



Executive Director's Report October 1, 2021- December 31, 2021

Below is the report of Executive Director Tiffany Davidson for the fourth quarter of 2021.

Audit of Discipline Process

The committee audits all completed investigations from the Internal Affairs Unit of the Knoxville Police Department. The results of the third quarter audits are as followed:

Total Cases Audited by the Committee	13
Officers Disciplined	12
Civilian Employees Disciplined	0

Disciplines Imposed by KPD	Number of Officers	Number of Civilian Employees
Written Reprimand	2	N/A
Oral Reprimand	0	N/A
Verbal Counseling	9	N/A
Suspension	1	N/A

*1 case involved an officer that resigned prior to the completion of the investigation.

Audits of KPD Policies and Procedures

The Executive Director reviewed the following ordinances, policies, and procedures as part of the evaluation of the Internal Affairs Investigations and complaints.

- General Orders
 - 1.02 Neglect of Duty
 - 1.6 Use of Force
 - 1.35 Training
 - 1.41 Bias Based Policing
 - 1.46 Duty to Render Aid
 - 2.16 Digital Audio
 - 2.3 Prisoner Transportation
- Standard Operating Procedures
 - 1.19 Unbecoming Conduct
 - 1.25 Use of Weapons
 - 1.35 Processing Property & Evidence-Negligent Actions
 - 3.00 (Courtesy)

Advocacy

The Executive Director and Investigative Manager met the following staff of KPD for an introductory meeting as well as follow up meetings as deemed appropriate to discuss quarterly cases which includes questions asked by PARC of IAU, and training materials/processes:

- Chief of Police, Eve Thomas
 - Internal Affairs Unit: Lt. Steven Still, Sgt. Rachel Britt., Sgt. Amanda Bunch, Investigator Mike Washam
 - Captains: Don Jones, Susan Coker, Brian Evans
 - Police Technology Manager, Julie Small
 - Training Director, Lt. Sammy Shaffer
- The Executive Director and Investigative Manager also met with members of the community to discuss concerns about law enforcement, receive complaints, answer questions and offer assistance with addressing concerns.

Networking, Outreach, Speaking Engagements, and Training

- The Executive Director:
 - Participated in the Mayor's Night Out event in West Knoxville.
 - Provided training on PARC to KPD recruiting class
- The Investigative Manager:
 - Participated in a webinar hosted by the National Association for Civilian Oversight of Law Enforcement (also known as NACOLE)
 - Continues to serve on the State of Tennessee Alternative Dispute Resolution Committee and the Community Mediation Center Board of Directors.