

POLICE ADVISORY AND REVIEW COMMITTEE MINUTES

Chairperson Rosa Mar called the meeting to order at 6:00 p.m. on October 25, 2017 at the Wesley House Community Center located in Knoxville, Tennessee.

Attending Committee: Jered Croom, LaKenya Middlebrook, Frank Shanklin, Rosa Mar, Robert Gibson

Not Attending: Robbie Arrington, Ann Barker

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

Attending KPD/City of Knoxville Staff: Deputy Chief Kenny Miller, Sgt. Sammy Shaffer, Attorney Ron Mills & Avice Reid, Sr. Director of Community Relations

INTRODUCTION

Chairperson Mar welcomed guests to the third quarter meeting of the Police Advisory & Review Committee, which was at the Wesley House Community Center. Chairperson Mar recognized Tim Adams, Director of the Wesley House and Anderson Olds, Program Manager for the Wesley House.

Chairperson Mar 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

Chairperson Mar asked if committee members had reviewed the July 27, 2017 meeting minutes. There were no changes and July 27, 2017 meeting minutes were approved.

NOMINATION OF NEW COMMITTEE VICE CHAIRPERSON

Chairperson Mar nominated Board Member LaKenya Middlebrook to be appointed as Vice Chairperson, in which Middlebrook accepted the nomination. There were no further nominations and the appointment was approved and accepted.

SPEAKING ENGAGEMENTS

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| July 21, 2017 | The Executive Director served as a guest speaker for the Mayor's Summer Internship Program. The discussion was about the creation of PARC and its service to the Citizens of Knoxville. |
| August 4, 2017 | The Executive Director presented the history of PARC to the 2017 Knoxville Police Department Recruit Class. KPD Recruits were able to become knowledgeable of PARC and its structure. |
| August 31, 2017 | The Executive Director was asked to serve as a guest speaker for the North Knoxville Rotary Club meeting. Rotarians were provided with an understanding of PARC and its timeline of service to the Citizens of Knoxville. |
| September 28, 2017 | The Executive Director greeting the 59 th Citizens Police Academy at the Knoxville Police Department headquarters. Attendees were provided with a background and history of PARC, and they were informed about our advisory and review process. |
| September 29, 2017 | The Executive Director served as a guest on the Democratic Television show, which was hosted by the Knox County Democratic Party. The conversation was directed to PARC's jurisdiction and service to the City of Knoxville |

Attendees were 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 third 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 3rd Quarter audits were as followed:

Total Cases Audited by the Committee was (5) Internal Affair (Closed) Cases and (2) Referral Action Forms

Officers Disciplined	2
Officers Corrective Actions Taken	1

<u>Disciplines Imposed:</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
Terminated		1

<u>Corrective Actions:</u>	
Written Reprimand	1

The Police Advisory and Review Committee along with the Executive Director concurred with Internal Affairs's conclusions on all of the cases reviewed. The Executive Director requested additional information on **three** of the **five** cases. The information was received and documented.

Cases Pending

There were 2 cases pending at the end of the 3rd 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 2.8 (Domestic Violence Calls for Service)
- General Order 4.16 (Missing Persons)
- General Order, 4.6 (Criminal Investigations)
- Standard Operating Procedure, 1.0 (Insubordination)
- Standard Operating Procedure, 1.19 (Unbecoming Conduct)
- Standard Operating Procedure, 2.01 (Associations)
- Standard Operating Procedure, 3.00 (Courtesy)

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

- The Executive Director welcomed the newly hired Knoxville Police Department Recruit Class by sharing information about the Police Advisory and Review Committee. In addition, the Executive Director was able to provide information of PARC's independent review process
- The Executive Director continues to encourage mediation between concerned citizens and the Knoxville Police Department to resolve issues that involve areas such as; understanding laws, perceptions of professional behavior, lack of communication, and use of force.

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.

- Attends monthly East Knoxville Community Meeting held at the Burlington Library. The meeting hosts community leaders and elected officials to serve as keynote speakers, in which participants learn about key issues that impact the City of Knoxville.
- The Executive Director has joined the FBI Knoxville Citizen's Academy Alumni Association. The Alumni Association provides key updates of events that impact the City of Knoxville. Members are able to take part in learning additional information about services provided by the FBI Knoxville Division.

NETWORKING

- 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.
- The Executive Director served on the planning committee for the 24th Annual National Association of Civilian Oversight for Law Enforcement, which was held in Spokane, Washington. The Annual Conference comprises of Civilian Oversight Practitioners nationally and internationally.
- The Executive Director was inducted into the 2017 Introduction Leadership Knoxville Class, which comprises of community leaders with a desired focus to better serve the City of Knoxville. Introduction Knoxville provided an opportunity to meet leaders from various industries and backgrounds.
- The Police Advisory and Review Committee continues to partner with the University of Tennessee College of Sociology and Psychology. The University of Tennessee has provided PARC with an intern and doctoral candidates to aid in sharing and reviewing information about PARC's service to the City of Knoxville.

Chairperson Mar 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 – Frank Shanklin

Mr. Shanklin reported the findings of the Audio/Video Subcommittee for two of the five Internal Affairs case reviewed for the third quarter of 2017.

Of the (5) IAU Cases Reviewed by the PARC Audio/Video Subcommittee:

- 1 Case The Audio/Video of the officer involved was directed to a 911 Dispatch call, which functioned properly
- 1 Case There was no audio/video because the incident involved a minor and the provided information was redacted for the security of the party involved

The remaining cases (3), did not provide any Audio/Video to review.

Racial Profiling Subcommittee – Jered Croom

There was one alleged racial profiling PARC case reviewed by the Committee during the 3rd Quarter.

Case Summary:

The complainant contacted the PARC office on September 6th, 2017, in reference to a situation involving a traffic stop. While traveling on Interstate 40, the complainant was stopped by an Interdiction Officer, the officer asked a series of questions directed to drug activity and possession of illegal substances. The complainant was informed that the Interdiction Officer surveys for vehicles whom might fit a description for drug trafficking. Therefore, the complainant claimed that he was racially profiled due to the type of vehicle and his race classification.

Conclusion: After further review, the complaint occurred outside of PARC's jurisdiction and was referred to the Knox County Sheriff's Office ("KCSO") for investigation. The complainant was informed and his information was shared with the Office of Professional Standards, KCSO.

Operations Subcommittee – Robert Gibson

Mr. Gibson reported on the quarterly totals of the 2017 cases, received and reviewed by the Committee, covering the period July 1, 2017 to September 30, 2017.

Total Cases for the Quarter	16
Neighborhood Cases	0
Cases Closed in the Quarter	14
Resolution of Cases Closed for the Quarter	
Executive Director	10
Mediation: Executive Director & KPD	0
Referrals to Appropriate Agencies	4
KPD	0
Executive Assistant	0
Executive Assistant & KPD	0
Total Cases Pending for the Quarter	
PARC <i>Initiated</i> Cases Referred to IAU for the Quarter	0
IAU Completed Cases Reviewed by PARC for the Quarter	5
IAU Referral Action Forms Reviewed by PARC for the Quarter	2
PARC <i>Initiated</i> Cases sent to IAU	0
IAU <i>Initiated</i> Referrals and Cases	0

PARC TRAINING SESSION: KPD

Sergeant Sammy Shaffer: Knoxville Police Department, Active Shooter Training

Run: Get away from the danger is the first priority – get the headcount afterwards

- Alert individuals in the building that the event is happening
- Do not pull fire alarm – causes people to run into the actual shooter

Hide: Turn out the lights, lock doors and windows

- Silence your phones, but don't turn them off
- The more calls made out to 911 the better
- officers can use that information to determine how they need to handle the situation

Fight: Only if there is nothing else you can do

- Strength in numbers
- Be ready for the police response: officers are nervous as well, their senses are heightened and they have to determine who the shooter is
- Interviews occur after the event is over

Some discussion and questions followed the presentation.

CASE MATTERS TO BE ADDRESSED BY THE COMMITTEE

IAU Case #12-2776 (File 4) – Chairperson Rosa Mar questioned the harshness of terminating the employee. Mar asked about the employee's personnel record and history with the Knoxville Police Department.

Vice Chairperson LaKenya Middlebrook asked if there is a written policy in reference to overtime for Knoxville Police Department employees.

KPD Response: Deputy Chief Kenny Miller responded by explaining that the employee was terminated for Insubordination, which is a Class A violation punishable by termination. Miller commented that maintained managerial controls is very important to the Knoxville Police Department. In addition, Chief Miller answered Vice Chairperson Middlebrook question by referencing Code of Conduct 1.00 (Subordination), which requires all employees to comply to supervisor demands. Also, Chief Miller explained that employees are trained to follow directive of supervisors.

CITIZENS ASKED TO APPEAR BEFORE PARC

Evonne Stephens – discussed Officer Derek Hardin’s professionalism, kindness, and compassion. Officer Hardin was noted as being very helpful towards aiding older citizens in need. There was an incident involving a homeless gentleman, whom Officer Hardin assisted until the paramedics were able to come and aid the gentleman. In addition, Ms. Stephens commented on the Fort Sanders demonstration and commended the Knoxville Police Department and City of Knoxville for a job well done in securing the area and citizens whom attended.

OPEN FORUM

The following citizens addressed the Committee with concerns:

Rick Roach – posed a question related to dashboard cameras, which was responded by Deputy Chief Kenny Miller by confirming that the dashboard camera is on during the officers’ complete shift. There are some exceptions to officers not applying use of the belt microphone and discipline assigned to failure of use. Mr. Roach asked about the current roster and numbers of patrol officers.

Judith Black – posed a question related to the use of Tasers to apprehend subjects. The concern was related to an incident that occurred on October 11, 2017 in the City of Knoxville. However, the incident was related to the Knox County Sheriff Office. Also, Ms. Black questioned the policy on usage of Tasers.

Karly Safar – posed a question regarding to the status of the recommendations provided by PARC Board Members in relation to a previous Internal Affairs Unit case reviewed during the last quarter. Information was provided about the current status and plans that are being placed in action.

The meeting adjourned.

Respectfully Submitted,

Clarence L. Vaughn III, Executive Director