community

Active community involvement

Police chief experience

STREET EXPERIENCE

experience with Cincinnati's growing pains

Administrative experience

CPD EXPERIENCE

A decade or more of law enforcement experience, ideally in a similarly-sized city

Ass't chief.

Been A Chief of Police In a Comparable Sized City

Experience in different areas of law enforcement

member of police professional organizations

Experience policing Cincinnati

Commanding a multitude of different assignments, with a concentration of commanding patrol units.

a proven leader

Someone from this city who has a baseline understanding of our city and its strengths and weaknesses.

Promoted up through the ranks

Addictions

Just like Blackwell

Has implemented use of body cameras

Have the ability to strengthen fractured community/police relationships.

rose within the ranks of CPD

Gang crime experience

Leadership of prior cities personnel

Experience as captain or chief

History of leadership roles within the CPD

previous law enforcement mgmt

Anything that would indicate the above characteristics

Experience within the Cincinnati Police Department

N/A

strong leadership skills, respected by peers

public relations skills.

Leadership / Negotiator

Working with the community

From within the Cincinnati Police Department

History with Cincinnati Police Dept

Post-Graduate Degree

someone who has worked in various departments within the Police Division, someone who has worked the streets, someone who has overseen a District.

Diverse assignments in CPD

Needs to be promoted from within the department

Positive, productive relationships with community members, solid community engagement

College Degree
Working knowledge of patrol
Someone who shows true leadership
Management
Experience as an officer with CPD
Works/worked for the City of Cincinnati Police Department
Absolutely NO history of legal/administrative trouble
Execution of high-level problem-solving projects
Well rounded experiences
master's degree
local police officer
Business sense
Tactical - Management of at least a district
Working up through the ranks
Police Chief should be from within the department if possible
Deep seeded knowledge of Cincinnati - past and present as well as future plans.
rising through the ranks
OPOTA
Current member of the department
strong practical police history, patrol,admin, command
Internal candidate of change agent.
Prior CPD officer
SWAT
Variety of Unit/Section experience with our department
A leader that has held positions at several different ranks, remembering where he/she started all the way up
high level leadership/mgmt experience

Question 3: What issues would you advise the Police Chief to focus on during his or her first year on the job?

N/A
finding a way to make the political nature of the firing of his predecessor look like something that wasn't a vendetta because you guys didn't pick him
community relations
We need to stop the black on black shootings.
N/A
SIMPLIFY THE DEPARTMENT.
Crime
re-commit & re-train the department in Community Problem Oriented Policing
Police and community relations/support
Gang prevalence
make saving our youth #1 priority
Race Relations
Heroin epidemic-I don't know WHAT to do however. I just see human trafficking, prostitution, and shootings produced by it in my neighborhood.
Community relations, the media is killing you guys

Drugs, calm the streets by enforcing loud noise ordinances in every neighborhood, fine those who want to blast the neighborhood with their music, break up these gangs on the streets, if civilians can see drug activities that's a problem. Stiffen fines and penalties no tolerance laws.

High school drug use

Comunity Involvement

Morale of Police Officers

Lowering crime rate

FIX THE INTERNAL ISSUES!!!!

Manpower Allocation

Reducing violent crimes

BALANCING THE TRUST WITHIN THE COMMUNITY AND WITH THE OFFICERS WITHIN HE POLICE DEPARTMENT

Increase opportunities for positive interaction between police and community

Drug related issues, specifically heroin.

community policing

Gun violence

Assess the current state of the police department & implment any neccesary changes

Being inclusive

Safety of downtown/central business district

Timely access to public records for citizens and media

Violent crime

Police/Community Relations

Improve Communication from top to bottom of dept

cohesion in the department

Morale

technology

immediatly building a rapport with his staff/policepersons

Youth violence

The stagnation of police officers in patrol who never get a oppportunity for career progression by being able to gain experience by working in different units within the department.

BUILD RELATIONSHIPS with key stakeholders

ensure officers are doing their jobs

Gun violence

Crime reduction

Get guns off the streets

Restructuring the org chart

Start addressing some of the smaller problems (noise, littering, jay walking) especially ing hot spots -- realizing little problems left unattended grow to larger problems

Improve relations with the communities

morale

Increased violent crime

morale

Violent crime

racism in dept

Neighborhood Disparities in arrests, stops, charges, policing

Staffing. Not just numbers but placement of officers

Communication

creating and communicating a direction or plan

Neighborhood safety
Heroin
Internal politics
Making the Police Force a stonger group
While it is extremely important to foster outstanding relations with the community, I think it is critical that the next Chief repairs the damaged relations with the rank and file.
Convincing witnesses to step forward
Relationships with the different communities
Keeping the police accountable: Implementation of body cams within that first year; work to move the police culture towards continuing understanding of diverse cultures and those within a mental health crisis
Identify organizational mission and stick to it
Drug trafficking
Community Relations
N/A
public relations
Community relations
Community policy
Community input about their specific districts with particular needs
Drugs
Community relations
Spend time with "town hall" meetings to get to know whe impact on neighborhoods
Building Good Relationships and Trust with the Community
Duh...crime.
Morale
Department Organization
lowering shootings
visit every community
focus on evidence-based practices
Black on Black Crime
Unify the agency
transparency
Defining what is deemed criminal behavior and separating the act from the person / race
District 4 & 5 Community engagement
Balanced administration (see comments below)
working relationship with the community
violence around gang and drug activity
youth at risk/staying in school and out of the courts
Look to others for guidance on important issues
Community Involvement
Increase in gun violence
Get to know those who report to him/her
Modernize technology and purchase a data analytics package
police brutality
employee morale and Chief's relationship w/ employees
Keep the officers happy and productive
Community oriented policing
Not my experience
the racial differences, in staffing, opportunities, testing and access to climb the latter

moral
Compel the uniform police to self initiate.
Enhance the morale of the workforce
Human Relations
N/A
morale
gun crime
Cohesiveness
Unity among the entire department.
police in general need to move away from a bunker mentality
Taking hold of serious problem areas in the city
we have to focus on moral
Safety of community residents (public parks)
Communication
morale
the drug dealers and buyers off the streets
Evaluate redundancy in department units (VCS, Vice)
drug dealing- Herion dealers
Unsure -- I'm not part of the department
Street crime.
race issues
Recruiting new officers
Get public schools to teach basic morality
Heroin everything evloves around this problem it is an epidemic
Internal team building
Officers be hired and promoted by merit and ability not special interest
Morale
Clean-up the westside crime
Engaging youth to build trust
ending racially biased attacks on citizens
staffing
Staffing levels that are appropriate for officers safety.
morale
staffing needs
Police/Community relations
Structure and respect of the position
Response to violent crime
Communicate expectations to all leaders
Reestablishing protocol
Weapons, takers, cameras
Staffing / Funding shortages
listen to your senior guys, not just those promoted
crime in neighborhoods
see above
Recruit local police officers, familiar with the neighborhoods they are working in
Morale within the department
More patrol officers on the street, less "liason" officers.

Promoting from within the ranks of Cincinnati law enforcement
getting eileen Marie Helen mikutovicz esq help.
Public Relation Department
N/A
Break up all gangs. Take their autos and guns.
Human develop of the current force
Not to use taxpayer \$'s for "unnecessary" travel
community relationship building
Structure of the police force
Get the troops behind you; lead from the front
Morale-cops I talk to are miserable.
Guns and drugs (all communities)
community building
department morale
Department wide integrity
Moral among the rank and file.
not sure I understand the question
Reestablish the high standards of the CPD
Respect of the Force
N/A
N/A
LOW MORAL AS A RESULT OF CURRENT EVENTS RELATING TO BIASED REPORTING OF POLICE BEHAVIOR
N/A
More police presence in the community, foot patrols.
Homicide and assault increase in the city
Clearly define the chain of command and communication
help repair the racial fractures caused by our previous Chief Blakwell
Morale of officers
To watch his back
A short term goal and a long term goal in place to improve the PD
Implement an effective Chronic Nuisance program
N/A
Team work, getting rid of the politics
personnel assignments
Morale
Stopping the shootings in Cincinnati
Community oriented policing all levels of the dept
Good experience in neighborhoods
Increase police force
Morale
Improving morale
deployment of officers
honesty and integrity
Clifton heights/University heights needs more patrols
Gun violence even though there are many factors affecting this issue, some of which the Chief has no control over
N/A
I am not a part of the force so I ma not aware

place-based strategies to reduce crime
N/A
clean up of known problem areas in neighborhoods
Earning Respect of your department & Community
Earning trust of community & department.
any affiliations with the KKK, Black or White gang members who prowl around at night and Hispanics if there're any.
Equipment - Vehicles
Calls for service need to be scaled
Activating communities to assist in reporting street crime
Open and trusting communication with staff
... Focus on community engagement more
Get the police force on board with Chief's leadership
redo Cincinnati's 911/ECC center priorities list
Crime hotspots --- flexibility in assigning personnel to these areas when needed
any police brutality
Internal trust
Improving police morale
Internal communications such that the department becomes an example of open communications, community, friendship, trust, generosity and caring for the whole...
Increase in shootings
training
Reassuring the community that the objective is peace and de-escalation, not outgunning
Internal Morale Building (i.e. team building among Sections, Reliefs, Units
Moral
Boost morale in the department
Get policemen more involved and committed to the communities they serve
Communication
Leadership
Communications up the ranks, down the ranks, including civilians.
A focus on adhering to the Collaborative Agreement
White
meet & greet all neighborhoods
Patrol Strength and numbers
Organizational healing
Improving aging fleet and buildings
N/A
Morale
Eliminating redundancy in units
Illegal Guns
Rank-and-file morale issues
Changing the old values, habits and mentality of the department
murder rate
Reduction of crime particularly shootings
Heroine
Better integration of departments - eg., police cruisers & parking violations. If cruisers see parking violations with potential for causing traffic accident they inform parking violation asap
Re- Establish Criminal Profiling by race, age, criminal history, time of day, hanging out in the streets, hanging out in groups.

coverage of patrols in every area, every neighborhood, proportional to crime, but also in EVERY one
realignment/restructure of the department
Trust of his department
It would be nice if the new police chief was able to cut out unnecessary spending
Uniformity within patrol
A well thought out, practical plan for the implementation of body cameras.
cut out the special treatment of a select group of officers
Morale
Police Brutality
More diversity training for officers, new and veteran alike.
Destroy the heroin trade in Cincinnati!
Re-organization to address the decision of the past 7 years
Communication of police expectations within the community
numbers of patrol officers
the issues remained unchanged year after year. Just work the task list you already have and don't create more work.
Trying to fix the department discord is not only his job.
street crime
Safety
restore the morale and confidence of the rank and file
Officers selectively enforcing the law & not bothering to show up for non-emergency calls
Improving overall communications between all departments and divisions via improved communications SOP.
Accountability at all staffing levels
increased arrest of violent criminals
More Officers on the Reliefs and in Patrol
N/A
Community outreach - working with various groups to improve relationships between the police and citizens
Communication
Get rid of the telecommunications 'dead spots'
Engage the community to step up to the plate as partners with the City and Law Enforcement to eliminate the violence, especially black on black violence.
Officer response to calls for service
Morale
Removing assistant chiefs from union
Gun Safety
Police attitude
Developing the community of the department
Team work, Team Work, Team Work
Low Morale
Communication
Crime reduction
Prioritize & properly staff all patrol functions
Heroin
Reorganization to deploy more personnel on the streets.
heroine problem
Training of police officers
Neighborhoods
communication

Stay focused on the laws not the community interpretation
If out of town learn the area.
Lack of morale
Race relations with community
The last chief spoke regarding the importance of foot patrols in otr etc, I would like to see that visibility continue.
Increase accountability for officers
COMMUNICATION WITH RANK AND FILE
Officer morale (and safety, well-being)
staffing and safety in patrol
Street Crime/ Gangs, Shootings
Take input from and work with all of the pollice department
Increase in personnel
COLLABORATE WITH OFFICERS TO DETERMINE WHAT THEIR PRIORITIES ARE.
Racial bias against people of color in the criminal justice system. Training? Oversight?
vehicle computer equipment
Weeding out bad police
Gun control within Cincinnati, and with the US government for national regulations
Morale
Communication - establish environment of trust and open communication from top to bottom
Restoring trust of officers in department leadership
develop better relationship with prosecutor's office and incarceration enforcement to assure sentences are carried out in full and eliminate revolving door of juvenile offenders
Implement technology to increase effectiveness without increasing the police force size
Defensiveness about criticism - accept mistakes and move on
Personnel Efficiency-Of 1100 + officers 1/3 make radio runs the rest are specialized units or investigators
Overall fair punishment for all who violate rules and regs
Discipline - Must pay attention to the small things
gun violence
Resource allocation and staffing levels
N/A
Learning all he/she could about the current problems and conditions there.
Moral, Happy force is effective
Community relations
Better use of Equipment/technology
REVERSE MORAL/DIVISIVENESS IN THE DEPT.
morale
Better communication
ACCOUNTABILITY
Focus on what it IS, not what it looks like.
Getting police out of office jobs and on the streets.
Visit and Ride with Patrol Officers Across All Districts and Times
Not sure.
Cross training officers
More officers on the street
Refocus the department on the priciple duties of the department while still engaging in problem solving and community engagement.
talk to the union about replacing bad cops
Morale

Violence deterrence
Heroin
Ask Blackwell
Putting more officers on the street
Assign additional officers to street patrol
less "feel good" programs and more crime fighting
Heroin epidemic
Crime in the city
Better communication with all officers and public
Communication (of course)
crime
Morale
Moral
N/A
departmental issues and division
first getting to understand what's needed
Don't let the politics get you
Moral
increase manpower
Moral / support from city leadership
Morale
more inclusiveness for civilians
Crime reduction
Boosting moral
Concerned about doing the right thing not being a "yes" man and doing what politicians tell him/her to do
Moral
Tighten the ship.
SHOOTINGS...SHOOTINGS...SHOOTINGS
Distrust in the leadership
Morale
update technology
Identify a Mission
Implementing a top-down problem-solving approach.
Fleet vehicle
lack of manpower on the streets
two way communication
Equipment
Communication - it is still really poor
Morale of the troops
Morale of officers
First and foremost, the era of Chief Blackwell has not been properly concluded. Lt. Pettis and now Captain Davis have committed offenses that others have been fired for. These incidents need to be thoroughly investigated to show everyone that supervisors are held to a higher standard.
morale
redistribution of the department personnel to "beef up" patrol
FaceTime with rank and file.
visible show of support, moral
The lack of core service provided. i.e. Patrol Staffing

Morale (currently very low)

RAISES FOR OFFICERS

Bringing our department back as one, making the feeling of division go away

MORALE

Lack of patrol officers

Question 4: What would you like potential candidates to know about the Police Department?

N/A

that the city manager and mayor have politicized the position

N/A

N/A

N/A

N/A

The poor history of race relations in this city

That most officers do a good job most of the time

Our officers work very hard

Historical context

learn the history behind the Collaborative Agreement

N/A

It has a fine reputation.

Everything...he should know exactly how every facet

They are strong

N/A

Politics suck

There are many internal struggles that are in need of repair.

A lot of good people, but change is sometimes slow in some areas

It's an innovative department with very smart hard working officers

Any outside candidate must be willing to trust and take guidance from supervisors and command staff

N/A

ONE OF THE BEST POLICE DEPARTMENTS IN THE NATION

Cincinnati still bears scars from 2001.

Much like Cincinnati in general, CPD is divided between a traditional, conservative, "good old boy" system and those interested in taking more innovative, modern approaches.

the majority of police come from Elder, which can lead to the stereotypical "boy's club" thinking

It is racially divided based on fear and terrible experiences

History (All)

police need to join more community activities

Potential candidates should be aware of the troubles and issues that hurt the department and the city in the past.

N/A

N/A

Proud tradition of Public Safety

Members are proud of the Dept & its history

it has a complicated, controversial history

Majority of Department is hard working.

History with riots

They seem fragmented, in general, as a force.

History

That moral is at an all time low, even before former Chief Blackwell was hired and fired.

Department DIS-FUNCTIONALITIES: 2 Police Chief changes within few years

it needs to be totally revamped from top to bottom

N/A

Its a hostile environment for outsiders do not apply if unable to handle high pressure

That they are family

We are in transition and need guidance

CPD is a top notched nationally reknowned police department

We have an established department in a metropolitan community

we are an eclectic community

How the last PC screwed up

There's a split between officers: proactive and not

Some police are reluctant to change

its broken

Bad reputation in the black community.

This department needs a true leader not someone seeking personal glory

There is little communication still

History - positive and negative

A great department needing morale boost

He/she needs to already be a CPD Officer

The dept demands great leadership.

They need to know their way around the force/city

I have lived in Europe and I have travelled the world. This is one of the best police departments in the world. Our officers are some of the best trained and disciplined officers in the world. Period.

The potential candidate should already be familiar with the CPD.

N/A

We've made great strides in relating to diverse communities since the 2001 riots but need to continue to build an internal police culture that focuses on cooperation and respect.

We have proud and committed members sworn and civilian

Cincinnati Police Department experience

Proud tradition

N/A

N/A

How this police department works

The history, both good and bad

Overall it is a great Police Dept!!!!.

Weed out bad cops that are not helping drug situation

CPD struggles from "old boy" syndrome - men specially are promoted and rewarded, women are degraded for having babies, family time, etc.

They should have a top to bottom knowledge of the department through their personal experience.

The Treatment and Short Tenure of the Last Two Chiefs

Nothing if from out of Town.

The officers are hard working, dependable people

We value tradition

N/A

the way it works

police department serves all classes (not just homeowners)

Candidate needs to be already with CPD

It's history

N/A

Have worked there for at least 10 years - know everything

Respect them they love what they do

The rank & file as well as the command staff are awaiting a leader

cultural/ divisive workforce(old vanguards)

N/A

everything, good and bad

CPD has a great history and needs strong leadership

it has a lot of political involvement

History of the department and predecessors good and bad

History

We are the best Police Department in the Nation

how crooked it is

the strong history of the department and officer and community pride in same

They should be FROM the Police Department

City officials play racial politics that damage the credibility of the CPD

The West side is heavily represented in the police dept.

The Collaborative Agreement & Memorandum of Agreement

good people, many of whom are frustrated

When the police are supported and allowed to enforce the law crime goes down.

It is a department that is committed to work with the community to find solutions to community issues.

Always admired those officers with character and positive calm workforce skills

N/A

it is incestuous

911 needs fixing - operator attitude - response times

N/A

We have the best officers in the world.

that Cincinnati has had its struggles, but we are on a path forward

N/A

Good old boys club

Results of the survey taken about current condition of the work force

History of the department of leadership

the high standard of professionalism officers have

The man in charge now

Officers are looking for a leader, not a self-absorbed rock star

The officers should know the laws, & city policy

They seem to be a bit temperamental

Everything. Should be promoted from within the

its one of the highest rated in Ohio

N/A

personal background in Cincinnati

Know each and every cop

Department culture does not lend itself to good customer service

We had one of if not the finest police departments in the country that political expediency destroyed
 Tradition of Excellence
 How to reduce the number of guns in our neighborhood
 N/A
 Most people I know (of all races) feel intimidated, rather than comforted by, the presence of police officers.
 rich, proud history
 We are well trained.
 command structure
 history-good and bad of former police chiefs
 Historically has the best law enforcement training
 Its long history of racism and is staffed by the westside boys
 The mission of the department
 The police department needs leadership.
 The police culture, as it pertains to race relations, is at least 10 years behind other major cities
 At least from tristate area
 It has struggled for a long period of time.
 Keep It Simple, hire from within
 N/A
 how fractured the department is now and the ability to change
 It is too small of a police force for this large city
 There has been a lot of turnover so he/she needs to make an effort to ensure that he/she is invested in the community
 N/A
 Promoting from within the ranks of Cincinnati law enforcement
 joke. you arrest white mothers who love cats and chihuahuas. duh.
 Know about his officers, about how they interact with the people and especially the youth.
 N/A
 Every thing. The person selected should know the department inside and out.
 Grievance history in the past 20 years
 The depth of moral commitment
 it needs healing from multiple losses (officers and leaders)
 Differences in neighborhood's needs
 It needs leadership
 It's still heavily influenced by the West Side mentality
 Past history
 N/A
 manpower necessary to successfully run each shift
 Politics are rampant and distracting
 History of department
 There are issues w drugs and heroine dealers in the 800 block of main st
 The rich tradition of the CPD
 N/A
 N/A
 family background
 N/A
 N/A
 We need a positive change from the past mistakes.
 History of efforts to develop community policing

Understanding of the Collaborative Agreement, what has been implemented and what still needs to be implemented

We are extremely proud to represent Cincinnati

It's history

That some of the police officers are not honest.

Leadership problems that lead to hostile work environment

Neighborhood civic groups are a valuable source

N/A

Union of professional men and women trying to keep the city safe

N/A

The need to heal and rebuild after previous Chief

Hard to be the new guy

One of the best in the country

Everything

Overworked and underpaid

Internal Candidates ONLY

Citizens are VERY proud of Cincy PD

N/A

lacks diversity

Great police department

N/A

N/A

understaffed

The Collaborative Agreement - reasons, history & importance

N/A

Know as much as possible about CPD

One of the Best in the Country

The past.

that officers are racially biased

the history of the police dept and the city

Law Enforcement is the Number One Priority

We have high expectations for our police.

Knowledge of the history of the Department

The department needs new blood and new ideas

They can be very parochial

the average cop seems to be caught totally off guard by the rising heroin use, they are used to policing a bland mild mannered relatively speaking large city with little drug trade until recently

The inside lifers don't take to outsiders very well. It is Cincinnati after all.

everything.

History

N/A

Good people, out dated system that no longer meets the needs of today's complex social systems

N/A

history of racial issues and collaborative agreement

You'll need to be diplomat as well as a chief

This is an organization that has a rich history of being a leader in law enforcement across the country

I want them to work there now

N/A

Have a deep knowledge or have studied Cincinnati's past successes and failures of Cincinnati's Police
A MUST
that we are proud of them
Care about and appreciate the officers on the beats.
The history of CPD
Caucasian
They should already know
N/A
History - especially since 1990's
History of nepotism
N/A
Good officers
History of the Department
Cincinnati has a lot of good officers. Some gave all. Remember them and what their mission was. The potential for another "Sonny Kim" is there 24x7.
Needs to be an internal candidate, so should know the department well
N/A
We don't want to return to pre-2001
How it attain the standards it enjoys today
Strange question. He should know all the past history
It's history - "white" police chief for many years, police chief hired from outside doing good job relocated for personal reasons to detroit, another police chief hired & dismissed.,
They are hard Working
too much Affirmative Action
What each unit's function within the department is.
There seems to be a disconnect with the PO's & residents when they have a problem
N/A
The Department is nationally recognized as one of law enforcement's finest agency. Don't try to reinvent the wheel as past police chiefs have.
Potential candidates need to know this department by having served in it previously.
we honor tradition
The community has lost confidence. This needs to be restored!
Just know how to interact with everyone
The individual needs of each district, its community, and officers.
Be an insider and understand how the CPD works
We have traditionally been the nation's best
Well trained and caring officers who want to do the right thing
violence and homicide rates in the city
that if they don't get the buy in of the police department they will not succeed.
Residents want to work with officers but need direction.
internal problems & conflicts
Broken
CPD is the best in the business
They can't be bothered to do their jobs & frequently sit idling in their cars just watching people break the law
History and growth
History/pride of the CPD uniform & appearance
familiarity with Cincinnati as a physical place
We are ready and willing to accept pragmatic changes

WE CARE ABOUT OUR JOB, WE ARE NOT JUST

The dept does not have the best reputation. Shoot first ask questions later is not a good approach

Our History

The Sworn and Civilian members are a TEAM.

Cincinnati is the BEST OF THE BEST of Law Enforcement. We are a department who prides itself on doing things RIGHT!

How the districts are divided

History of the Department

you will be the only non union employee

N/A

Be a part from the beginning - no outsider

brief history of the last chief/relationship with the department

That the police department needs to be reconstructed

History of the Force

Political environment

Currently lacking direction. Will need a strong individual to right the ship.

The chief should know this department intimately

Diversity statistics for employment

We have race issues and personnel issues that have yet to be addressed in the 10+ years I have worked here. The issues continue to fester and become worse

It's recent and overall history with Police Chiefs

N/A

N/A

city history

We have a great department of hard working officers

City is a small City.that while some think it, we are not Chicago, NY

The needs of each district

N/A

The public wants to know that we can lean on each other. Police and citizens.

N/A

THE DEPARTMENT NEEDS DIRECTION THAT ARE CONSISTENT WITH THE RULE AND POLICIES OF OUR DEPARTMENT.

Our history. How we do things, and why.

N/A

They have a major role in making this a livable city

A lot of good cops!!

The department has low morale due to the previous "chief"

EVERYTHING

History of racial inequality in Cincinnati

department history

Upholding and abiding by the Collaborative Agreement is vital

Functions of each branch and team

Its history, good and bad.

N/A

Police-community relations have improved a lot since 2002 but there has been backsliding on continued use of proven community oriented policing practices

There is currently a large gap in understanding of the jobs of both city manager/mayor and the PD that needs repair.

N/A
Police aren't part of this community
Training Program is one of the best in the country
Its a great place to work.
CPD is a well run Department. Maybe one of the best.
N/A
CPD has one of the best training staffs in policing
N/A
We are proud of our police dept, but want to see a reduction in the gun violence.
N/A
Know the officers who serve the districts
A good old boy culture still exists, but is lessening with time.
DYNAMICS OF THE VARIOUS DISTRICTS/NEIGHBORHOODS
a racially balanced force across structure is optimal
N/A
IT HAS BEEN BROKEN THE LAST FIVE YEARS, STRONG LEADERSHIP AND DECISION MAKING IS IMPORTANT
There's an excess of cases where CPD simply ignores the complaints of citizens
Most are not corrupt.
Professional, Well Trained
Not sure.
Strengths and weaknesses
The next chief should be an internal promotion
N/A
the people from the inside
Commitment over the long term
There are not enough cops to go around
N/A
Dont trust the politicians
Its very insular
Crime trends of the City
history and tradition
They have the best officers in the state. Take advantage
Not been a great deal of success over past few years
Continue to improve an already excellent department
Know the SOP
there is room for improvement
That we would like stability and great leadership
How the department operates
N/A
everything that is relevant
Cincinnati police can be very helpful and effective in dealing with the city when they show that they are human.
Bickering amongst ranks
History
Excellent PD which has lost focus.
Potential candidates should come from within. Our citizens and agency can not afford another failure from the outside.
The chief should come from within the ranks

it's a great place to work
Intimate knowledge of all aspects of the agency
Needs to be promoted from within the department
There is little trust now that we have been through so many chiefs in such a short time
The History of the CPD
Laissez-faire leadership has allowed the inmates to run the asylum.
N/A
N/A
The officers are dedicated to their craft and city
Change does not always work, there is a reason we do it this way
I think it should be an insider who already knows about it
The historical arc of the department (i.e., where we have been and where we are headed, including the Collaborative Agreement born out of the 2001 riots)
N/A
N/A
we had a tradition of being the best. we need to get that back
Experienced
Very dedicated, well trained, and talented staff
Chain of Command
N/A
The collaborative agreement.
how truly good the people who work here are
the way the department operates, both formally and informally
Willingness of new ideas
Our history and practices
That the command staff as a whole is comprised of
Prior CPD experience!
MORALE IS LOW DUE TO LACK VEHICLES AND RAISES
We have an amazing group of people on our Department
Members of the Department want a strong leader that respects them and treats them as equals and not below him or her

Question 5: What ways do you expect the Police Chief to engage with community members in order to maintain confidence and trust?

N/A
multiple times when we have had representatives come to our neighborhood meetings, we have had several issues that we discussed with the, and were told that the issue exists in my largely minority neighborhood "because the neighborhood tolerates it" . We don't tolerate it, you guys are telling us that we do. That's a load of crap.
N/A
Support the programs that communities have to make their area attractive and safe.
N/A

DEVELOPING THE TRUST OF OFFICERS SO HE OR SHE CAN COMMUNICATE TO THE COMMUNITY THAT HIS OFFICERS WILL DO THE ABSOLUTE BEST JOB POSSIBLE FOR THE COMMUNITY.

Person to person in the wake of or during incidents

recognize the power and knowledge that exists in communities

Show his/her face in each neighborhood in the city

Be visible

be on the streets

Regularly Hold Meetings with Community Leaders

Have a town hall meeting after 6 months. Perhaps every 11/2 year.

tough question...study other cities that have high

Monthly meetings in neighborhoods to hear public issues

Be involved in community activities

Advisory Board

By being honest and transparent, but also by presenting facts as they are known, in the time they are available.

Attend individual Community Council meetings

Periodically attend community meetings

Seek input from community members during problem-solving process

To have a dialogue with the community to better understand concerns

BE VISIBLE

Be more visible beyond traffic stops

Listen.

attend, and speak with people, at community events & community council meetings

Creast and attend community events

Transparency

In an intelligent, kind, considerate, interested way

The Chief should be incredibly professional and serious in tone when it comes to public safety

Ready access to public records to citizens and media

reach out to every neighborhood.

Regular meetings with Community, maybe some door-to-door if possible and workable

Attend community meetings periodically / when able

be present

Attend community council meetings.

community forums

show visibility in communities

Be transparent on officer involved critical incidents

Townhall meetings or community meetings

BE IN THE COMMUNITY as often as possible in a positive and constructive way. Go in the schools! at the community centers, at the rehabilitation centers. Programs with police officers for YOUTH at RISK.

go to communtiy meetings and engage

N/A

open honest dialogue

By getting to know them as an individual

Community meetings

See the city as a whole not 52 different neighborhoods DIVIDED into 5 districts

Being visible

continue some of the youth programs

Explain his/her plans for reducing violence

Public outreach, frequent neighborhood visits

Be very transparent
attend community council meetings
Swift and transparent accountability of officers.
Information must be released quickly and clearly
Monthly updates to citizens/media
be feasibly accessible
Districts open to neighborhood concerns
Periodic Chiefs Night In at all Districts
Continue reaching out to the community and involving them in the process of making there community safer.
Communication
I expect the Chief to be open and honest with the community. I live in this city. I want a Chief to be open about everything but I also expect the Chief to back our officers when they do what they must. When force is used and is justified, I expect the Chief to stand in defense of our officers.
Find ways to encourage witnesses to come forward without feeling endangered
Be visible
Attend neighborhood council meetings/events - get to know us - especially if the new chief isn't from our area
Openly and honestly. Full transparency but with strength.
I want to see him/her on the news, at city functions
Regular meetings
N/A
Show up in each district & be known
Communtiy Outreach
Go to neighborhood meetings
Realistically, the job can be overwhelming in terms of time, so perhaps meeting with each community is impossible, but how about regions like west, north, etc.
Stop focusing just on one sector of the community
Attend community council meetings, public events.
Frequent "town hall" forums in all neighborhoods with personal interaction.
Visibility
Shouldn't need to but maybe only Civic Assoc. Meetings.
Town Hall meetings-refer to chief Craig
I expect the Chief to empower his/her people to engage the community
N/A
visibility at events, not just at a crisis
town hall-type meetings with public
Have "Chief's Night in Meeting" at rotating Districts
Monthly meetings with block watch groups
youth outreach/involvement. Be a positive presence in community. Be proactive as opposed to being reactive.
State expectation and do not change mind when someone whines or sues
Attend Community Council Meetings with their Captain of the Districts until communities get to know you.
Chief must engage with community personally at a reasonable pace that allows for him/her to lead the agency too
begin by re-establishing a functional advisory board
Honest communication
been seen on street, friendly officers, talk to folks
Encourage the community to engage in strong family values
work out in the community
Periodic city wide meetings on a topic
Meet regularly in well organized, productive meetings

Listen
mandatory charity volunteering
set expectations of respectful interactions with all and model the same
Be like the great chief who is now in Detroit.
Follow the Collaborative to set expectations
The new chief needs to perhaps have the dept go through some team building activities
respectable ways, compliant to HR policies
Listen
To support officers in their duties.
The Police needs to honor, respect the employees.
Again trust and confidence in your leaders is absolutely critical in order for executions and results to improve
N/A
departmental meetings adjusted for shift
N/A
With transparency
Listen with not only you ears but your heart and mind twice.
no public outbursts at subordinates
Go along on various runs and experience what officers experience
Be open with employees
Simply listen to employees
Active listening
respond to the scene of critical incidents; SWAT call-ups, etc
honest
Be open about current activities in the police department
Give all a chance to engage in each level to have more experince
Be transparent in all things; acknowledge current and past issues
be honest in dealing with police employees.
come out to districts and get to know the cops
N/A
Be a person of principle
Open door policy
Build a strong command staff team
He must let officers know he is aware of their struggles and respects their efforts and will stand by them especially if and when city political interest find it convenient to sacrifice them.
In Service
Have an Open Door Policy
N/A
Being open and honest
communication
Frequent visits to various roll calls when schedule permits.
100% support of the rank and file
regular meaningful communication
Transparency with a face-to-face approach
Has gain before you can maintain; get someone in the FOP leadership that is honest and fair
Recognition & cooperation with senior command
Regular open meetings with Captains.
Be accessible through established protocol(s).
50-50 office and street time first six months

Frequent "Town Hall" meetings
Trust your officers on the ground, not the "monday" quarterback
non favoritism
Why are we seem to only be concerned about officers and not staff.
Lead by example
Lead by example
Accessible. Many 3rd shift officers have no access to the Chief at all, but usually see the worst in the community and need the most support from the top.
Promoting from within the ranks of Cincinnati law enforcement
go white then you can stay or leave on the soul train with Michael Jackson.
Get to know them Personally. And let the Employees get to know the Chief Personally. They need to see the Chief interacting with the people expecially the youth.
N/A
Be upfront with them and always have their backs.
Small group discussions
Empower
candid and honest communication
N/A
Stand by your officers
Attend roll calls.
Work by example
respectfully
with compassion
Communication of goals
Be open minded and listen
Be open and honest - state what you want to accomplish at the beginning of your term
I don't expect to engage the employees that is the job of the Asst Chiefs, Captains and management staff.
Leadership Leadership Leadership. This is a people business
N/A
hands on
FOCUS ON THE POOR AND BIASED MEDIA COVERAGE THAT CINCINNATI NEWS OUTLETS PROVIDE THE CITIZENS REGARDING THE POLICE
N/A
Open door policy for officers to air their concerns
Openness and transparency
In a manner consistent with best practices
Stop by at times to districts/sections/units just to say hi and thank you
Listen and invite input
No matter what he does, the police department is crooked
Meetings
Don't live outside the city
N/A
Getting to know the chain of commamd
email messages
Constant two way communication
Team meetings
Respect for chain of command
Honesty

He/she needs to have a background in doing this before being hired.
Be open
Transparently
honesty
relay expectations to assistant chiefs and require they communicate to employees
Officer safety comes first
Open communications
N/A
manage and be an authentic problem solver
Show up at roll calls
N/A
Listen and provide workable solutions to problems
Lay out expectations
N/A
put them in jail, too, so they'll know what it's like to be arrested, reigned, beaten to the edge of death, and raped
regular staff meetings so that unit commanders can disseminate the information
That's up to the chief
Promote on a meritocratic basis
Attend district and unit roll calls
Share previous successes
Employ good leadership skills very well
lead by action, in other words get out in the communities, go to some of the businesses that have allowed drug dealers to hang out ther
Lots of face time.
in a professional manner
He/She should be professional and open
Demonstrate leadership by setting a vision, respecting everyone, enforcing unbiased discipline and exhibiting humility
Be one who can replace an ego-system with an eco-system, a true system of collaboration, trust and caring for the whole community.
N/A
listen
Clarity on the mission - peace and order, not force
Offer opportunities to listen to the officers on a regular basis
Don't go to every conference imaginable
frequently "walk the halls" with employees and talk to them
Possess effective and interpersonal verbal and nonverbal communication skills
Respectfully at all times
Respect
Weekly or monthly newsletters or e-mails.
Professionally
Caucasian
not to play favorites
Quarterly address the reliefs
Open, transparent and collaborative style
N/A
N/A
Open door policy - if appropriate

Appearing in the District to address roll call
Spend a day, or half a day, sitting with 9-1-1 each month, quarterly at minimum. See if there are a calls going unanswered or slowly answered. Praise the work the call takers/dispatchers do.
Internal candidate should already have an established relationship with department leadership
See question 1
Engage their ideas
Public support of quality officers
Mutual respect
Regularly scheduled meetings at Districts with lower level police for Q&A / listening sessions
Be Honest Demand Honesty
to be someone from within rank (internal hiring)
Chief and his command staff needs to be consistent with their message and directions.
Provide clear & strong messages about what is expected of the employees
I believe the current serving police chief has this question figures out.
Attend 2nd and 3rd shift roll calls and ride with a beat officer to see how inefficient our equipment can function
The Police Chief needs to be able to engage with employees personally and through the command staff.
remain accesible, randomly appear at a roll call or a scene just to say hello
With equality and fairness.
Be Transparent
Address concerns in a timely fashion, personally if necessary.
The next PC needs to be from Cincinnati to understand the entire department
Lead by example
Be there, be available, be accountable, be visible, have their back
return respect to subordinates
the hired police chief needs to be a leader - they will be able to do their job without somebody and politics telling them how to do it.
Self introduction at various precinct roll calls & during various shifts, if a New Chief
continuing open communication
Be present
air-tight support and continuing morale restoration
Positive reinforcement
Stressing and advancing the "we are all in this together" Importance of the "mission" to protect our city and teamwork is at the heart of that mission.
Immediately ascertain clear, concise communication with officers
clear communication of Chief's expectations of performance
Include us in the discussion about change
LIKE I SAID IN THE LAST QUESTION. GO SEE WHAT
Involve them - solicit suggestions, do not punish anyone for speaking the truth, epecially if it points out something negative.
Open communication through roll calls and such.
Visit District/Section Roll Calls once a year.
Meet Every Police Department Employee, irregardless of rank or title.
Hold officers accountable for their behavior
Leading from the front
daily meetings with command staff
Conferences
Be present to them
Open, transparent decision-making

Work side by side with them if he has to
Back Them Up !!!!!
Realistic, truthful about what can and cannot be done
Police Chief must be a strong supporter of his troops in the communities.
Demonstrate good leadership by example
hear concerns
Keep the mission of the Department above her/his own individual agenda. Be humble.
visits to all preceincts monthly
N/A
Visit all Districts
full disclosure of procedures and intentions
Be available, be visible
LOYALTY
Respect chain of command
N/A
I expect the chief to do ride alongs and encourage citizens to do the same.
N/A
IF YOU SAY IT, THEN DO IT.
Be open and responsive to officer's concerns (even if response is "no", let us know why)
Meet each district and unit
Collaborative Engagement
Teamwork!!...Take input and act on it...
Get out on the streets with officers
BI MONTHLY STATE OF THE DEPARTMENT MEETINGS WITH OFFICERS AND/OR THEIR REPRESENTATIVES
Meeting with employees to learn the challenges of their jobs
honesty
N/A
Delegates appropriately to allow others to own their own work, but maintains accountability
Trusting officers.
N/A
Spend as much time out of your office in districts and in communities as you do in the office
It is something they'll have to earn. There is no magic wand to fix this. It will be a tooth/nail fight with the city manager and mayor and the Chief's success in this area will be in spite of the politicians' actions. embrace the us versus them.
Provide an open channel for communication
End the "us against them" mentality with the community
One on one level
Fairness
Stay the hell off social media
listen deeply
Visit each facility and meet the faces
ALWAYS be available.
I think this should be internally explored.I t
Regular communication with community
Open-door policies
Tailor operations to each district
BE ONE OF THE COPS, NOT ABOVE THEM
tough on police force offenders who abuse power

N/A
HONEST OPEN COMMUNICATION
Treat them like adults - they should know their job, let them do it.
Not wear a uniform with 5 stars!
Quarterly meetings with all staff...not just management
Not sure.
One on one meetings
Don't decorate your uniform like the dictator of a small country
Discipline in a fair and equitable manner.
management by wandering around
Transparency
Treat others like they would want to be treated
N/A
Avoid politicians
Hire someone who is well versed in transformational and situational leadership to effectively deal with union leadership that is fairly unsophisticated..
Meet with Officers at their place of assignment (Q and A sessions)
open dialogue, but still maintaining chain of command
Open door policy to hear complaints
Provide complete anonymity
Make an effort to meet all officers in someway
Be accessible to employees
open door policy
N/A
Be the Police Chief; have command presence
N/A
transparent
regularly have interactive meeting and sometimes getting together outside of work with their family's
Open dialog with all
Hear there issues
Be upfront/honest even if what is being said is not what employees want to hear.
Email
Town Hall Meetings at their place of assignments
set up a protocol for confidential meetings
Internal advisory board
be approachable
Attend roll calls randomly Visit the district offices regularly
Be present
Chain of command.
To do what is right and not follow political right
Email
Visit the various roll calls
Communicate frequently with sworn/non-sworn
Speak directly to employees
Develop and deliver a clear and consistent vision of department direction related to big picture agenda items (e.g., data analytics, body cameras, violent crime reduction)
Open door mixed with the chain of command
meet with employees at all levels

N/A
Come to roll calls
Open, honest and transparent
Communicate via Staff Notes or e-mails
In the past the "state of the department" was delivered by the Chief or Ast Chief when chief was not available
Complete investigations into Lt. Pettis and Cpt Davis. These two supervisors were in Chief Blackwell's inner circle. The embarrassing acts that Mr. Blackwell committed were facilitated by these two supervisors. There are very serious allegations floating around regarding these two and there is much discussion about moving forward with a clean slate or conducting investigations. We must clean our messes up before we can move forward.
visit all the districts periodically and all other off site areas where police personnel work
engage with integrity - follow through with what is promised
Don't speak on our behalf if you haven't met a good number of veteran members
work with and understand our local Union
I expect the chief to NOT engage with employees, but
Actually speak to them not AT them.
EMAIL MONTHLY
Being open with everyone
Open communication
chain of command

Question 6: What specific ways would you like the Police Chief to improve the well-being of the Cincinnati Police Department?

N/A
N/A
try to be here for more than a year. that would be neat.
N/A
N/A
Reduce crime
Police morality
Set high expectations for its officers
keep the politics out of it!
Make Police Training More Comprehensive
Recognize colleagues when in their presence, be inclusive, listen, praise good work.
Stricter weight and physical ability standards. Look the part the part of Cincinnati's finest.
Protect officers bullet proof helmets and gear so they may do their job and go home to their families
Take care of the department/people who work for them as much as their public image
better IT
Recruit more qualified officers
N/A
Identify corruption and address it.
listen to the needs of your subordinates
Psyc evals. They should be every other year. Too much time goes by without mental check-ins
Earning the respect of the officers below him
N/A

post 2001 i think the CPD is in good shape. One thing I will say is that there are numerous officers who have been and are known to look the other way when it involves friends and family. Maybe this can be limited by weeding out those who cant seem to separate their work from their neighborhood loyalties.

Create ways to unite all members (past, current, and new members)

Able to balance budget while getting new equipment

Extensive training in DIS-ENGAGING/DE-ESCALATING techniques without the use of weapons

Enusre the officers show up for work and do their work

N/A

get rid of the good old boy west side connection

Keeping them in the loop

Treat all staff members equally

Return to proper communication chain of command

Hire more officers- but don't sacrifice quality to do it.

Restore order

command staff should spend more time on streets

camers!

Body cams to protect officers from bogus complaints

N/A

Ensuring that police have adequate access to mental health services and build a culture that combats the "seeking help is weakness" mentality

I want the crime rate to go down.

N/A

I prove moral

Treating everyone fairly, showing no favoritism in regards to overtime, preferential positions, etc.

What type of question is that ???

N/A

N/A

continued training around culture and community as well as good policing practice

morale- value everybodys opion and experience

fight racism

Need to bring some neighborhood good will building activities

N/A

make them honest with citizens

N/A

N/A

See #5

N/A

Have a health maintenance regimen for all police

Staffing Levels

N/A

Spend less on riot gear and more on training for mediation and de-escalation

Enclusion

black cops can't frisk white attorneys. let kunta kings know that on her tour of Paris France.

N/A

Be here for the right reasons.

Encourage presence

Keep them safe they are serving the people

N/A

N/A
It's about the Community not the police department
N/A
Set expectations
N/A
Ensure we have enough patrols on duty so as not to put officers at risk
communicate, educate and provide supports when needed
N/A
make sure they are physically fit for the job whether they're in a car are on foot patrol
Be one of Cincinnati's Finest
Give police freedom to be more proactive
They should feel that he has their back, and that they're all going the same direction to protect and serve Cincinnati
N/A
Begin with Police/Community interactions
N/A
cameras
Caucasian
N/A
N/A
N/A
Air the dirty laundry so we can get it out there, wash it clean, and move on.
Unite officers of all races
N/A
To be present & mindful of staff issues
Establish Pride of the Force
safety...more patrols in community (outlying neighborhoods)
Focus on the people of the city
Get rid of the little Napoleons, the bullies, the rage-aholics & the outright homicidal psychos
excellent training for interfacing with public in general
TREAT TRAINING LIKE ITS IMPORTANT. BECAUSE
All of the above.
More Officers
Having police actually know the communities they are policing
Improve working relationships
Good Training, more training, on going training
All of the above
tools for management of mental illness
better retention in higher ranked positions
Let the officers do their job.
N/A
N/A
Strong leadership
N/A
I'm unqualified to a answer this.
Listen to the force and adopt its suggestions when itthey will help them police better and safer
End nepotism and "the way it's awlays been done"
N/A

Involved in finding solutions to drug related crimes
N/A
N/A
Focus on the inside first and work outward.
make sure they have the backs of good officers
N/A
N/A
Ask Blackwell
Provide more training on team building based on best practices.
Being from within the ranks of CPD
No more political garbage from city hall
Focus on crime/drugs
negotiate more money to fund programs for drugs, incr # officers, training
N/A
united workforce not just when an officer dies
always communicate and be willing to listen to feedback,suggestions from field officers.
Don't let City Manager Black run over you
Have a vision to make the Department better!
Collaborate with as many city department and regional organizations as possible to create the best impact for our City and reducing crime
Tighten up the ship.
Focus on morale improvement
understand what happens at the patrol level on a daily basis in every district
Stability - reorganize once and stop changing

Question 7: Is there anything else you would like to add?

Open-Ended Response
N/A
try to get along with this one, please? yeah, moral was in the toilet for police when they knew from day one that this administration doesn't support their boss purely because he was chosen before the new administration started. It was childish and costs the city a great deal of confidence in the city and in the police. Try to support the new one.
N/A
N/A
Good luck
N/A
N/A
keep the Mayor, City Manager & Council out of it
N/A
N/A
Recruit only the best people for the job not based on skin color or gender. Again you are looking for Cincinnati's finest!
I just want to thank our Police Department, First Responders, Fire Department and DEA for all they do. You risk your lives for us, I am so appreciative.
Thank you for making this survey available
City Manager should stay out of the supervisory capacity of the chief.

I'd really like the police to increase its focus on violence in downtown Cincy and OTR. These neighborhoods are vital to the growth and prosperity of Cincinnati. There is not enough constant police presence. I'm concerned that violence in these areas will hinder the growth of our city.

N/A

N/A

no

Compassion is a must. Whether for their officers, victims or offenders families.

Paul Humphries should be our police chief. He should have been our chief since the period of time her was interim chief. Hire him for police chief! You made a mistake letting him go.

N/A

I feel like Cincinnati is at a crossroads. It was heading in the right direction until the past year or so. Some of that is probably due to old problem characters coming home from Prison but whatever the cause of the spike in violent crime over the past year or so, if it isnt fixed and permanently reversed immediately this City could be in serious trouble.

No, thank you.

N/A

The police chief should embrace the Cincinnati Collaborative Agreement spirit

N/A

We live downtown and this past year we feel less safe with more aggressive panhandlers.

I think Chief Blackwell was doing an excellent job, and am appalled at the way in which he was treated.

I wish them well and God Bless

N/A

Whoever it is, upstanding character, above reproach, is of the utmost importance

N/A

N/A

It seems this city only wants african americans in charge of all departments- lets be diverse and realize there are qualified candidates of all races and gender

N/A

If the citizenry of this city see results, they will do anything you ask of them

N/A

Perhaps it's time for a woman chief?

N/A

N/A

Support for drug treatment and syringe exchange

No matter where I have lived I have tried to promote good relations for the community with police. When in Northside, I rode with police, interviewing them, and then wrote an article on them in the community newspaper. The workshop idea could be duplicated in many communities (I have the script for the 5 scenarios we present and the sub-questions that were addressed. I am in the process of promoting the AkronPeaceMakers program for Cincinnati and have met with Mayor Cranley. I want to thank Mr. Black for this opportunity which is so seldom given to citizens. If you need more info about some of the things I've written I can be contacted at 347-3443 or hrusso1@aol.com I hope you get the survey this time as it disappeared last time Helen Russo

Yep.. try hiring based on qualifications and not by the color of ones skin.

N/A

N/A

N/A

These are big shoes to fill- I hope you find the person!

I think it's a crime that the last police chief was fired

No

Bring back someone like Chief Tom Streicher. He did a great job and kept things in order!

N/A
Please help to reduce the violence in our city
N/A
God be with you!
N/A
Don't waste our time with meaningless surveys
N/A
N/A
N/A
thank you for asking these question; please find a way to get other classes of people feedback
good Shepard church will lose its rainbows for neglecting the mikutovicz family. bye bye melting pot!!
N/A
Most important thing is to get rid of the old school west side boys club. They've not gone anywhere. Still playing the same old games. Until these people are gone the police department will not grow. These certain people still think it's 1970 and treat people as such.
Promote from within. The city manager nor human resources are specialist in law enforcement and their input need be limited to accountability, officer morale leads to positive public opinion.
Please keep us safe we have been waiting for you- don't let us down!
I miss the the last police chief, Mr. blackwell. I like the way he dealt with the community
N/A
Regardless of who is the police chief, its still not stopping all of the senseless shootings in this city.
police employees serve the citizens, not their union, and should follow genuine chief directives that are focused on the job of making our city safe for all
The City is improving. The shooting has the ability to halt our improvement
N/A
I truly hope the next Chief is hired from within. There is a vested interest you cannot rival with an external hire. Based on history this approach proves to be a sustaining one vs 1-2 years and on to the next big thing. THANK YOU so much for asking our opinion. This was great! Jennifer Hill District 3 resident and I work downtown. This is very important to me. Jenhill39@gmail.com
Please visit each neighborhood. Real people live in these neighborhoods trying to hang on and not leave the Cincinnati because of gun fire and crime. I am speaking of College Hill specifically.
N/A
make sure that my survey is seen by the new Police Chief!
no
N/A
N/A
yeah, good luck, it's not going to be easy, that horse left the barn about 4-5 yrs ago
There have to be overly qualified candidates that have come up through the CPD. I think someone with a history in Cincinnati would be a great start. But they shouldn't have to worry about every move being second guessed by the Mayor and the rest of City Hall.
N/A
N/A
Caucasian
N/A

Hopefully the employees were also given this survey. I am sure they would have more valuable input than someone like myself.
As stated above, not sure Districts, departments / divisions, are well integrated procedurally (eg., parking enforcement & patrol cars). S
N/A
N/A
I moved to the inner city two years ago. Now I am trying to move out because there is a shooting in my neighborhood every other week. I do not feel safe. New chief should not be working in other cities when their own city is in shambles. There will also be criminals, but the police can make Cincinnati a safe place if they really want to. Be proactive instead of reactive to crime.
Lotta work to be done
Thank you for including the voice of the public
MAKE SURE THE CHIEF IS PICKED BECAUSE HE IS COMPETENT AND HE CAN DO THE JOB. DONT MAKE IT A POLITICAL APPOINTMENT TO APPEASE A CERTAIN GROUP. DO THE RIGHT THING.
Do not hire David Bailey as the police chief, he turned his back on my family when we were harassed in D5 to the point we had to move. He does not give back to the community in a good way. No to David Bailey!
N/A
N/A
N/A
He needs to be willing to work in a high crime city, that is equally important when looking to hire someone for Cincinnati, he needs to excel in a law enforcement career, and perform well. Cincinnati doesn't need another chief that only wants to work 9-5 M-F like he is a banker, and thinks his vacations are more important. Yes everyone needs a vacation but when he puts his first over something that comes up that is really important here in the city then we don't need him. He needs to live within the city limits, so he knows what it is like to live in Cincinnati, living in one of the other communities doesn't help him understand our crime and what we go through.
Someone who has come up from the rank and file is best, they know the City and they may just stick around
N/A
N/A
N/A
Need a better plan to reduce the gun violence, I live in district 4
It will be important for how outsiders see the city. Let's set an example
N/A
Interim Chief Isaacs is an upstanding man who has the qualifications and the character to fill this position permanently.
Good luck! I hope you find someone as capable and caring as Blackwell!
Conduct a genuine search in and out of the department for the right person to lead
Hire a woman from outside the city to provide much needed balance in leadership and new ideas to break up the good old boy mentality
I think it is important for the police chief (all police actually) to live within the city limits. Police living outside the city limits see only the bad side of life here and not the good.
N/A
N/A
N/A
Anthony Carter for Police Chief!
please do not hire for the wrong political correct reasons. Hire a smart, hard working, experienced cop, not a politician or ass kisser
N/A
N/A

