



August 2021

COB Executive Director's Monthly Report

Executive Summary

MNCO Office—The MNCO office is open daily for regular business. Safety measures are in place for staff and members of the public. Masks are required for everyone entering a Metro building and ED Fitchard remains committed to following the Metro Government's procedures and protocols regarding COVID-19.

MNCO Personnel Update—We are underway on the hiring of a MNCO Community Liaison. The MNCO has an Administrative Assistant position open, and the vacancy announcement will soon be posted on Nashville.gov. AD Clausi onboarded the new Legal Advisor and Research Analyst.

MNCO Training—MNCO staff and multiple Board members are participating in NACOLE's Virtual Annual Conference training which consists of 32 individual webinars. The trainings began on Monday, August 16th and registration for the virtual component is open until December 2021.

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. For more information, please check the NACOLE website for detailed information on how to register.

ED Fitchard attended the American Society of Evidence-Based Policing Webinar on Violent Crime Prevention.

AD Clausi attended the National SHRM (Society of Human Resource Management) Conference in Nashville, TN.

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 Thursday, September 23rd, and Tuesday, October 26th. HR has emphasized that you **must** attend one of these sessions if you haven't taken the training.

Citizens Police Academy—MNPd is offering a fall session of the Citizen's Police Academy. The 13-week session will begin on Monday, September 27th and end on December 13th. The classes will be held at the Hermitage Precinct and will meet on Mondays from 6:00 PM to 9:00 PM. COB and MNCO members are **required** by State legislation to attend a Citizen's Police Academy. Please inform ED

Fitcheard if you want to attend the fall session. An application will be sent to you to secure your spot. The deadline to apply is September 10th at 5:00 PM and there is a cap of 25 people. No spring session dates have been announced.

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.

MNPD extended an invitation for MNCO to participate in a recruit training class. ED Fitcheard, Dr. Vielehr and Investigator Vernon Johnson presented to MNPD's current recruit class on the history of the COB, Investigations, Mediation and Research on Monday, August 16.

MNCO Research—Dr. Vielehr prepared multiple reports for the Board related to License Plate Readers, MNPD's response to Hiring Recommendations, and UOF recommendations. He attended the American Society of Evidence-Based Policing Webinar on Violent Crime Prevention, reviewed Draft MNPD data dashboards with MNPD Research and Evaluation staff and attended two Council special committee on jail data committee meetings.

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 5 investigative complaints since its last Board meeting in June. MNCO received a total of 2 non-complaint calls for service.

MNCO Investigations—AD Clausi has secured a transcription company to assist the Investigators with transcribing the lengthy interviews connected to the Investigation of complaints.

Proposed Resolution Reports—ED Fitcheard received an email response from Chief Drake regarding the COB letter sent about the response to the PRR. It stated that he accepted most of the recommendations, but more investigation is needed, and he would be in touch once that investigation is finished.

Vanderbilt MOU Meeting—ED Fitcheard met with Vanderbilt University Chief of Police, Mr. August Washington, on Friday, August 20. The meeting was to discuss the MOU between MNPD and VUPD. The discussion centered on how the COB fits into the agreement and if the COB has authority to oversee complaints related to police misconduct related to VUPD. We agreed to seek legal counsel and meet again in a few weeks.

MNPD Policy Update—ED Fitcheard was sent a MNPD Roll Call Training update from Commander Lara regarding a MNPD Policy Manual Update (August 18th) related to MNPD Form 253 (Creating a Record of Daily Activity). The policy update has correlation to the letter the Board sent to Chief Drake regarding COB PRR Complaint Case 2019-026.

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.

Officer Involved Shootings

August 3rd—ED Fitchard was notified that MNPD officers were involved in a fatal police shooting near Smile Direct in South Nashville. AD Clausi and Investigator V. Johnson responded to the location and were briefed by MNPD and TBI on arrival and shown the crime scene. ED Fitchard was briefed multiple times by phone and upon her arrival. The MNCO team went to MNPD HQ to view available BWC footage. A TBI agent was present during the viewing.

August 11th—ED Fitchard was notified by Investigator A. Williams that MNPD officers were involved in a fatal police shooting that occurred in West Nashville. Investigator Williams and Johnson responded to the location and were briefed by MNPD and TBI of the incident and shown the crime scene. ED Fitchard was briefed upon arrival and the MNCO team went to MNPD HQ to view available BWC footage. A TBI agent was present during the viewing.

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:

To date:

1320 of approximately 1346 Active Employees Equipped w/ BWC's (98% of authorized employees equipped)

740 MNPD Vehicles Equipped w/ ICC's

BWC/ICC Deployments 100% Completed:

- All Precincts
- Youth Services Division
- Property & Evidence Section
- Field Training Officers (FTO's)
- Specialized Investigations Division
- Training Division
- Warrants Division
- Forensic Services Division
- Homicide Division
- Special Victims Division
- Criminal Investigation Division
- Custom Services Division
- Special Operations Division
- Criminal Investigation Division
- Domestic Violence Division
- OPA
- HR Division
- MDHA Task Force
- Facilities Management Division
- Office of Community Engagement & Partnerships

MNPD is currently deploying cameras to specialized units. All employees will be equipped by the end of August. Parks Police will be completed in September and that will end the deployment. There continues to be no unresolved issues with equipment or storage capabilities.

Meeting w/Mayor’s Policy Director—ED Fitchard met with director John Buntin and was updated on Public Safety initiatives. Director Buntin invited ED Fitchard and Dr. Vielehr to participate in the creation of an evaluation process of a program he is currently developing. ED Fitchard shared with director Buntin an opportunity for the Mayor’s office to collaborate with the MNCO regarding offering counseling resources for those who are suffering trauma from the violent death of a loved one.

Community Oversight Board Opening—The Metro Clerk notified ED Fitchard of three potential candidates for the current vacant seat. The interview and selection process will take place at the Metro Council meeting on Tuesday, September 7th. The elected individual will fulfill the unexpired-term of Dr. Stephanie Kang that expires January 31, 2024.