



January 2022 COB Executive Director's Monthly Report

Executive Summary

MNCO Office—Staff members will be in the office during regular business hours, on most days, to assist the public. Safety measures are in place for the staff and community. Masks, although not required, are encouraged, as is social distancing.

MNCO Personnel Update—Assistant Director Christopher Clausi resigned on January 7th to go work in the private sector in Human Resources Management. The Community Liaison position will be reposted this month and an offer for the Administrative Assistant position is underway. Director Fitchard will handle the administrative assistant duties until the position is filled and work with Metro Human Resources to get all positions filled expeditiously.

MNCO Training—Director Fitchard continues to promote training and professional growth for staff members. Staff members are encouraged to attend trainings each month. MNCO staff attended training this month hosted by NACOLE:

- “Implicit Bias Training for Law Enforcement: Current State of the Field.”

Director Fitchard attended the Council on Criminal Justice's virtual webinar: *Saving Lives: Ten Essential Actions Cities Can Take to Reduce Violence*.

Community Oversight Board Meetings—The Executive Committee met January 18th and COB Budget Committee met January 20th.

MNCO Research—Dr. Vielehr and Research Analyst Gavin Williamson-Crowell spent time preparing the Community Oversight Board's annual report that is due to State lawmakers on February 1, 2022. They attended the City Council Committee meeting on ALPR's and regular Council meetings. Dr. Vielehr attended the COB's Budget Committee meeting.

Community Outreach—We continually strive to participate in outreach endeavors to make the public aware of the services that MNCO provides, specifically around how to file complaints, the process, and the difference between administrative and criminal investigations. MNCO staff did not attend any community meetings this month. (See COB Legal for more information on outreach).

COB Legal—Attorney Daniel Yoon will host a Continuing Legal Education (CLE) presentation, on January 26th, sharing with the legal community the history, services, and progress of the Community Oversight Board.

MNCO Investigations—COB’s Legal Advisor, Attorney Daniel Yoon is working with the investigations team to close out the backlog of 2021 cases. Complaints have steadily climbed and the need to increase the investigator staff, to meet the needs of the community and offer support to our current investigators, is a priority. Director Fitchard, in the coming months, will present data to the Board to support a request to expand the MNCO staff and services.

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

MNPD Records Update—The MNCO investigators report no issues with receiving MNPD requested records.

Proposed Resolution Reports—Director Fitchard will present three resolution reports for consideration at the January meeting. The Proposed Resolution Reports can be found on the COB webpage at Nashville.gov.

Force Review Board—Director Fitchard, a voting member, will attend MNPD’s Force Review Board on Thursday, February 10, 2022.

Force Review Update—As we continue to receive and review cases regarding deadly police shootings the MNCO staff continue to discuss, monitor, and find ways to complete those very important cases with limited investigative staff. We are researching and seeking input from other peer agencies to determine best practices for auditing and investigating deadly shootings. We believe auditing those special case types will help with meeting the timelines the COB has set forth in its Rules and Bylaws regarding investigations.

License Plate Readers—Director Fitchard, Board member Arnold Hayes and MNCO Research Analysts attended the special called Council Committee meeting on Friday, January 14th. At the regular Council meeting CM’s Rosenberg’s legislation (BL202184) was indefinitely deferred and CM Johnston’s ALPR legislation (BL2021961) moved forward to a third reading. Board Member Wynn shared ALPR policy and guidelines drafted by the IACP (International Association of Chiefs of Police) with Board members and staff.

Body Worn Camera Audits—A request was made to Commander Lara to provide information to the Board about the audit of MNPD’s BWC/ICC program. He provided the below response:

The MNPD created the Quality Assurance Section in September 2021 to perform auditing of Body Worn & In-Car Camera footage. Each authorized employee equipped with cameras have two random videos audited each month. The videos are picked at random from incidents and not by a person, in an effort to ensure officers are activating cameras as required by policy. The QA Section performs approximately 1150 random audits each month which ensures the MNPD has a 95% probability rate of detecting a pattern of misconduct. The QA Section reviews all footage associated to the incidents assigned and reviews the video to ensure MNPD polices and procedures are being followed.

In addition to the audits performed by the QA Section, the Office of Community Outreach & Partnerships headed by Commander Lara also completes 16 random audits each month. This is divided by precinct and pulls two random incidents from each precinct per month. These audits look to ensure videos are being initiated when required by policy and if employees are participating in racial profiling or biased based policing.

Supervisors across the department are also tasked with completing post investigation audits. These are completed anytime an employee is involved in an incident such as a use of force, vehicle crash, vehicle pursuit, or complaint. Supervisors complete the post investigation audit to ensure BWC/ICC footage is being reviewed and if there are any concerns identified.

The QA Section has completed three months of audits (September, October, & November) and are currently working on Decembers assigned audits. The audits have been a great asset for identifying training concerns. The department has been proactive when these concerns are identified by distributing roll call training to officers. The majority of concerns being identified relate to the camera program and this is to be expected as it is new technology and will take time for employees to adapt to the new equipment and procedures. The MNPd has seen a decrease in concerns each month and expect that trend to continue as officers become more familiar with the equipment and procedures.

MNPd Citizen’s Police Academy—The CPA will host a 12-week training session beginning on Monday, February 28, 2022. All Board members are required to participate within their first year as Board members. Please contact Director Fitchard for more information on enrollment.

COB Budget Season—The COB Budget Committee met on January 20, 2022 to discuss and analyze the COB’s operating budget to determine funding needs and goals to expand MNCO services. Director Fitchard attended multiple virtual trainings related to the FY23 budget process.

Mayor’s Office—Director Fitchard met with the Mayor’s Policy Director and COB liaison, Director John Buntin, and MNPd Chief John Drake on Wednesday, January 12th, and discussed topics related to COB and MNPd’s progress.

Department Head Meeting—Director Fitchard will attend the scheduled Department Head and Elected officials monthly meeting on Thursday, January 27th.

MNPd CIT Co-Response Pilot—Stakeholder Committee meeting is scheduled for Thursday, February 3, 2022.

Board Member Expiring Terms—Director Fitchard sent a letter to the Vice Mayor, Council and Mayor regarding the four Members with term limits. Those terms will end on January 31, 2022 but can be extended for 60 days if no selections are made in February 2022. The staff will share the upcoming vacancy information with the community on our social media platforms and website.

- **Mr. Walter L. Holloway** Appointed 1/22/2019
Representing: Metropolitan Council
- **Mr. Andrés Martínez (Chair)** Appointed 1/22/2019
Representing: Community Organization/Petition
- **Mr. Jamel R. Campbell-Gooch (1st Vice-Chair)** Appointed 1/22/2019
Representing: Community Organization/Petition
- **Mr. Andrew J. Goddard (Secretary)** Appointed 1/21/2020
Representing: Mayor’s Office; Reappointed.

COB Nomination Committee—The Nomination Committee will meet in January to discuss the selection process of those who will be elected to serve on the executive committee as members terms expire.

Survivor Resources—Director Fitchard continues to pursue opportunities for complainants and the family of deceased individuals, who have been directly impacted by police violence and deaths. The MNCO research team is gathering data from around the country and searching for funding resources for this endeavor. More information on this proposal will be provided in the coming months.

Vision Zero Task Force—The task force will host a public forum on Wednesday, January 26th. It is free to all and the information is below. Your feedback is important!

Join us for a public forum!

When? January 26th, 2022 @ 12 PM - 1 PM

Where? Zoom

How? Visit VisionZero.Nashville.gov for Zoom meeting information. No registration required.

Your Voice Matters >>>>



This concludes the January 2022 Executive Director's Report.