

Manager's Advisory Group
February 22, 2019
Public Services, Administration Building

Present

Patrick A. Duhaney, City Manager
Eliot Isaac, Police chief
Perriann Allen, City Council Law and Public Safety Committee
Michelle Bonner, Citizen Complaint Authority, on behalf of Director Kim Neal
Jason Cooper, Collaborative Agreement Sustainability Manager
Lt. Elena Moton, Cincinnati Police Department
Bridget Patton, Director of Community Affairs, Office of Mayor John Cranley

Elizabeth Bartley, Working in Neighborhoods
Pastor Jonathan Brown, Pilgrim Missionary Baptist Church
Margaret Fox, Metropolitan Area Religious Coalition of Cincinnati
Dan Hils, Fraternal Order of Police
Iris Roley, Cincinnati Black United Front
Dr. Ebony Ruhland, University of Cincinnati School of Criminal Justice
Rickell Howard Smith, Greater Cincinnati Foundation
Dorothy Smoot, Community Police Partnering Center

Updates & Performance Review

Jason Cooper welcomed the MAG to the first Collaborative Agreement re-launch meeting. After sharing his background, attendee introductions were made.

Mr. Cooper spoke briefly about the Draft 2019 Collaborative Refresh Action Plan, which was provided as a PowerPoint. He touched on the three 2019 Key Result Areas (KRAs): 1) Data Collection, Analysis & Evaluation; 2) Education, Training and Engagement; and 3) Implementation of Collaborative Problem Solving, which will all be covered in more detail after City Manager Duhaney and Chief Isaac address the MAG.

City Manager Duhaney thanked everyone for attending and stated that while the Collaborative Agreement (CA) principles are valued, it was time for a revisit and reassessment. We are now transitioning from the Refresh evaluation to the implementation stage.

Mr. Duhaney discussed the City's Fiscal Year 2020 budget. The Administration is projecting a \$19⁺ million deficit, which will likely result in service reductions. The City Administration is looking at options to fund services, including teaming with local agencies and organizations to maximize the use of resources.

City staff will be developing an implicit bias training session, which will be mandatory for all employees (including CPD). Chief Isaac stated CPD would like to bring in a national expert to train staff and a Request for Proposal is underway.

Chief Isaac reviewed 2018 statistics. The year ended with an 18% decrease in violent crime and 13% reduction in Part 1 crimes (violent, felony, property crimes). However, 2018 did see an increase in auto accidents, particularly with pedestrians being struck. CPD is working with the Fire Department and Cincinnati Public Schools (CPS) to address pedestrian traffic safety.

The Chief said there is an increased demand for traffic enforcement, which he states will not solve the auto / pedestrian safety concerns but will result in higher numbers for traffic stop reporting. He recommends looking at technology solutions to supplement traffic enforcement.

The Chief provided an update on CPD staffing. The department is authorized to have 1,057 officers; currently have 1,007 active with 43 recruits in the academy scheduled to graduate this June. CPD is losing an average of 3 officers per month through attrition and given the budget constraints, it could be challenging to bring more recruits on board. The City and CPS are working to develop a Public Safety Academy, providing students a pathway into a career with our police or fire departments.

Regarding training, starting this May, CPD will host subject matter experts from the U.S. Department of Justice who will conduct police legitimacy and procedural justice training sessions for the ranks of sergeant and above. The department is also working with the International Association of Chiefs of Police on a multi-city lab addressing use of force – use, avoidance, situations, etc.

Kim Neal, director of Citizen Complaint Authority, was unable to attend the meeting but did provide informational handouts for 2018 and 2019.

Jason Cooper followed Chief Isaac. He stated he is not planning to make formal data presentations unless members request them, and that moving forward information will be distributed two weeks in advance of meetings with time designated on MAG agendas for a Q&A.

Iris Roley asked about post-traffic stop statistics. Jason stated some of this information comes from a different branch of the criminal justice system and is not under our control, including that related to juveniles, but efforts are underway to improve data sharing and communication between the city and county.

Pastor Brown asked if implicit bias training is different for new officers than seasoned officers, and if training will be sustained. Chief Isaac stated training will be provided to all officers at a minimum of once per year at in-service training. Training is broken out by recruit, those under the sergeant level, and those at sergeant or above. The Chief would like for MAG members to participate in a training session. He noted that the State of Ohio conducts mandatory training that officers need to complete in order to maintain their status. Jason said a training and curriculum working group of the MAG will be formed to collaborate with CPD to review all voluntary and involuntary CPD training curriculum that address the collaborative agreement, implicit and explicit bias, and cultural competency.

Pastor Brown asked about funding for recreation, pools and youth employment program. City Manager Duhaney explained the budget process, that being the City Manager recommends a budget, the Mayor makes changes, and it is then submitted to the City Council for their review and approval. Our core services - Police Fire, Public Services, Parks, Health and Recreation - receive funding to the extent possible. Unlike prior years when we were able to move funds around or make one-time revenue adjustments, these options are not available this budget cycle.

City Manager Duhaney stated that he would like MAG members to share their thoughts on how to best use funding appropriated for public safety initiatives.

New Business: 2019 Collaborative Refresh Action Plans

Dan Hils spoke briefly about a newly formed police foundation – cincinnati.blueline.org. The organization has purchased seven acres in Price Hill to be developed as a police and community campus. Iris Roley asked if will utilize the Refresh with campus work. Dan stated the foundation will work independently with the community and decisions will be made by the board. The group is currently focusing on fundraising but wants to be transparent and since it is a registered 501, information will be available. Expect it will be a few years before

the foundation is running at the envisioned capacity. Jason stated it would be good to track the foundation's work and explore ways to collaborate on data collection and analysis on outcomes and impact.

Iris Roley stated the MAG will receive the Black United Front's 2019 goals via Jason. She spoke about Our Story Book Fair and Expo, being held on February 23 and an initiative, funded through a grant, that teaches communities how to collect data with organizing skills via a variety of modules that include Asset Based Community Development, Qualitative and Quantitative data, and community problem solving amongst others. New Prospect Baptist Church is hosting weekly story gathering meetings.

Jason Cooper recapped the 2019 Refresh action plan and the three key result areas. In addition to attending quarterly meetings, MAG members will be asked to volunteer for a key result area ad hoc working group. The plan is for the working groups to meet late March/early April.

It is important that we assess, analyze and understand the data we are working with and need to make sure the Office of Performance and Data Analytics and CPD crime analysts are receiving the proper training. Chief Isaac stated CPD is looking to invest in crime analyst training and their partnership with the University of Cincinnati will enable the department to validate their work.

Rickell Howard Smith stated that because people interpret data differently it is important to collaborate with Hamilton County so everyone is on the same page as to the true value of all data sources available to help drive strategy, programing and problem-solving.

Rachel Hastings said her organization can survey residents in place-based neighborhoods and share information with the MAG and other groups. Dorothy Smooth offered the Partnering Center's services. It was suggested the survey questions be standardized in order to centralize the work/information.

Jason moved on to the education, training and engagement KRA. Need to decide how information is shared with the community and how to spread messaging. In order to reset the tone of the Refresh and for it to move forward, the public brand and profile of the Refresh and Collaborative need to be examined. Should create opportunities for more conversations.

New police recruit classes will get the background of the CA. Dorothy Smoot suggested the Citizens Police Academy also provide a CA component.

Regarding the Implementation of Collaborative Problem Solving KRA, a lot of has happened in the last 17 years. Will look at the KRA with an eye toward the future and consider cultures in the future and how the Agreement can withstand the test of time.

Jason stated there is a lot of work to do in 2019. Members can expect a 4-8 hours per month commitment. In addition to ad hoc committees, members can also serve on one of the working groups, which will include non-MAG members.

Meeting adjourned.

Announcements

- There will be a collaborative refresh session at the upcoming Neighborhood Summit.