



July 2021

COB Executive Director's Monthly Report

Executive Summary

MNCO Office—The MNCO office opened for regular business on July 1, 2021. Safety measures are in place for staff and members of the public and ED Fitcheard 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, Amy Simmons. Her first day in the office was July 6, 2021. Attorney Daniel Yoon was selected as the COB Legal Advisor and Gavin Crowell-Williamson is our new Research Analyst. Both will begin their journey with the COB in August and their bios will be uploaded to the website in the coming weeks. We have posted the MNCO Community Liaison position and will start the hiring process the first week of August.

MNCO Training—MNCO staff participated in several training opportunities in July. Director Fitcheard attended the session "Becoming a Racial Equity Learner, Advocate and Broker: Forming a Racially-inclusive Sociological Imagination," hosted during Vanderbilt Radiology's Inaugural Diversity, Equity, and Inclusion Week.

AD Clausi was the guest speaker for the Nashville Conflict Resolution Center's (NCRC) Virtual Lunch and Learn. He presented on the history of the COB and the role of mediation in police accountability.

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 16th to October 7th. 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.

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 is ***mandatory***. The next online sessions are Tuesday, August 17th, Thursday, September 23rd, and Tuesday, October 26th. HR has emphasized that you must attend one of these sessions.

Community Outreach—We continually strive to participate in 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. The Community Liaison position is vital to our work and we have made it a priority to get that position filled as quickly as possible.

ED Fitchard attended District 1's community meeting on July 22, 2021. A representative from FLOCK Safety gave a presentation of Flock's License Plate Readers. North Precinct's Community Coordinator, Sgt. James Freeman, was in attendance as well.

MNCO Research—Dr. Peter Vielehr prepared the MNCO's monthly performance metric report requested by the Mayor's office and met with researchers from Seattle Office of Inspector General to provide technical assistance on traffic stop data analysis.

Dr. Vielehr participated in the hiring process of the Research Analyst and conducted 10 phone interviews and 5 in-person interviews from the pool of 13 qualified candidates.

Complaints—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPD officers. The MNCO has received a total of 9 investigative complaints since its last Board meeting in June. MNCO received a total of 6 non-complaint calls for service.

Proposed Resolution Reports—Ed Fitchard and AD Clausi met with OPA Director Morante and Commander Lara regarding the PRR response from MNPD. The meeting was to determine next steps in the process.

Background and Hiring Advisory Report—Chief Drake responded to the COB's advisory report and provided his reasoning/input for the recommendations. He accepted 9 of 11 recommendations, and 2 were partially accepted.

Body Worn Camera Update—Captain Carlos Lara, MNPD COB Liaison, sent the latest information as of July 22nd regarding implementation and deployment of the BWC/ICC program:

1084 of 1332 Active Employees Equipped w/ BWC's (approx. 81% of the department)

705 of 730 MNPD Vehicles Equipped w/ ICC's (approx. 96% of the department).

(Due to the constant change of vehicles in the fleet due to vehicles coming in as well as vehicles being taken out of service, there is no way to give an exact percentage of total vehicles to be equipped)

BWC/ICC Deployments 100% Completed:

All Precincts

Youth Services Division

Property & Evidence Section

Field Training Officers (FTO's)

Specialized Investigations Division

County Wide Traffic

Training Division (Academy Instructors)

Special Response Team (SRT)

K9 Unit
Hazardous Device Unit
Emergency Contingency Section
Background & Recruiting Section
MDHA Task Force
Office of Community Outreach & Partnerships

MNPD is currently deploying cameras to specialized units.

There are approximately 50 BWC's deployed weekly.

There are approximately 30 ICC's deployed weekly.

There continues to be no unresolved issues with equipment or storage capabilities.

MNCO Growth—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. Metro Public Property requested full-time employee (FTE) growth projections for 5 years to determine an overall Metro government office utilization rate to benchmark themselves against other similar government office users.

MNCO Strategic Plan—ED Fitchard and team will update the MNCO Strategic two-year plan to a five-year plan that incorporates the vision, goals and objectives, projected growth, and performance measures of the MNCO. Board members are invited to share their knowledge and insight into the development of the plan.

Nashville Vision Zero—ED Fitchard is a Committee member of the Vision Zero project. Vision Zero is a researched based strategy to end all traffic related deaths and severe injuries. While Vision Zero is a challenging goal, it's worth working towards because people deserve safe streets in Nashville. Please check out the website, take the survey and share with others. The website can be found here: <https://visionzero.nashville.gov>