

**POLICE ADVISORY AND REVIEW COMMITTEE  
EXECUTIVE DIRECTOR'S REPORT  
April 1, 2018 – June 30, 2018**

**AUDIT OF DISCIPLINE PROCESS**

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

**Total of Cases Audited by the Police Advisory and Review Committee was two IAU Cases:**

|                                       |          |
|---------------------------------------|----------|
| <b>Officers Disciplined</b>           | <b>3</b> |
| <b>Civilian Employees Disciplined</b> | <b>0</b> |

| <b><u>Disciplines Imposed</u></b> | <b><u>Number of Officers</u></b> | <b><u>Number of Civilian Employees</u></b> |
|-----------------------------------|----------------------------------|--|
| <b>Suspension</b>                 | <b>1</b>                         |  |
| <b>Verbal Counseling</b>          | <b>2</b>                         |  |

The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on each case reviewed. The Committee asked for additional information on one of the two cases reviewed. After reviewing the additional information provided, the Committee concurred with the findings of the Internal Affairs Unit.

**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 1.60 (Response to Resistance/Use of Force)
- General Order 1.41 (Bias Based Policing)
- General Order 2.16 (Digital In-Car Recording Equipment)
- General Order 4.6 (Preliminary & Follow-Up Investigations Procedures)
- Standard Operating Procedure 1.02 Neglect of Duty
- Standard Operating Procedure 1.19 (Unbecoming Conduct)
- Standard Operating Procedure 1.24 (Use of Force)
- Standard Operating Procedure 2.04 (Conduct – General)
- 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 conducted a ride-along with a Knoxville Police Department officer. The experience allowed for the Executive Director to have a realistic view of issues and threats faced by law enforcement on a daily basis.
- The Executive Director attends awards and promotion ceremonies held by the Knoxville Police Department. The activities are to recognize the efforts of Knoxville Police Department officers and their service to the City of Knoxville.
- The Executive directed provided Cultural Competency Training to the Knoxville Police Department's newly selected Recruit Class. The Cultural Competency Training directly focused on effective ways in which officers can build strong community relationships and become aware of biases that impact our community.

## **COMMUNITY OUTREACH**

- The Executive Director continues to meet with citizens and community groups to discuss concerns and complaints to develop plans for successful resolutions.
- The Executive Director served as a guest speaker at Vine Middle School for the "Real Talk" empowerment session hosted by Assistant Principal Clarence Swearngen. The session included 6<sup>th</sup> through 8<sup>th</sup> grade students whom meet prior to their first class to discuss leadership development and ways to empower themselves.
- The Executive Director was asked to share information about PARC and our service to the City of Knoxville to students of Pellissippi State Community College. Students whom had interest in Social and Criminal Justice were invited to attend the discussion

## **NETWORKING**

- The Executive Director was contacted by the City of Austin's Office of Police Monitor to discuss PARC's history and structural identity. The Executive Director shared information about PARC's formation and the process in which PARC independently reviews citizen complaints and closed Internal Affairs Unit cases.
- The Executive Director harnessed relationships with the University of Tennessee College of Psychology, in which PARC was provided an intervention plan from University of Tennessee Doctoral students. The intervention plan concentrated on PARC's community outreach and stakeholder's perception of rendered services.
- The Executive Director successfully complete the City Ambassadors Program hosted by Russ Jensen and Chip Barry. The program highlighted various departments, programs, and services provided by the City of Knoxville. Participants are current City of Knoxville employees, and each participant benefit by extending their internal network amongst fellow employees.