

COLLABORATIVE AGREEMENT TIMELINE:

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

- The RAND Corporation was contracted by the City to provide an evaluation of the progress of the parties towards the goals of the CA. RAND is a leading international social and public policy research organization working with the parties and the Independent Monitor to study progress under the CA. The RAND evaluation study lasts five years.
- Community Problem-Oriented Policing (CPOP) was declared the strategy for police services in the city. CPOP is the strategy that the City of Cincinnati agreed to adopt when it signed the Collaborative Agreement. This is a strategy by which the police, acting in partnership with members of the Cincinnati community, other governmental organizations, and non-governmental institutions, identify very specific harmful situations, analyze these situations to determine when, where, and how they arise, and then craft specific solutions to these problems. To assure problems are reduced, the police evaluate the effectiveness of the solutions. If it has not been effective, police revise their approach.

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

September 2002: Use of Force is expanded and defined. Definitions of resistance are added to Use of Force Procedure.

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

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

- Broadened Use of Force Continuum published.

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

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

February 2004: Mental Health Response Team (MHRT) training for Officers introduced.

- AXON X-26 Tasers are issued to all officers.

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

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

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

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

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

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

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

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

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

January 2015: CCA established a proactive engagement program that involved community groups, citizens, other stakeholders and CPD to increase awareness about civilian oversight and the CA.

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

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

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

2016: To address victimization and witness safety, the CPD augmented a supplemental service to victim's advocacy and support to witnesses through the establishment of the Victims Assistance Liaison Unit (VALU) and Cincinnati Citizens Respect Our Witnesses (CCROW). Specifically, the CCROW Program was created with intent to foster an extension of police community relations and strengthen case presentation in the judicial process. The Program provides a variety of services including court-related, social, referral and counseling services designed to meet the needs of witnesses and their loved ones. The VALU and CCROW Programs operate out of the CPD's Homicide unit, and together provide a platform to assist victim survivors and witnesses through the process of the crime to the point of the perpetrator being held accountable for their actions. Beginning with on-scene crisis intervention; monthly safety checks, and court accompaniments, these services have now extended to include housing relocation, employment assistance, transportation, and coordinated support with service providers. Specific focus on youth survivors of homicides highlights the emphasis to extend care to the most vulnerable victim population. This resulted in a trauma-informed care program, providing mentorship between survivors, CPD sworn and civilian personnel, and faith based community leaders.

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

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

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

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

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

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

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

June 2017: The City voluntarily committed to a Collaborative Agreement Refresh. The Refresh focused on three areas: bias-free policing and officer accountability, mutual accountability of all parties, and

community problem-oriented policing strategy. The city hired the former federal court monitor, Saul Green, to assist with the review and refresh of the collaborative.

August 2017: ShotSpotter technology implemented across a 3-square-mile area that covers Avondale and parts of North Avondale, Walnut Hills, Mount Auburn and Coryville. ShotSpotter is an outdoor gunfire detection and notification system. In 2017, there were 78 reported shooting victims in the District Four coverage area; in 2018, there were 45 reported shooting victims for a 42% reduction.

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

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

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

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

February 2018: Collaborative Agreement Refresh Internal Review Complete.

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

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

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

the importance of both approaches to addressing crime, disorder, and quality of life issues. These changes will ensure a uniform process is being used across all districts.

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

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

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

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

July 2019: ShotSpotter deployed in three square miles in the majority of the communities of East, West, and Lower Price Hill.

- Bias Free Policing Analytical Framework Project is launched with support from the University of Cincinnati and University of Texas-Dallas to help improve the City's capacity to evaluate progress towards bias free policing in arrests, traffic stops and use of force on a routine and ongoing basis.
- CPD reinstitutes a monthly panel to review presentations of all new CPOP projects initiated by the department and to provide an ongoing forum for feedback and technical assistance.

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

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

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

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