



June 2021

## COB Executive Director's Monthly Report

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### Executive Summary

**MNCO Office**—The MNCO office will open for regular business on July 1, 2021. Safety measures are in place for staff and members of the public and ED Fitchard remains committed to following the Metro Government of Davidson County's procedures and protocols regarding COVID-19.

**MNCO Personnel Update**—MNCO has hired an investigator and her first day will be July 6, 2021. ED Fitchard and AD Clausi are in the process of selecting a Legal Advisor and will begin interviewing candidates for the vacant Analyst position in the coming weeks. The MNCO Community Liaison position will be vacated on July 6, 2021 and AD Clausi will begin the HR process to fill that position quickly.

**MNCO Training**—MNCO staff participated in training opportunities with oversight practitioners from across the country, with several attending a NACOLE sponsored webinar—"Role of the First Line Supervisor in Facilitating Change in Law Enforcement Organizations."

This year the 27th Annual NACOLE Conference will include two separate components - one virtual and one in-person. The virtual component will include 32 individual webinars that will be presented live with recordings available for viewing to registrants. This component of the conference will take place August – October. The in-person component will include four days of more in-depth training for those interested in or doing the work of civilian oversight of law enforcement, jails, or prisons. The in-person component will be held December 12-16, 2021 in Tucson, Arizona. Board members are encouraged to participate and for more information please check the NACOLE website for detailed information on how to register.

**Community Outreach**—We continue to work on educational outreach endeavors to make the public aware of the services of the MNCO, specifically around how to file complaints, the process, and the difference between administrative and criminal investigations.

ED Fitchard met with the Parkwood Community Home Association Organization on June 19<sup>th</sup> to share information about the work of the Community Oversight Board and MNCO.

ED Fitchard and Dr. Vielehr participated in Juneteenth activities and shared information about the COB and MNCO with the community.

**MNCO Research**—Dr. Peter Vielehr prepared the MNCO’s monthly performance metric report requested by the Mayor’s office and attended MNPDP’s weekly staff meeting, Metro Council Special Committee meeting on Jail Data, and the Nashville Conflict Resolution Center’s Lunch and Learn on June 8<sup>th</sup>.

**Complaints**—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPDP officers. The MNCO has received a total of 6 investigative complaints since its last Board meeting in May (both Citizen and Director initiated), requested and received 3 sets of MNPDP records and assisted with 6 non-complaint calls for service as of June 18<sup>th</sup>.

**Body Worn Camera Update**—Captain Carlos Lara, MNPDP COB Liaison, sent the latest information as of June 15<sup>th</sup> regarding implementation and deployment of the BWC/ICC program:

BWC/ICC Deployments 100% Completed:

- West Precinct
- East Precinct
- North Precinct
- Madison Precinct
- Midtown Hills Precinct
- Central Precinct
- Field Training Officers (FTO’s)
- TITANS Teams
- County Wide Traffic
- Training Division (Academy Instructors)
- Special Response Team (SRT)
- K9 Unit
- MDHA Task Force
- Office of Community Outreach & Partnerships

Currently deploying to South and Hermitage Precincts

BWC deployment will be completed to all precincts by July 13<sup>th</sup>.

ICC deployment will be completed to all precincts by July 30<sup>th</sup>

The outstanding divisions which will complete department deployment are as follows (in no particular order):

- Criminal Investigations Division
- Specialized Investigations Division (minus the 4 Titans Teams already equipped)
- Domestic Violence Division
- Youth Services Division
- Special Victims Division
- Special Operations Division (minus the Special Response Team, Countywide Traffic Unit and K-9 unit already/currently being equipped)

- Custom Services Division
- Facilities Management Division
- Warrants Division
- Strategic Development Division
- Professional Standards Division
- Behavioral Health Services Division
- Human Resources Division
- BWC/ICC Division
- Training Division (minus Academy instructors already equipped)
- Forensic Services Division

These outstanding divisions will be equipped as cameras are received from the vendor.

To date:

**1032 of 1417 (73%) Active Employees Equipped w/ BWC's**

**556 of 718 (77%) MNPD Vehicles Equipped w/ ICC's**

There continues to be no unresolved issues with equipment or storage capabilities. Deployment of all BWC/ICC's expected to be completed by the end of August, if all continues as planned.

**Citizen's Police Academy**— Congratulations to our Board members who graduated from the CPA on June 21, 2021. The next CPA session will be offered fall 2021.

**Board Member Training**—Metro Human Resources Training Division has requested that all Boards and Commissions register for a required training which provides a concise overview of Metro's policies and practices on Sexual Harassment Prevention and Diversity and Inclusion. The training should be completed by June 30, 2021. The next online session is June 30<sup>th</sup> at 10:00 AM.

**COB Annual Retreat**—The Chair of the COB will host a retreat on July 10<sup>th</sup>. We will have guest speakers and provide breakfast and lunch to participants. Be on the lookout for more information.

**Budget**—The budget process is complete, and the COB's budget was fully funded for FY22. MNCO staff received COLA and merit increases which take effect on July 1. As the Community continues to bring forward complaints of police misconduct and our research of policing issues broaden, we will undoubtedly need more staff to assist in the growth of our department.