

**POLICE ADVISORY AND REVIEW COMMITTEE  
EXECUTIVE DIRECTOR'S REPORT  
January 1, 2020 – March 31, 2020**

**AUDIT OF DISCIPLINE PROCESS**

The Committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department for completeness. The results of the first quarter audits were as follows:

**Total of Cases Audited by the Police Advisory and Review Committee were (7) Referral Action Forms and (3) Internal Affairs Case:**

<b>Officers Disciplined</b>	<b>5</b>
<b>Civilian Employees Disciplined</b>	<b>0</b>

<u><b>Action Imposed</b></u>	<u><b>Number of Officers</b></u>	<u><b>Number of Civilian Employees</b></u>
<b>Verbal Counseling</b>	<b>4</b>	<b>0</b>
<b>Suspension without Pay</b>	<b>1</b>	<b>0</b>

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on eight of the ten cases reviewed. The Executive Director and committee members asked for additional information on six of the ten cases reviewed.

**AUDITS OF KPD POLICIES AND PROCEDURES**

Reviewed the following ordinances, policies, and procedures as result of the Executive Director's evaluation of the Internal Affairs Investigations and complaints brought to the Executive Director:

- General Order 1.36 (Harassment)
- General Order 1.41 (Bias Based Policing)
- General Order 1.60 (Response to Resistance)
- General Order 3.0 (Traffic Ancillary Services)
- General Order 4.6 (Criminal Investigations)
- Standard Operating Procedure 1.0 (Insubordination)
- Standard Operating Procedure 1.03 (Knowledge of Laws and Regulations)
- Standard Operating Procedure 1.13 (Use of Alcohol and Drugs)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 2.04 (Conduct – General)
- Standard Operating Procedure 2.07 (Truthfulness)
- Standard Operating Procedure 3.00 (Courtesy)
- Standard Operating Procedure 3.01 (Responding to Calls)
- Standard Operating Procedure 4.05 (Advising Person of the Reason for Arrest)

## **ADVOCACY (STRENGTHENING THE RELATIONSHIP BETWEEN THE CITIZENS AND THE KPD)**

- The Executive Director continues to meet with members of the Knoxville Police Department's Command Staff and Internal Affairs Unit on a regular basis to discuss concerns and best practices that will result in effective ways to improve relationships with community members.
- The Executive Director facilitated a training session for newly promoted supervisors within the Knoxville Police Department on topics outlining Civilian Oversight and Cultural Competency. The training served as part of the training process in officers selected to transition into higher rankings.
- The Executive Director along with members of the Community Empowerment Department for the City of Knoxville met with the Knoxville Police Department's Chief of Police, Eve Thomas. The discussion was centered on hiring practices from underrepresented communities, along with ways to enhance existing recruitment efforts identified by the Knoxville Police Department.

## **COMMUNITY OUTREACH**

- The Executive Director continues to meet with citizens, community groups, and neighborhood associations to discuss concerns and complaints to develop plans for helpful resolutions. The resolutions are based on the areas of concern presented by community members and the information is shared with the appropriate agency or department involved.
- The Executive Director along with Board Chair, Rosa Mar presented the 2019 PARC Annual Report to the Knoxville City Mayor, City Councilmembers, and Citizens of the City of Knoxville. The discussion outlined PARC's complaints received and reviewed during the 2019 calendar year, and the topic provided further detail into the origin and nature of complaints received.

## **NETWORKING**

- The Executive Director was elected to the National Association for Civilian Oversight of Law Enforcement Board of Directors as a Member-at-Large, in which he attended the Mid-Year Board meeting held in Tucson, Arizona. The National Board of Directors serve as the governing body for the organization, which represents civilian oversight agencies and practitioners nationwide.
- The Executive Director continues to serve as a part of the Knoxville Chamber of Commerce Diversity Champion group. Members meet to share and provide awareness to issues, concerns that impact disadvantage, and marginalized communities within the City of Knoxville and surrounding areas.