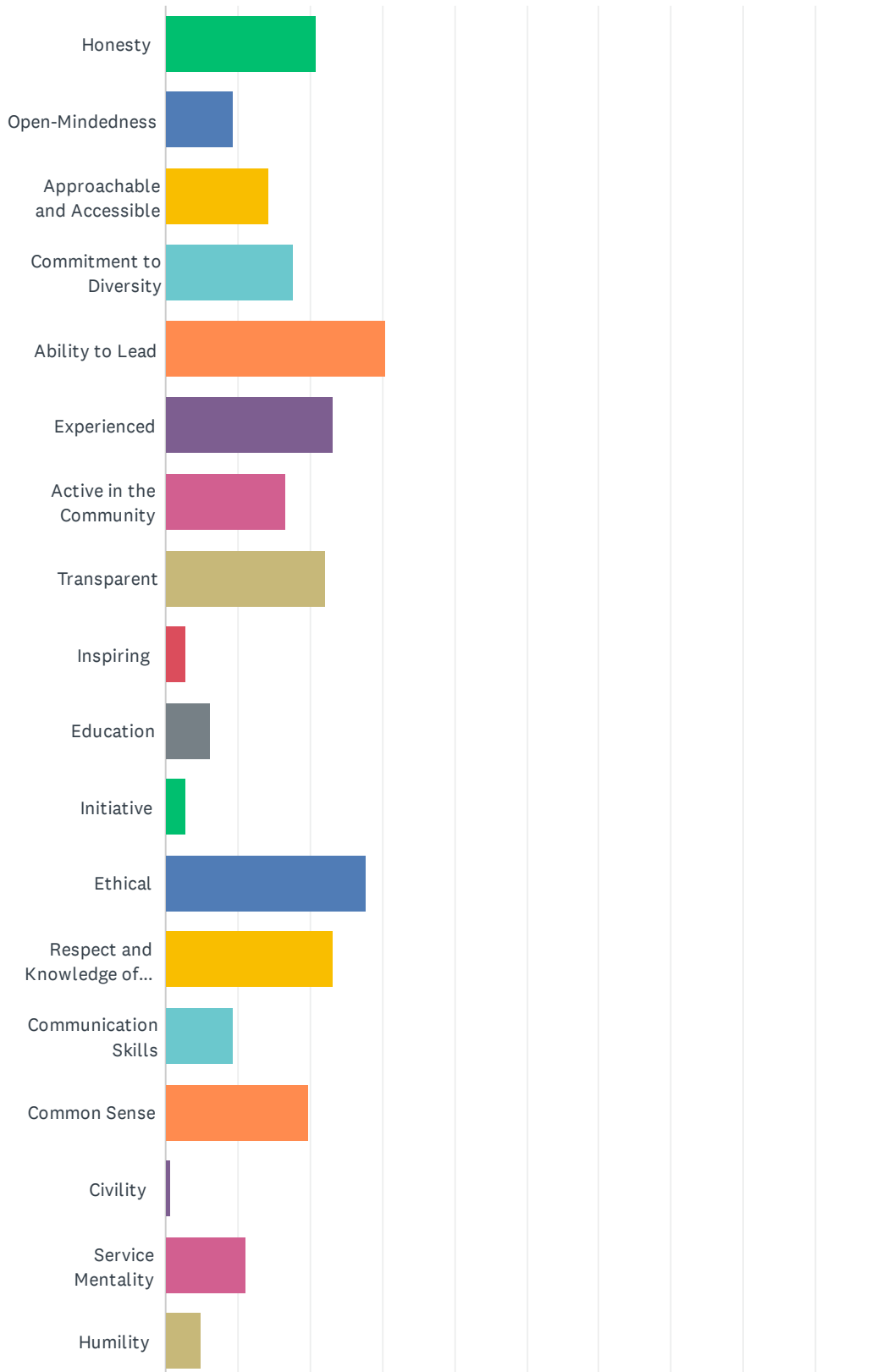
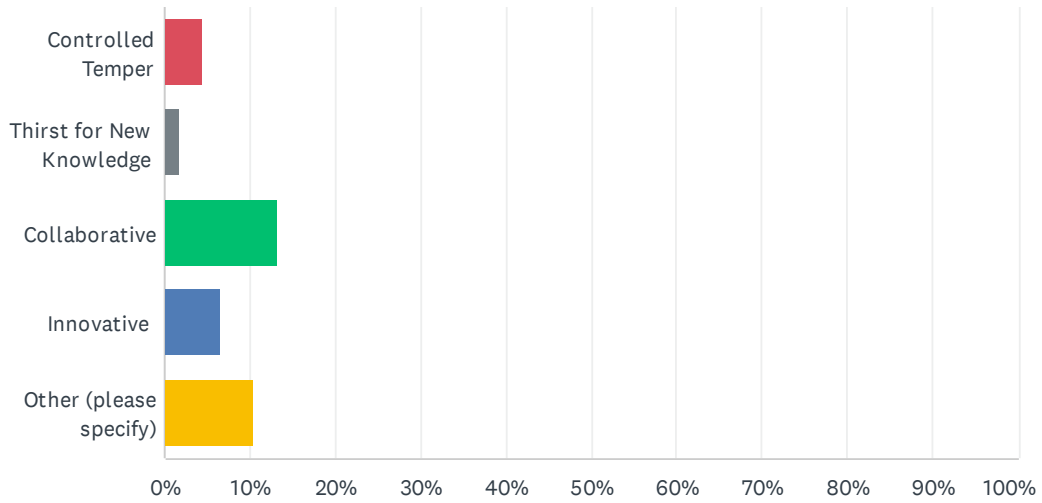


# Q1 What top three qualities and characteristics do you think are most important in the City's next police chief.

Answered: 181 Skipped: 0



# City of Cincinnati Police Chief Recruitment Input



City of Cincinnati Police Chief Recruitment Input

ANSWER CHOICES	RESPONSES	
Honesty	20.99%	38
Open-Mindedness	9.39%	17
Approachable and Accessible	14.36%	26
Commitment to Diversity	17.68%	32
Ability to Lead	30.39%	55
Experienced	23.20%	42
Active in the Community	16.57%	30
Transparent	22.10%	40
Inspiring	2.76%	5
Education	6.08%	11
Initiative	2.76%	5
Ethical	27.62%	50
Respect and Knowledge of Laws	23.20%	42
Communication Skills	9.39%	17
Common Sense	19.89%	36
Civility	0.55%	1
Service Mentality	11.05%	20
Humility	4.97%	9
Controlled Temper	4.42%	8
Thirst for New Knowledge	1.66%	3
Collaborative	13.26%	24
Innovative	6.63%	12
Other (please specify)	10.50%	19
Total Respondents: 181		

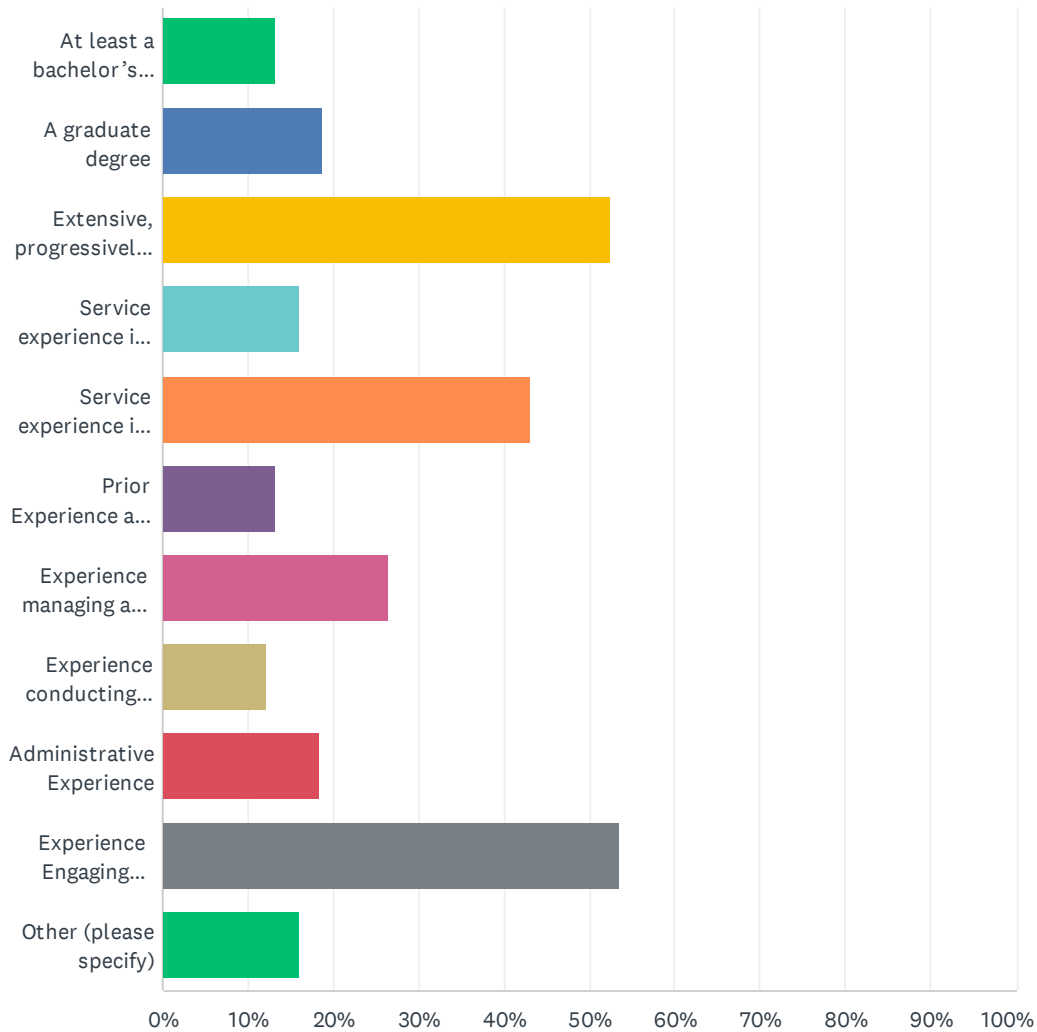
#	OTHER (PLEASE SPECIFY)	DATE
1	Believer in de-escalation	9/16/2022 9:55 PM
2	A woman	9/15/2022 7:35 AM
3	Commitment to enforcing the law and policing unlawful behaviors	9/13/2022 1:13 PM
4	Familiar with Cincinnati	9/13/2022 12:29 PM
5	Supportive of Officers	9/11/2022 2:48 PM
6	As a city we have chosen outside of our CPD. It never works. Promoting from within seems to be the best option. Our current active Chief is the best choice.	9/11/2022 9:33 AM
7	Doesn't steal money from crime scenes or allow his peers too. Someone who actually cares about people and is unbiased, someone who doesn't lie on police reports, and someone who	9/11/2022 8:04 AM

## City of Cincinnati Police Chief Recruitment Input

	isn't racist. How about that? Or do you guys not have anyone that fits my description?	
8	obviously all these important, but Cinti needs a chief that will insist his/her rank & file will show up - crack down on all crime	9/10/2022 8:01 PM
9	A no-nonsense leader who will back the rank and file serving in our neighborhoods.	9/10/2022 2:38 PM
10	Actively doing anti racist work on themselves and participating in anti racism training	9/10/2022 11:04 AM
11	Law enforcement experience	9/10/2022 10:44 AM
12	Loyalty to their officers	9/10/2022 3:56 AM
13	Pro law and order	9/10/2022 2:59 AM
14	Accountability to community for actions of officers	9/9/2022 10:02 PM
15	Accountable	9/9/2022 10:02 PM
16	Adherence to evidence-based approaches to law enforcement.	9/9/2022 9:30 PM
17	Tough on crime	9/9/2022 8:04 PM
18	Respect & knowledge of evidence-based practices	9/9/2022 4:05 PM
19	Tough on crime. End the lawlessness.	9/9/2022 4:04 PM

## Q2 What type of experience and/or accomplishments would you like the new Police Chief to have in their professional history? Please select your top 3

Answered: 181 Skipped: 0



City of Cincinnati Police Chief Recruitment Input

ANSWER CHOICES	RESPONSES	
At least a bachelor's degree	13.26%	24
A graduate degree	18.78%	34
Extensive, progressively responsible experience in law enforcement	52.49%	95
Service experience in state and federal police forces	16.02%	29
Service experience in a local police force like a sheriff's office or city police department	43.09%	78
Prior Experience as a chief in another City	13.26%	24
Experience managing a police department budget	26.52%	48
Experience conducting press conferences and taking questions from the media.	12.15%	22
Administrative Experience	18.23%	33
Experience Engaging Diverse Populations	53.59%	97
Other (please specify)	16.02%	29
Total Respondents: 181		

#	OTHER (PLEASE SPECIFY)	DATE
1	Experience leading an organization through a period of change	10/7/2022 11:19 AM
2	6N4lxKWvuhs	10/7/2022 9:36 AM
3	Social work degree/experience	9/30/2022 11:30 AM
4	Media savvy and knows the value of social media to a department and knows how to tactfully utilize media partners and their value	9/24/2022 10:07 AM
5	Willingness to "shake up" problem areas	9/23/2022 9:21 AM
6	Demonstrated operational police agency experience	9/19/2022 2:06 PM
7	An ability to build an inclusive advisory team	9/19/2022 8:35 AM
8	Local	9/17/2022 9:12 AM
9	Experience in promoting de-escalation	9/16/2022 9:55 PM
10	Experience disciplining other officers and holding them responsible for their conduct	9/15/2022 9:39 AM
11	Experience with problem-solving and community policing	9/14/2022 12:55 PM
12	Commitment to community services for the underserved	9/13/2022 1:42 PM
13	Someone who maintains zero tolerance attitude for lawlessness and disorder and won't tolerate work avoidance	9/13/2022 1:13 PM
14	Current Cincinnati Assistant Chief or Captain	9/13/2022 12:29 PM
15	Continuing training and education on modern community policing	9/12/2022 9:07 PM
16	currently employed within CPD	9/12/2022 10:28 AM
17	Mental health and psychological training since the only skill you guys have is not deescalating a situation but making it worse, killing people is not and should never be your first option unless in actual immediate danger.	9/11/2022 8:04 AM
18	Service experience in the Armed Forces and Federal agency service.	9/10/2022 7:26 PM
19	Again, support the rank and file, along with full cooperation with the County Prosecutor's Office. The neighborhoods have put up with enough unsettling incidents from those who are in	9/10/2022 2:38 PM

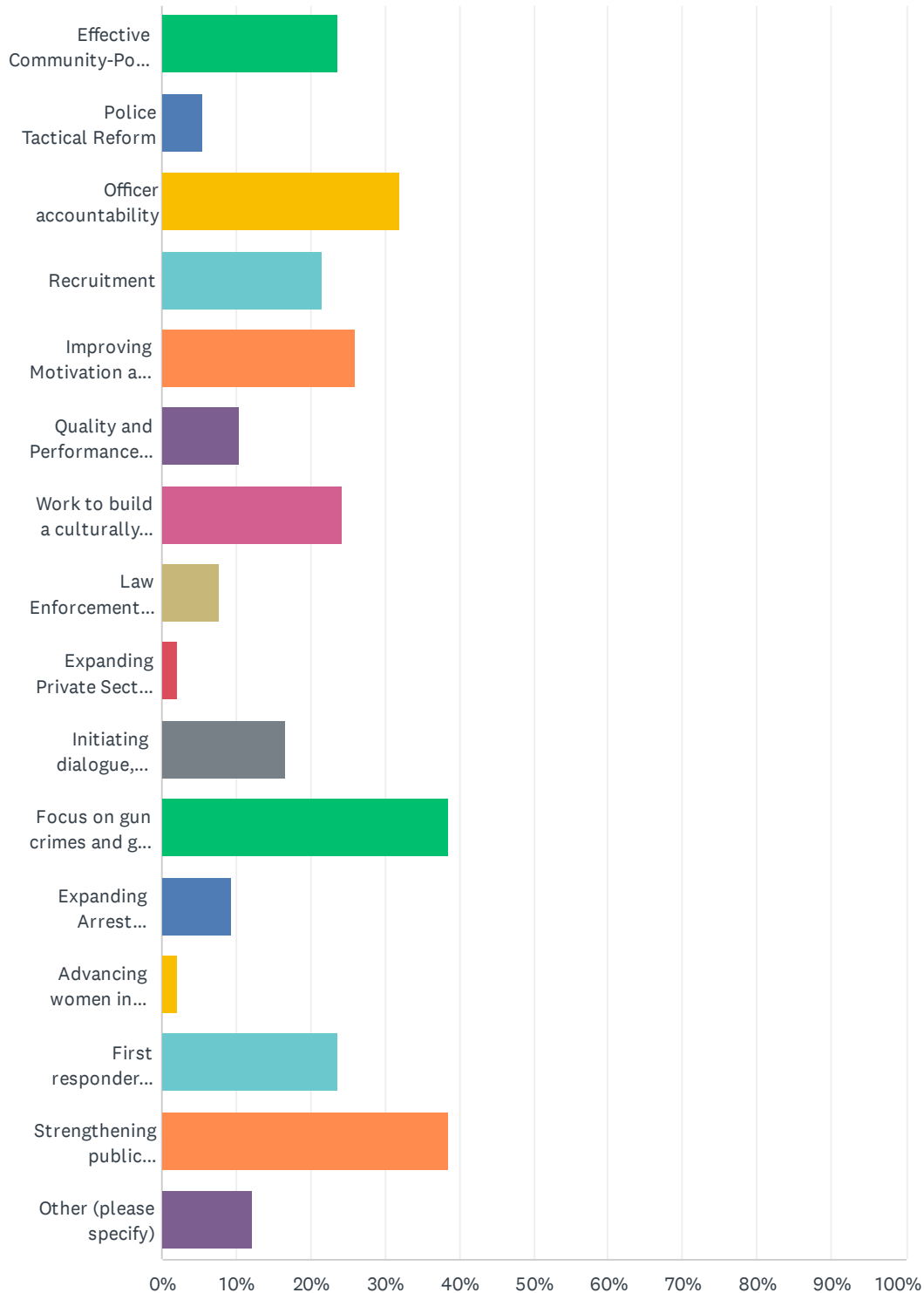
## City of Cincinnati Police Chief Recruitment Input

"poverty" and suffer "mental illness". The truth is, there's unadulterated evil on our streets.

20	Physically fit as a good example!	9/10/2022 10:20 AM
21	A clean record with prior law enforcement employment	9/10/2022 10:18 AM
22	Tough on crime philosophy	9/10/2022 8:37 AM
23	I feel unqualified to suggest candidate should be from within CPD or come from another area/ city with actual prior chief experience.	9/10/2022 6:37 AM
24	Not racist and has accountability for police officer actions	9/9/2022 10:02 PM
25	Experience responding to crisis/requests for reform	9/9/2022 5:04 PM
26	Tough on crime	9/9/2022 4:09 PM
27	Evidence they understand what works better with policing	9/9/2022 4:05 PM
28	Proven problem solving ability	9/9/2022 3:54 PM
29	Extensive involvement in other public service programs, ie social work	9/9/2022 3:38 PM

### Q3 What are the top 3 issues that you would advise the next Police Chief to focus on during their first year on the job?

Answered: 181 Skipped: 0





City of Cincinnati Police Chief Recruitment Input

ANSWER CHOICES	RESPONSES
Effective Community-Police Partnerships	23.76% 43
Police Tactical Reform	5.52% 10
Officer accountability	32.04% 58
Recruitment	21.55% 39
Improving Motivation and Productivity of Police Officers	25.97% 47
Quality and Performance Management	10.50% 19
Work to build a culturally competent police force	24.31% 44
Law Enforcement Communications and Leveraging Information Technology	7.73% 14
Expanding Private Sector Partnerships	2.21% 4
Initiating dialogue, social opportunities, outreach, and conversations with the Community	16.57% 30
Focus on gun crimes and gun crime prevention	38.67% 70
Expanding Arrest Diversion Programs	9.39% 17
Advancing women in policing.	2.21% 4
First responder wellness and mental health	23.76% 43
Strengthening public confidence and public trust	38.67% 70
Other (please specify)	12.15% 22
Total Respondents: 181	

#	OTHER (PLEASE SPECIFY)	DATE
1	Community safety and well being	9/29/2022 5:32 PM
2	Boosting morale	9/24/2022 10:07 AM
3	cracking down on speeding, light running and other fatal car crash causes	9/23/2022 9:21 AM
4	Tough on crime	9/18/2022 8:55 PM
5	Speak out and defend the police when they are harassed and inaccurately portrayed in the media for just doing their job - e.g. water bottle arrests	9/16/2022 8:22 AM
6	Making sure officers do not have history of reports and of abuses of power	9/13/2022 1:42 PM
7	Stop with using fear of "racial bias" to prevent officers from policing unlawful behaviors that are driving good people out of their homes	9/13/2022 1:13 PM
8	Cracking down on the drug trafficking.	9/12/2022 9:39 PM
9	Crime prevention	9/11/2022 9:33 AM
10	Crime prevention	9/11/2022 9:32 AM
11	increasing arrest rates across the board; reckless driving, speeding, littering, untagged vehicles & unlicensed drivers, open air drug markets, etc.	9/10/2022 8:01 PM
12	Full compliance and support of the Constitution, Bill of Rights and all Government directives which support the rule of law.	9/10/2022 7:26 PM
13	The Police aren't social workers and this pandering to a select "culture" needs to cease immediately.	9/10/2022 2:38 PM

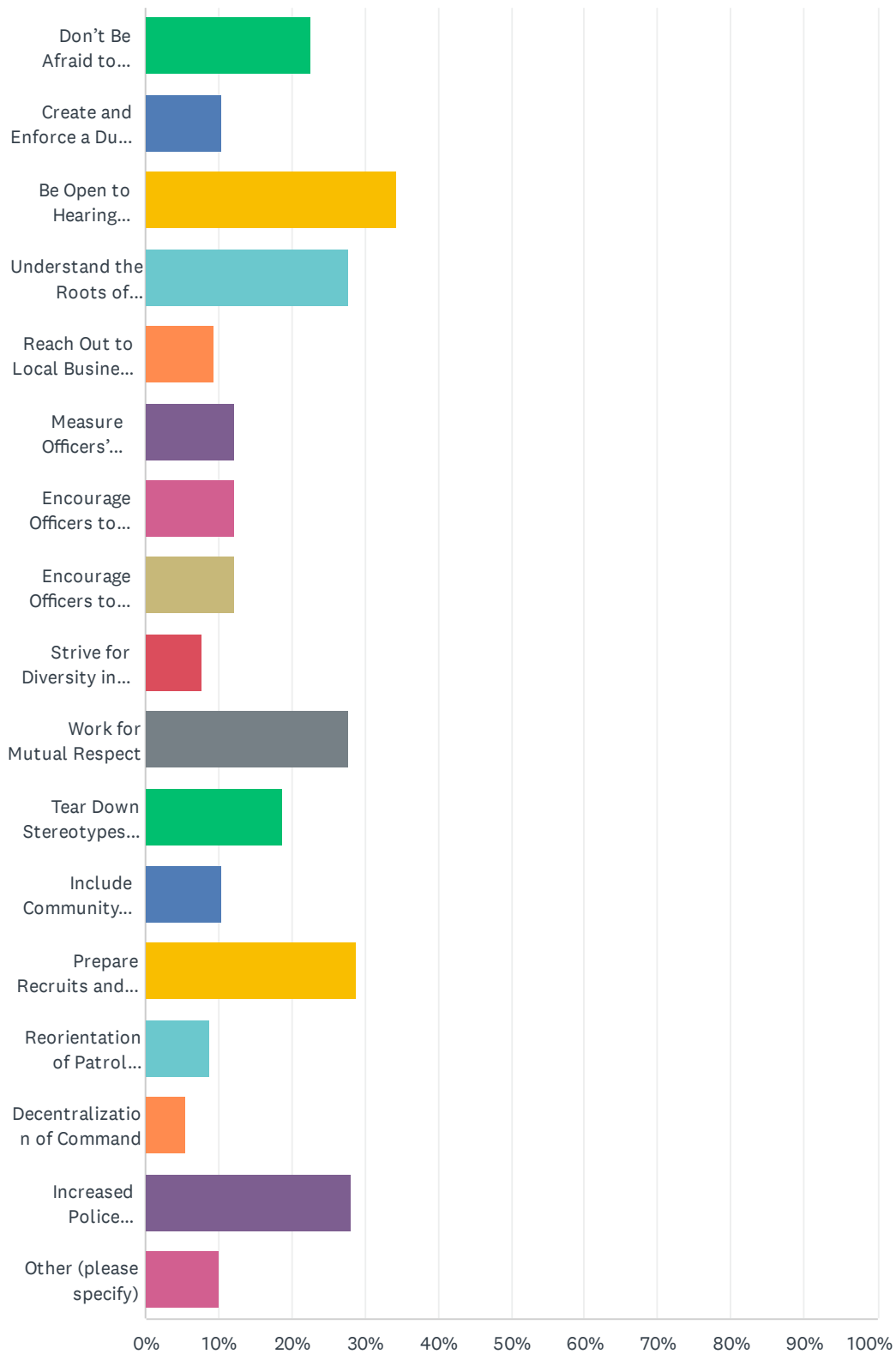
## City of Cincinnati Police Chief Recruitment Input

14	Policing people with physical and mental disability	9/10/2022 11:04 AM
15	Ensuring qualified immunity for police	9/10/2022 2:59 AM
16	Cut the department because they are absorbing majority of the budget and not improving crime rates	9/9/2022 10:02 PM
17	Treating arrest as a last resort	9/9/2022 9:04 PM
18	Traffic enforcement	9/9/2022 7:49 PM
19	Enforcing laws	9/9/2022 4:07 PM
20	Use of problem-oriented policing, focus on hot spots, use of community policing, follow the science of what we know works, collaborate with social scientists.	9/9/2022 4:05 PM
21	More enforcement of crimes. Tough on crime.	9/9/2022 4:04 PM
22	Reducing crime	9/9/2022 3:14 PM

**Q4 Please select the top 3 ways ways you expect the Police Chief to engage with community members in order to maintain confidence and trust?**

Answered: 181 Skipped: 0

# City of Cincinnati Police Chief Recruitment Input



City of Cincinnati Police Chief Recruitment Input

ANSWER CHOICES	RESPONSES	
Don't Be Afraid to Apologize	22.65%	41
Create and Enforce a Duty to Intervene	10.50%	19
Be Open to Hearing People's Negative Experiences with the Police	34.25%	62
Understand the Roots of Mistrust	27.62%	50
Reach Out to Local Business Owners Who Know Their Customers	9.39%	17
Measure Officers' Performance in Building Relationships	12.15%	22
Encourage Officers to Mentor Youths	12.15%	22
Encourage Officers to Volunteer in the Community	12.15%	22
Strive for Diversity in Police-Community Panels	7.73%	14
Work for Mutual Respect	27.62%	50
Tear Down Stereotypes about Police by Engaging with Youth	18.78%	34
Include Community Members in Recruiting and Hiring	10.50%	19
Prepare Recruits and New Officers for the Challenges that Effect Communities Served	28.73%	52
Reorientation of Patrol Activities	8.84%	16
Decentralization of Command	5.52%	10
Increased Police Accountability	28.18%	51
Other (please specify)	9.94%	18
Total Respondents: 181		

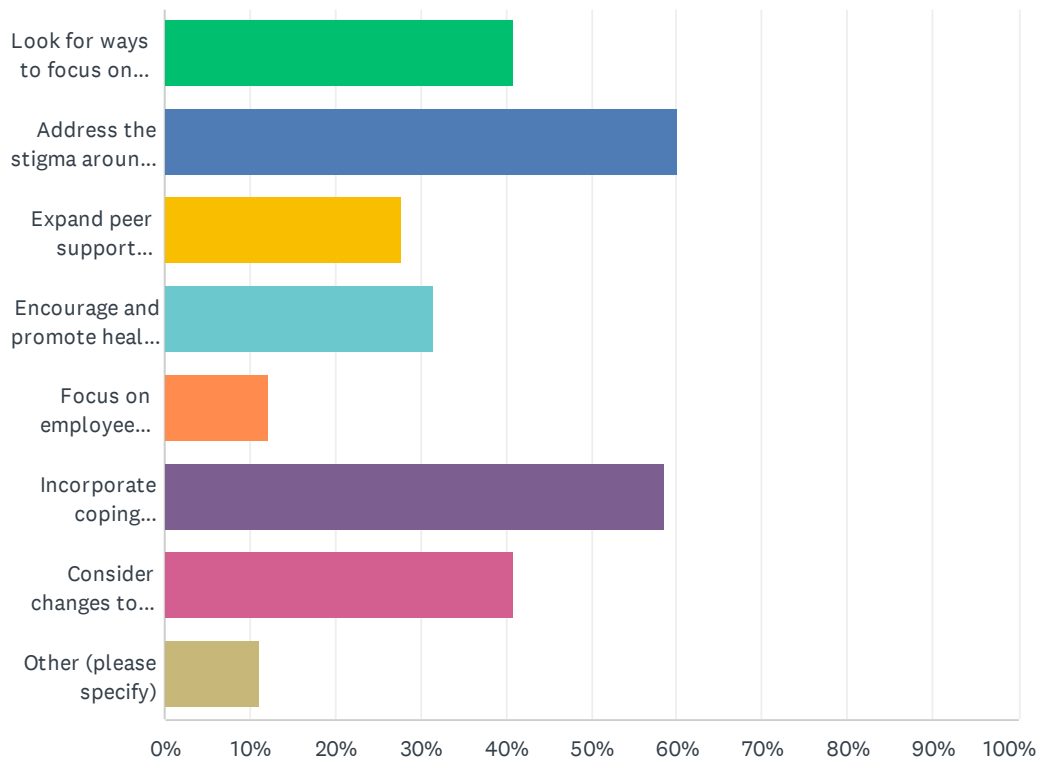
#	OTHER (PLEASE SPECIFY)	DATE
1	Regular public conversations and community events	9/24/2022 10:07 AM
2	Find a way to engage with the majority of community members, not just those who have the loudest voice or most visible platform	9/19/2022 2:06 PM
3	Keep these community members accountable for not breaking the law, just like everyone else. Let the law-abiding community members trust that you will protect and serve the community.	9/16/2022 8:22 AM
4	Come to the community council meetings, mandate their command staff come to community council meetings, and respond to their emails	9/13/2022 1:13 PM
5	Don't be afraid to say what the Police did was justified/or if it wasn't handle it accordingly and transparently.	9/13/2022 12:29 PM
6	Your first job is to remember that you are not of higher authority to the people who keep your job funded, you belong to the communities to keep THEM safe, instead you harass and kill and expect us to not want your job defunded. None of that back the blue crap, it's your job, your literal job you chose to put that uniform on, i do not choose my race.	9/11/2022 8:04 AM
7	drastically increase visibility of community officers	9/10/2022 8:01 PM
8	I could only select two because the rest of the selections are basically geared toward one racial representation in this city. There's absolutely no racial diversity in the Police-Community (neighborhoods) panels. It seems the "no color" people are selectively excluded to feed a specific agenda.	9/10/2022 2:38 PM
9	More patrols in Mt Washington	9/10/2022 10:20 AM

## City of Cincinnati Police Chief Recruitment Input

10	Defend the correct/lawful actions of employees regardless of perceptions of politicians.	9/10/2022 8:15 AM
11	Focus on stopping crime that effects regular citizens	9/10/2022 8:05 AM
12	Increased honest dialogue between police and community	9/10/2022 3:56 AM
13	Give police more authority and incentives for arresting criminals	9/10/2022 2:59 AM
14	Treat arrest as a last resort.	9/9/2022 9:04 PM
15	Tough on crime	9/9/2022 8:04 PM
16	Respond to local calls in a timely manner	9/9/2022 4:07 PM
17	Encourage officers to make arrests and enforce the city's laws.	9/9/2022 4:04 PM
18	These choices are confusing and not well defined.	9/9/2022 3:23 PM

**Q5 Police officers are at a higher risk of suicide than any other profession. What specific ways would you like the Police Chief to improve the well-being of the Cincinnati Police Department? Please select your top 3 recommendations.**

Answered: 181 Skipped: 0



ANSWER CHOICES	RESPONSES
Look for ways to focus on officer mental wellness	40.88% 74
Address the stigma around mental health and receiving help	60.22% 109
Expand peer support services	27.62% 50
Encourage and promote healthy lifestyle initiatives	31.49% 57
Focus on employee performance management in policing	12.15% 22
Incorporate coping strategies, wellness practices and how to deal with trauma in Police training	58.56% 106
Consider changes to day-to-day scheduling practices e.g. Choosing the right shift length or Choosing the right rotation pattern	40.88% 74
Other (please specify)	11.05% 20
Total Respondents: 181	

#	OTHER (PLEASE SPECIFY)	DATE
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## City of Cincinnati Police Chief Recruitment Input

1	Better Administration Practices	10/8/2022 9:08 AM
2	Work with mental health professionals to develop evidence based interventions	9/15/2022 9:39 AM
3	Do mental health checkins and get rid of people that have become jaded and broke down by their job. This shows the caliber of person that ends up in these jobs not what the job does to people. If they're not mentally stable they got to go!	9/13/2022 1:13 PM
4	Help break that stigma that the police are the bad guys and that every criminal is a "victim"	9/12/2022 9:39 PM
5	Train the officers on what to look for and how stress affects them	9/12/2022 6:46 PM
6	Be compassionate and care about your employees	9/12/2022 8:52 AM
7	I'm not surprised, there is so much corruption happening in that line of work the guilt will eventually get to you.	9/11/2022 8:04 AM
8	City government and favored civilians need to stop critiquing and criticizing every move the police make. A prime example is the UDF incident weeks ago. An individual showed up at a medical center, wanting to know the skin color of the male who refused to cooperate with the responding police officer. How sick and depraved is that? Trust me, that story is out in the public, and the narrative is verbatim. That individual, seemingly a city contingency employee, violated HIPAA laws.	9/10/2022 2:38 PM
9	This is not true. Doctors are at the highest risk of suicide by profession. Police are third stop lying	9/10/2022 11:04 AM
10	have officer have mental check on going	9/10/2022 10:33 AM
11	At their discretion based on insight to what is needed,	9/10/2022 6:37 AM
12	Foster an environment in which the officers feel supported	9/10/2022 3:56 AM
13	Qualified chaplains and ordained ministers	9/10/2022 3:53 AM
14	Fire angry and racist officers that create a harmful work environment for those with mental health issues	9/9/2022 10:02 PM
15	I don't know, these all seem like good ideas.	9/9/2022 9:04 PM
16	Back the blue	9/9/2022 8:04 PM
17	Have EAP on site & available	9/9/2022 4:07 PM
18	Provide avenues for officers to report their mental health struggles & issues arising at work (e.g., "bad apples" being protected) anonymously	9/9/2022 4:05 PM
19	Value and respect the work they do, rather than pander to a woke mob.	9/9/2022 4:04 PM
20	Do not be afraid to change ANY working condition that impedes success.	9/9/2022 3:54 PM



## Q6 Is there anything else you would like to add?

Answered: 83 Skipped: 98

#	RESPONSES	DATE
1	Hire a qualified candidate versus the right political candidate	10/8/2022 9:08 AM
2	I believe it would be beneficial to have mandatory, routine mental health evaluations/check-ins for all officers, and have additional resources available to address any concerns so that officers get the help they need to perform their job for the community effectively.	10/7/2022 9:54 AM
3	Marijuana should be legalized, so you can focus on hard drugs and getting guns off the streets. And you need more beat cops to walk the streets; instead of them sitting in their cars. The police need to make friends, in their neighborhoods, that they patrol. Thats how you build trust, within the community.	10/7/2022 9:36 AM
4	No	10/4/2022 9:52 PM
5	I care less about diversity and more about getting a seasoned Chief. Someone with experience will understand that color, sex or religion doesn't matter. A good cop is a good cop. A bad cop is a bad cop. And a criminal is a criminal.	10/3/2022 7:43 AM
6	The Chief should set the example (with their words & actions) that other police aim to work up to. A proper leader is more than a boss. A leader should have: common sense, knowledge, understanding, accountability, respect, & a commitment to their duty. They shouldn't put themselves above others. Instead, they should find the best of others & put them in the positions that will allow them thrive! Each officer possesses unique abilities...they could be themselves at work & excel doing it.	10/2/2022 9:38 AM
7	Please put officers on foot in the communities they serve	10/1/2022 6:15 PM
8	Lisa Davis for CPD Chief	9/26/2022 5:11 PM
9	It should be mandatory for police to attend community town halls in the areas they serve. The Police Chief should understand the CCA and work with community leaders to maintain accountability and transparency.	9/26/2022 3:17 PM
10	Police have to see people at their worst every day. They need a balance in their duties, not spending years in the drug culture, or murders, etc. Rotate cops out for a year into a POSITIVE role. Give them a break.	9/23/2022 9:21 AM
11	The chief should not have, and should discourage, the "warrior mentality" or "us vs. them" that permeates police mentality. They should see themselves, and encourage officers to see themselves as first and foremost, citizens, and members of the community with certain responsibilities, not as someone over the community.	9/23/2022 9:18 AM
12	Too often do I see police speeding on our streets & roads. They do not set a good example of how others should drive.	9/19/2022 3:58 PM
13	The Police Chief should be an ethical person. Someone who has a proven track record for diverse community engagement across all sectors of life. A big part of the job is driving the narrative of our agency because it gravely impacts our public perception and expectations of police officers. In addition, the Chief should be innovative in their ability to work with other community services to reduce crime and improve quality of life. Lastly, the Chief must have the ability to improve organizational culture and hold officers accountable for how they treat citizens and each other. Without internal reconciliation, trust, and positive change, our communities will continue to suffer.	9/19/2022 8:35 AM
14	More African American Women	9/16/2022 5:58 PM
15	Uphold the law. Be compassionate, but just. Fight for the respect of your officers when they are maligned. Keep law-abiding citizens safe. Make Cincinnati an unappealing city for criminals.	9/16/2022 8:22 AM

## City of Cincinnati Police Chief Recruitment Input

16	It's a tough job; blessings to you all.	9/15/2022 2:18 PM
17	A police chief should be willing to break from the Fraternal Order of Police and encourage a strong sense of accountability and responsibility in the department. Actively invest resources in tearing down sentiments like a blue wall of silence. Police ought to serve the community not each other's interests.	9/15/2022 9:39 AM
18	No	9/14/2022 4:49 PM
19	Be humble. Follow what is considered common sense and right and not be swayed by the winds of politics or a biased media. Stand up for those you lead. The vast majority of your police force are honest, hardworking men and woman.	9/14/2022 7:21 AM
20	A significant presence in neighborhoods that have been identified as high crime/gun areas.	9/13/2022 6:24 PM
21	The next chief doesn't need to bow down to Iris roley. Y'all need to understand that the black community is being hurt the most by not mending the relationship between the black community and police. They won't use the proper channels because police are so shitty to them on a daily basis. So someone that understand beat cops need to stay on the same beat and not be rotated, someone that force officers to get out of their car and be present at the corner stores, on the blocks, in the grocery store. Y'all don't know the people you serve and the chief, captains, and police don't give a flying fuck about the people in the neighborhoods they police. U need a black chief, a male chief, and someone that will have ZERO TOLERANCE for crime and disorder. Get it together NOW.	9/13/2022 1:13 PM
22	Focus on getting the department back up to the proper numbers, prioritize mental health of officers and remove the stigma associated with reaching for help.	9/13/2022 12:29 PM
23	The new chief needs to do a real assessment on how to improve police/community collaboration and effectiveness. Real collaboration is avoided, and community expectations are managed, by blaming a lack of resources, and trying to convince the community that police are doing all that can be done, and there is nothing more they can do about (crime, traffic, safety, prostitution, drugs, response, etc.) even where citizens are trying to work with police. It is clear police are overwhelmed, but they also reject attempts by the community to find alternatives or develop anything new.	9/13/2022 11:42 AM
24	The Police Chief should live in the city. This will show he/she is committed to improving quality of life standards in a city they reside in.	9/13/2022 8:42 AM
25	Just make sure that the next police actually cares about the officers under him rather than the media and political mess.	9/12/2022 9:39 PM
26	Our new Police Chief will need to be empathetic and garner the trust of officers and the communities they serve.	9/12/2022 9:07 PM
27	Keep politicians out of policing	9/12/2022 6:46 PM
28	Bring back the ability to pursue criminals. Vehicle pursuits etc	9/12/2022 6:18 PM
29	I hope this isn't a PR stunt and the Cincinnati Police Department is truly committed to enacting sustainable reforms and measures that reflect the city's values and culture.	9/12/2022 3:10 PM
30	no	9/12/2022 10:44 AM
31	remove the zero tolerance law re th use of offensive language. let the police do their job. Eliminate CCA	9/12/2022 10:28 AM
32	Use data to focus resources on the communities which need help most, not just listening to the loudest or squeakiest wheel.	9/12/2022 10:22 AM
33	Please ensure the selection process is fair and equal to all eligible candidates. 'Favor' should not be given to anyone, just based on their relationship with CPD.	9/12/2022 9:34 AM
34	We need a tough and proven leader. Focus on competence and ability rather than "soft" skills like diversity and communication	9/12/2022 9:34 AM
35	Fair and equal punishment for violations of the Rules and Regulations. Bring us back to the great department we once were. Get rid of beards on male officers, looks like crap	9/12/2022 8:29 AM
36	Lt. Colonel Theetge should be the next police Chief. She has earned it, she deserves it. Any other direction will result in mass retirements and/or resignations.	9/12/2022 8:05 AM

## City of Cincinnati Police Chief Recruitment Input

37	Choose someone that officers want to lead them, not simply someone that city council wants.	9/11/2022 2:48 PM
38	Keep our current acting Chief as the new Chief.	9/11/2022 9:33 AM
39	Teresa Theetge is the best choice.	9/11/2022 9:32 AM
40	Get it together for the love of god. I hope you all come to your senses and start showing empathy and love and understanding as to why people are mad.	9/11/2022 8:04 AM
41	X	9/11/2022 5:51 AM
42	Do NOT hire an outsider. Hire someone who has committed their career to Cincinnati and the community. The two previous outside hires were disasters.	9/10/2022 11:37 PM
43	Please consider whoever is hired that actively enforcing the written law is as important as equity, diversity, progressiveness, etc.	9/10/2022 8:01 PM
44	I was a member of the US Police Chief Association, and US Sheriff Association, may still be, I'm only one, you should survey all of them. The US is in peril, Cincinnati is falling apart, you need new political leadership, you need people who can turn the country around and make it the greatest nation of Earth again; or it will be sucked into the Globalist vortex. Have a nice day.	9/10/2022 7:26 PM
45	No	9/10/2022 6:45 PM
46	It is imperative that we hire a police chief that believes in a diverse Police Department and will bring an alliance with him or her that will focus on strengthening all of our communities not just a few. It is also crucial that we have units/departments that are diverse not just Male Caucasians	9/10/2022 4:30 PM
47	Cancel the Collaborative or find city residents who will run the program properly, without malice to the Police. That Civilian Complaint Department is due for a remake as well. They refuse, cancel it as well. Save the taxpayers plenty of money. In fact, there's NEVER any reports for the taxpayers to review with reference to this Collaborative and this Manager's Advisory Group, whatever that secret cabal is all about. Anyone know the definition of transparency??	9/10/2022 2:38 PM
48	Urgent: Select a Police Chief that has a history of engaging diverse communities. It is also important the new Police Chief commit to hiring and promoting a diverse workforce (Officers and Civilians). It is vital when selecting the new Police Chief that he/she commit to diversity whether engaging the community, hiring and promoting employees, or assigning Officers to specialized units.	9/10/2022 1:41 PM
49	Transparency in the city. Feel good stories on social media are fine, but there is a number of violent crimes throughout the city. We need to address the specific areas and develop a plan to help those citizens. We need to not just patrol more, but build our communities stronger at the core. It starts with our youth and role models.	9/10/2022 12:19 PM
50	ACAB	9/10/2022 11:04 AM
51	Enforcement of laws! Tough on crime! Community policing!	9/10/2022 10:48 AM
52	Never being willing to admit a mistake is wrong. It diminishes trust in the police. The police should be out in the community / it was a mistake to no longer require them to live in the city - there is no investment or buy in -	9/10/2022 10:45 AM
53	This survey is one sided. Seems liberal leaning and borderline anti police.	9/10/2022 10:44 AM
54	try not to hire a white supremacist please	9/10/2022 10:37 AM
55	stay in tone with the people you server	9/10/2022 10:33 AM
56	I recommend the current interim chief for the job.. She has shown commitment and dedication. Her character stands tall and she is the right fit for the job.	9/10/2022 10:28 AM
57	The hiring process should be based on qualifications, experience and knowledge not based on diversity.	9/10/2022 10:19 AM
58	I want someone know the department well in Cincinnati and move the city forward to the future.	9/10/2022 10:14 AM
59	Their professional decisions need to be free of their political, religious and personal beliefs.	9/10/2022 10:12 AM

## City of Cincinnati Police Chief Recruitment Input

60	Should be a female ideally of minority. Our city needs to set the tone, and currently most private sector leadership is white male in the city	9/10/2022 9:06 AM
61	Not really.	9/10/2022 8:54 AM
62	Prosecute all criminals to the fullest extent of the law and put them in jail and prison. Stop the leftist soft on crime nonsense.	9/10/2022 8:37 AM
63	Someone with experience who will be tough on crime but ethical, fair and a good communicator within the department and with the public for building unity, respect and a safe city for all. Ability to create a unified department where officers feel valued, respected and are recognized for doing a great job while being held accountable for following the rules at all times.	9/10/2022 6:37 AM
64	No	9/10/2022 6:18 AM
65	The next Police chief should come from outside of the Cincinnati Police Department. The culture of the department needs to change. Also the new chief should be able to bring one assistant that he or she can trust to help implement change.	9/10/2022 5:06 AM
66	Promote and mandate physical fitness. Increase patrols dramatically and encourage proactive police training instead of reactive. Quit trying to friends with the community, and promote law and order mantra	9/10/2022 2:59 AM
67	Thank you for allowing me to contribute my opinions. I honor and thank all law enforcement, firefighters & first responders - they are all brave and deserve everyone's respect.	9/10/2022 1:04 AM
68	Accountability is a must to bridge the trust gap between the police and the community. The vast majority of police are good officers, but those few bad apples must be rooted out. The police must work for a diverse force that represents and serves of all Cincinnati without reservation.	9/10/2022 12:30 AM
69	The police are awful and racist and need to be held accountable. Their funding needs to be cut and they need to be trained in how to treat civilians correctly.	9/9/2022 10:02 PM
70	Our last police chief embarrassed himself, his police force, and our city in the Summer of 2020. It is time for a new approach - one where might doesn't make right.	9/9/2022 9:30 PM
71	Please treat arrest as a last resort.	9/9/2022 9:04 PM
72	This survey is hopeless skewed to a woke agenda. The city is hopelessly lost.	9/9/2022 8:04 PM
73	The new chief must focus on pedestrian safety and reducing pedestrian traffic deaths due to reckless driving.	9/9/2022 7:49 PM
74	Please -not McGuffey or Maris	9/9/2022 5:59 PM
75	The new chief must not be afraid to make institutional changes necessary to combat violent crime and should be committed to data driven policing. Also, the new chief should be committed to taking a look at department waste and ensuring that there are enough officers on daily patrols in the community so that officers and public safety is not jeopardized by too few officers responding to daily runs.	9/9/2022 5:31 PM
76	More visibility via walking and biking patrols. Seems very effective downtown and visibility with SROs also helps.	9/9/2022 5:04 PM
77	Make our streets safe	9/9/2022 4:52 PM
78	I would like to see a chief who is tough on crime and is not afraid to enforce the laws.	9/9/2022 4:09 PM
79	Please take all calls seriously & enforce the laws.	9/9/2022 4:07 PM
80	The police chief must be able to exercise his/her judgment without fear of political repercussion or retaliation by higher authority. The City must demand fairness BY the Chief and TO the Chief.	9/9/2022 3:54 PM
81	Cincinnati has an opportunity to lead by example on how to properly reform a police department in ways that greatly benefit both the community it serves and the officers it employs. It's an enormous challenge, but things cannot continue they way they have. If their is distrust in our police, the department has only itself to blame.	9/9/2022 3:38 PM
82	I would like someone from Cincinnati who knows Cincinnati well and can appreciate our shared	9/9/2022 3:23 PM

## City of Cincinnati Police Chief Recruitment Input

history and experiences.

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83	The top cop should be concerned solely with reducing the crime in Cincinnati. When the murder totals aren't setting new records, when people feel safe walking after sunset, then we can focus on the nebulous "diversity" and "equity" issues.	9/9/2022 3:14 PM
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