

POLICE ADVISORY AND REVIEW COMMITTEE EXECUTIVE DIRECTOR'S REPORT OCTOBER 1, 2011 THROUGH DECEMBER 31, 2011

AUDIT OF DISCIPLINE PROCESS

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

Total Cases Audited By Committee	17
Officers Disciplined	0
Corrective Actions Taken (Officers)	6
KPD Civilian Employees Disciplined	0
Corrective Actions Taken (Civilian Employees)	0

<u>Disciplines Imposed</u>	<u>Number of Officers</u>	<u>Number of Civilian Employees</u>
<u>Corrective Actions:</u>		
Resignation	3	0
Counseling (Written)	2	0
Counseling (Verbal)	1	0

In **eleven** of those **seventeen** cases, the Police Advisory and Review Committee and the Executive Director concurred with Internal Affairs' conclusions on the initial review. The Committee and the Executive Director requested additional information on **six** of the **seventeen** cases. The Committee and the Executive Director concurred with Internal Affairs findings after they received and again reviewed the additional information on **five** of those **six** cases. When the Committee has received **and/or** completed their review of the requested information on the remaining case, they will reevaluate that case for closure.

There was one case pending at the end of the 2011 third quarter. The information on that case was received, reviewed and that case is now closed.

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 1.7, Secondary Employment
- General Order 1.42, Employee Counseling

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

- The Executive Director and PARC members attended the Knoxville Police Department's November 22, 2011 Promotional Ceremony.
- The Executive Director continues to accompany citizens to the KPD Internal Affairs Unit to file formal complaints and discuss related issues when the resident does not trust the process or is ill at ease and unsure of the process.
- The Executive Director meets with KPD's Internal Affairs staff to view tapes, discuss concerns and to get clarification on specific cases.
- The Executive Director continues to encourage mediation between citizens and police to resolve issues that involve areas such as; understanding of laws, perceptions of professional behavior, lack of communication and actions or verbiage that may be perceived as threatening, rude or disrespectful.
- The Executive Director continues to assist individual citizens and neighborhood groups in resolving their complaints by working with various police officers and KPD Units to effectuate a plan to concentrate on current neighborhood and individual concerns.
- The Executive Director continues to accompany citizens to City Court when necessary.
- The Executive Director continues to serve on the Knoxville Police Department's Training Committee to be a vehicle for citizen input on future training projects as well as to continue to update KPD's recruit and in-service training.
- The Executive Director organized and facilitated the Cultural Awareness and Cultural Diversity training sessions for the 2011-A Basic Recruit Class during the month of October. Using various panels, the recruits were exposed to 20 different topics. The panelist used formal presentations, interactive role-play, and questions and answer sessions to educate the recruits on interacting with persons of various cultures/lifestyles or who have a physical or mental disability.

COMMUNITY OUTREACH

The Executive Director continues to meet with citizens outside of the PARC office to discuss concerns, complaints, and to develop plans for successful resolutions.

NETWORKING

The Executive Director attended the 2011 Diversity Summit hosted by Scripps Networks Interactive, in partnership with the Urban League and Knoxville Chamber.

The Executive Director meets monthly with the East Tennessee Civil Rights Working Group.