

POLICE ADVISORY AND REVIEW COMMITTEE MINUTES

Vice Chairperson Arrington called the meeting to order at 6:00 p.m. on July 27 2017 at the Small Assembly Room, City County Building located in Knoxville, Tennessee.

Attending Committee: Vice Chairperson Robbie Arrington, Jered Croom, Ann Barker, LaKenya Middlebrook, Frank Shanklin, Rosa Mar, Robert Gibson

Not Attending:

Attending PARC Staff: Clarence L. Vaughn, III, PARC Executive Director
Lisa Chambers, Executive Assistant

Attending KPD/City of Knoxville Staff: Chief David Rausch, Captain Bob Woolridge, Attorney Ron Mills & Avice Reid, Sr.
Director of Community Relations

INTRODUCTION

Vice Chairperson Arrington welcomed guests to the second quarter meeting of the Police Advisory & Review Committee, which was held in the Small Assembly Room at the City County Building.

Vice Chairperson Arrington also reminded everyone that if they wish to speak during open forum, to please sign up on the sheet at the front entry table. Speaking times will be limited to 3 minutes per person.

APPROVAL OF MINUTES

Vice Chairperson Arrington asked if committee members had reviewed the April 20, 2017 meeting minutes. There were no changes and April 20, 2017 meeting minutes were approved.

ELECTION OF NEW COMMITTEE CHAIRPERSON

Vice Chairperson Arrington opened the floor for Nominations of Chairperson. Vice Chairperson Arrington provided a nomination of Rosa Mar to serve as Chairperson, beginning the next scheduled PARC meeting. There were no additional nominations made for Chairperson, and the floor was closed for nominations.

Board Member Rosa Mar accepted the nomination as Chairperson for the Police Advisory and Review Committee. Rosa Mar appointed Ann Barker to serve alongside as the Vice Chairperson. The election of New Committee Chairperson was closed on the appointment of Ms. Barker as Vice Chairperson

SPEAKING ENGAGEMENTS

Jered Croom reported the second quarter speaking engagements.

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| April 3, 2017 | The Executive Director served as a guest speaker for the East Knoxville Community Meeting. The discussion was based on the foundation and history of the Police Advisory and Review Committee, and it's provided service to the City of Knoxville. |
| April 6, 2017 | The Executive Director served as the host for the Future of Hope Recognition Banquet, which recognized scholars whom completed the 8-month program created by Johnson University to build leadership development and community engagement. |
| April 10, 2017 | The Executive Director was asked to speak to students with a Criminal Justice focus at Maryville College. The information provided was directed to the creation of PARC and PARC's function within the City of Knoxville. |
| April 25, 2017 | The Executive Director was provided the opportunity of serving as a speaker for the Tennessee Bureau of Investigation Inaugural Citizen's Academy graduation. The Executive Director was chosen amongst other classmates to share thoughts and information learned from the 4-week Citizen's Academy. |
| May 31, 2017 | The Executive Director hosted the Cultural Competency Training for Knoxville Police Department Recruit Class. PARC Board Members and volunteers served as speakers and discussion leaders related to the areas of biases and cultural awareness. |
| June 9, 2017 | The Executive Director served as a guest speaker for the Rotary Club of Bearden, in which he was a past member. The conversation entailed the functions of PARC and complaint process for concerned citizens. |

Mr. Croom reminded everyone that if anyone would like PARC to speak to his or her organization, please call Clarence Vaughn at the PARC office. The PARC office telephone number is 865-215-3869 and it can also be found in the Informational Brochure located at the entrance table.

EXECUTIVE DIRECTOR’S REPORT

Executive Director Clarence Vaughn gave his first quarter report for 2017.

AUDIT OF DISCIPLINE PROCESS

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

Total Cases Audited by the Committee was one:

Officers Disciplined	2
Officers Corrective Actions Taken	0

<u>Disciplines Imposed:</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Written Reprimand	2	

<u>Corrective Actions:</u>	0
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The Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs’ conclusions on one of the two cases reviewed. The Committee asked for additional information on the remaining case. After reviewing the additional information provided, the majority of the Committee did not concur with the findings of the Internal Affairs Unit

There were no cases pending at the end of the second quarter of 2017.

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 1.6 (Response to Resistance)
- General Order 1.7 (Secondary Employment)
- General Order 1.8 (Emergency Driving and Vehicle Flight Response)
- General Order 3.11 (Traffic Crash Investigation)
- General Order, 4.6 (Criminal Investigations)
- Standard Operating Procedure, 1.19 (Unbecoming Conduct)
- Standard Operating Procedure, 2.04 (Conduct – General)

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

- The Executive Director continues to educate citizens about the Police Advisory and Review Committee by speaking as an invited guest to monthly meetings held by community groups.
- The Executive Director, PARC Board member, and PARC intern attended the Annual Employee of the Year Lunch for the Knoxville Police Department, in which officers were recognized for their exemplary service to the City of Knoxville and surrounding areas
- The Executive Director along with PARC Board members and volunteers provided Cultural Competency Training to the Knoxville Police Department Recruit Class. The training comprises of a 6-hour workshop that discussed biases and best practices to improve relationships between community members and law enforcement

COMMUNITY OUTREACH

- The Executive Director continues to meet with citizens outside of and in the PARC office to discuss concerns, complaints, and to develop plans for successful resolutions.
- The Executive Director served as a guest speaker for Maryville College, Criminal Justice Department, in which students were provided information about the Police Advisory and Review Committee and its function within the City of Knoxville
- The Executive Director serves as a member of the Community Violence Prevention Group, which is concentrated on creating effective practices to identify in-risk youth within Knox County School and obtain a list of resources for faculty and staff

NETWORKING

- The Executive Director took part in the Federal Bureau of Investigation Citizen's Academy, which encompasses community leaders and business professionals whom are provided insight into the Knoxville FBI Division
- The Executive Director was selected into the Inaugural Class for Tennessee Bureau of Investigation Citizen's Academy. The selected class were given the opportunity to be honored to take part in the first TBI Citizen's Academy held in the City of Knoxville
- Attends monthly East Tennessee Civil Rights Working Group meetings, which comprises of community leaders and concerned citizens whom discuss topics related to civil rights and community interactions with law enforcement

Vice Chairperson Arrington reminded everyone that if they wanted to speak at Open Forum to please sign up on the sheet located at the back table.

PARC SUBCOMMITTEE REPORTS

Audio/Video Subcommittee – Rosa Mar

Mr. Arrington reported the findings of the Audio/Video Subcommittee for the one Internal Affairs case reviewed for the first quarter of 2017.

Of the (2) IAU Cases Reviewed by the PARC Audio/Video Subcommittee:

Case 1: The Audio/Video was operating properly.

Case 2: The officer was Off Duty. There was no video provided, yet there was audio of the 911 recording reviewed by the subcommittee.

In summary there were no officers disciplined for Audio/Video use in the second quarter of 2017.

Racial Profiling Subcommittee – LaKenya Middlebrook

Ms. Middlebrook reported that there was one alleged racial profiling PARC case reviewed by the Committee during the 2nd Quarter of 2017.

Case #1 Summary:

The complainant contacted the PARC office on April 26, 2017 by the owner of a local night club. The owner stated that he was informed that the Knoxville Police Department would no longer provide officers to work as security and traffic enforcers at the establishment. The owner was informed by the Knoxville Police Department of known gang members frequenting the night club. The owner was copied on an email received from the Knoxville Police Department about ending additional jobs. The owner felt as though his nightclub is being profiled by the Knoxville Police Department due to the demographic of club participants.

Conclusion:

The Executive Director contacted the Knoxville Police Department to schedule a mediation session with the complainant and the officer's supervisor. We were able to conclude that the incident was not classified as racial profiling. The KPD supervisor and PARC Director were able to explain the incident in detail and the process of qualifying for a Secondary Employment request.

General Order Reviewed: 1.7 Secondary Employment:

The Knoxville Police Department has an interest in the secondary employment relationships that may exist between Department employees and other employers. The policy of this department is to provide guidelines to members/employees to inform them of the types of secondary employment which are appropriate and to establish procedures to maintain accountability for the welfare of the department.

Operations Subcommittee – Jered Croom

Mr. Croom reported on the quarterly totals of the 2017 cases, received and reviewed by the Committee, covering the period April 1, 2017 through June 30, 2017.

1. Total Cases for the Quarter	26
2. Neighborhood Cases	0
3. Cases Closed in the Quarter	26
4. Resolution of Cases Closed For the Quarter	
Executive Director	17
Mediation: Executive Director & KPD	4
Referrals to Appropriate Agencies	5
KPD	0
5. Total Cases Pending for the Quarter	
	2
6. PARC Initiated Cases <u>Referred</u> to IAU for the Quarter	
	1
7. IAU Completed Cases <u>Reviewed</u> by PARC for the Quarter	
PARC Initiated Cases sent to IAU	0
IAU Initiated Referrals and Cases	2

CASE MATTERS TO BE ADDRESSED BY THE COMMITTEE

Case 1: There were no additional concerns or questions pertaining to the case reviewed

Case 2: Several Board Members provided concerns with the officer’s decision making while interacting with the complainant.

Rosa Mar – provided information related to the officer’s reaction and decision made to assume that a criminal act was taking place. Ms. Mar provided a recommendation to review polices to identify reforms for police accountability.

Ann Barker – directed comments to the officer’s actions being considered lawful yet extreme and not proper. Ms. Barker stated that the officer reacted overly sensitive to the situation.

LaKenya Middlebrook – shared concerns with the officer’s jurisdiction and response to a potentially life threatening situation. Ms. Middlebrook further commented on the officer acting in a law enforcement capacity without further ascertaining that a crime was taking place.

Frank Shanklin – questioned the officer’s lack of a common sense approach to the situation. Mr. Shanklin also considered that there were signs of unconscious bias, which caused for the situation to be viewed as a criminal activity taking place.

Robbie Arrington – provided information towards the officer’s approach to the incident. Mr. Arrington stated that the officer should have approached the situation in an investigative manner. In addition, Mr. Arrington commented on the training provided to Knoxville Police Department officers regarding response to resistance.

Jered Croom – commented on the officer’s decision to engage the complainant and not remain at a safe distance until local authorities arrived.

Chief David Rausch – responded to the inputs placed by board members on a “what if” circumstance. Chief Rausch wanted Board Members to use the same approach on both sides of the equation, in reference to the situation involving an individual whom was committing a crime. Chief Rausch also commented on the officer’s experience and history with the Knoxville Police Department, which was directed to the notation of unconscious bias by the officer. Chief Rausch discussed the Knoxville Police Department Training academy, which is 28-Weeks of Academy Training and 21-Weeks of Field Training.

PARC TRAINING SESSION: KPD

Captain Bob Wooldridge: Knoxville Police Department, Safety Education Unit

Some discussion and questions followed the presentation.

CITIZENS ASKED TO APPEAR BEFORE PARC

Tonya Jameson

OPEN FORUM

The following citizens addressed the Committee with concerns:

Carolyn Jameson
Michele Jameson
Crystal Dempsey
Timothy Gwynn
Michael Goins
Deedee Strickland

The meeting adjourned.

Respectfully Submitted,

Clarence L. Vaughn III, Executive Director