

POLICE ADVISORY AND REVIEW COMMITTEE

EXECUTIVE DIRECTOR'S REPORT

July 1, 2019 – September 30, 2019

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 (4) Referral Action Forms and (4) Internal Affairs Case:

Officers Disciplined	5
Civilian Employees Disciplined	0

<u>Action Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Suspension without Pay	2	0
Written Reprimand	1	0
Verbal Counseling	2	0

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on seven of the eight cases reviewed, in which committee members did not concur on the completeness of the investigation presented regarding a Referral Action Form reviewed. The Executive Director asked for additional information on four of the eight cases reviewed. The additional information was provided to members of the committee to answer questions and concerns posed.

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 1.22 (Use of Discretion)
- General Order 1.36 (Harassment)
- General Order 1.41 (Bias Based Policing)
- General Order 1.60 (Response to Resistance)
- General Order 1.22 (Use of Discretion)
- Standard Operating Procedure 1.21 (Unsatisfactory Performance)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 1.39 (Arrest, Search, and Seizure)
- Standard Operating Procedure 1.45 (Sexual Misconduct)
- Standard Operating Procedure 2.01 (Associations)
- 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)

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 along with members of the Office of Neighborhoods and the Knoxville Police Department host a series of workshops directed towards neighborhood safety. The workshop includes information presented from the "Community Crime Map – Lexis Nexis", which provides data on criminal activities that have taken place in different sections of Knoxville. Information is shared with meeting participants about safety tips and best practices to keep neighborhoods safe.
- The Executive Director took part in the review process provided by the Commission on Accreditation for Law Enforcement Agencies, in which the Knoxville Police Department underwent a review of their practices and standards by the accreditation body.

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 served as a "Read Aloud" guest for students partaking in the East Tennessee Freedom School summer program. Students were provided with a brief background and understanding of the Police Advisory and Review Committee. The Executive Director was able to share information regarding public safety and ways to enhance positive engagement with law enforcement officers.

NETWORKING

- The Executive Director attended the 25th Annual National Association for Civilian Oversight of Law Enforcement Conference held in Detroit, Michigan. The Executive Director served as a moderator for a discussion titled, "Lawful but Awful: How to Analyze Controversial Police Shootings". In addition, the Executive Director was elected to serve as a Member At-Large on the National Board of Directors.
- The Executive Director was selected to take part in the Leadership Knoxville Class of 2020, which identifies community and business leaders throughout the City of Knoxville. Leadership Knoxville provides opportunities for community members to network and identify key areas of focus that work towards the betterment of the community.