



## September 2021 COB Executive Director's Monthly Report

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### Executive Summary

**MNCO Office**—After consultation with Metro Human Resources and due to the uncertainty of the COVID-19 increase in local cases, the MNCO staff will have the flexibility to work remotely. A staff member will be in the office during regular business hours, on most days, to assist the public. Safety measures are in place for staff and the community. 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**—The Community Liaison interviews are complete, and the selection process is underway. The MNCO Administrative Assistant position vacancy announcement closed, and the interview process will move forward in the coming weeks.

**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 16<sup>th</sup> 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 continues to encourage and promote continuing education and training for staff members.

ED Fitchard attended Center for Policing Equity's webinar— Navigating Justice: New Data-Driven Approaches to Public Safety

**Criminal Justice Planning & Advisory Board**— ED Fitchard attended two CJ Planning meetings in September. Mayor Cooper attended one of the meetings and the discussion centered around jail and COVID-19 data.

**New Board Member**— We welcome our newest Board Member, Mr. Hamid Abdullah. He was elected to serve on the Board to fill the unexpired term of Dr. Stephanie Kang. Mr. Abdullah's term will expire January 31, 2024.

**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 session is Tuesday, October 26<sup>th</sup>. HR has emphasized that you ***must*** attend one of these sessions if you haven’t received the training.

**Citizens Police Academy**— The fall session of the MNPd Citizen’s Police Academy will begin Monday, September 27, and end on December 13. 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. 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.

Monday, November 15, 2021, ED Fitchard and Dr. Vielehr will give a presentation to MNPd’s lateral class (session 94) about the history of the COB, Investigations, Mediation, and Research.

**MNCO Research**—Dr. Vielehr and Research Analyst Gavin Williamson-Crowell prepared an expedited policy advisory report on MNPd’s reporting of soft empty hand control to be presented to the Board for approval. He also attended two special committee meetings on jail data.

**Complaints**—The MNCO continues to receive calls from the public to initiate complaints of alleged misconduct by MNPd officers. The MNCO received a total of 8 investigative complaints since its last Board meeting in August. MNCO received a total of 2 non-complaint calls for service.

**MNCO Investigations**—Complaints have steadily climbed and the need to increase the investigator staff, to meet the needs of the community, is a priority. ED Fitchard, in the coming months, will present data to the Board to support a request of expansion of the MNCO staff.

**Proposed Resolution Reports**—Legal Advisor Daniel Yoon and ED Fitchard will present multiple PRR’s in a special called meeting in October with a date to be determined by the Board.

**MNCO Mediation**—Legal Advisor Yoon, ED Fitchard and AD Clausi, met with Sara Figal, Executive Director of Nashville Conflict Resolution Center (NCRC) and former Board member Danita Marsh, to discuss mediation referrals, the process, reporting of outcomes and any other essential information that is beneficial to the expedient resolution of referred MNCO complaints.

**Officer Involved Shooting**—On September 18, ED Fitchard was notified that MNPd officers were involved in fatal police shooting at the Days Inn near the Percy Priest Lake in South Nashville. AD Clausi and Investigator V. Johnson responded to the location and were briefed by MNPd 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 and a TBI agent was present during the viewing. MNPd PIO Don Aaron emailed ED Fitchard the post shooting radio traffic a few days later.

**Force Review Update**—ED Fitcheard met with the PRR Committee and Executive Committee Members and discussed the need to receive the information regarding Use of Force cases from the MNPD and the DA’s office in a timely manner which would help the MNCO investigations complete their process efficiently. ED Fitcheard suggested that an audit of Use of Force cases would assist with this endeavor and help with meeting the timelines that the COB has set forth in its Bylaws and Rules regarding investigations.

**MNPD Records Update**—ED Fitcheard spoke with Deputy Chief Hagar regarding the delay of receiving certain records from MNPD. DC Hagar suggested a new process for requesting and receiving Body Worn Camera footage that would assist the MNCO investigators with obtaining the information needed in a clear and efficient manner as well as reduce the man hours needed to meet the request. ED Fitcheard agreed to the new process.

**MNPD Use of Force Review Hearing**—ED Fitcheard will attend the Force Review hearing on Thursday, September 30.

**Department Head Meeting**—ED Fitcheard will attend the monthly Department Head and Elected Officials meeting on Thursday, September 30.

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

*“MNPD should be fully deployed with BWC/ICCs on Wednesday, September 29<sup>th</sup>. This also includes deployment of BWC/ICCs to Metro Park Police.”*

*This concludes the September 2021 ED Report.*