

# KNOXVILLE POLICE DEPARTMENT 2023 ANNUAL REPORT



# LETTER FROM

*Chief Paul Noel*



Mayor Kincannon and City Council members,

2023 was a remarkable year for the Knoxville Police Department. The men and woman of the KPD did an exceptional job of meeting and even exceeding the lofty goals that we set for ourselves.

The core focus areas for our department revolve around crime, community, culture and career development. We use those terms to anchor and propel us forward in our mission of improving community safety.

As you will see in this report, our department made significant strides in those four core areas in 2023.

The members of KPD led a significant reduction in crime, which included a nearly 35-percent reduction in murders, an over 10-percent reduction in non-fatal shootings and an over 30-percent reduction in car burglaries. Knoxville also bucked a

national trend with an over 10-percent reduction in car thefts.

Our officers worked persistently to address the problems impacting each district and pocket of the City, with the goal of making all corners of Knoxville as safe and free from quality life issues as possible.

Thanks to the outstanding work of our Field Operations officers and Homicide Unit detectives, the KPD cleared over 70 percent of the murders that happened in 2023, which well exceeds the national average.

Our officers worked with great intentionality to enhance existing community partnerships and cultivate new ones through meaningful, authentic community engagement. That was highlighted by significant participation in Faith & Blue Weekend 2023.

Our department also took part in numerous department assessments and strategic planning initiatives, all designed to guide our department in our goal of implementing the best practices, improving our technological infrastructure and clarifying our long-term vision.

We also completed the department-wide Active Bystandership for Law Enforcement (ABLE) training, an effort that was led by our training staff. At the end of 2023, we remained the only Tennessee law enforcement agency to be a part of the ABLE Project.

Recruitment and staffing continued to be a challenge in 2023, and our department has taken numerous, proactive steps to improve our hiring and recruitment efforts. That included significant alterations to the hiring process to make it more contemporary, efficient and fair while removing unnecessary barriers for employment. Recruitment and retention will remain a major focus for our leadership team in 2024.

That is just a small sample of our department's accomplishments in 2023. As we head into 2024, we will continue to strive to accomplish our foundational mission with a spirit of collaboration, innovation and mutual support for one another and the residents we serve.

*Paul M. Noel*

# CORE FOCUS AREAS



## Crime

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The members of the Knoxville Police Department, regardless of rank or assignment, are committed to the prevention of crime, improving the quality of life for residents and visitors, and making all sectors of the City as safe as possible.

## Community

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With a focus on problem solving and delivering consistently high-quality customer service, the Knoxville Police Department works in partnership with residents and stakeholders to address the unique public safety challenges facing all pockets of the City.

## Culture

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The Knoxville Police Department is devoted to constant improvement through the implementation of 21st century best practices, and fostering a culture of integrity and accountability.

## Career Development

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All employees of the Knoxville Police Department should have access to high-quality training and professional development opportunities. KPD's goal is to have the most well-rounded personnel in the region, and to establish itself as a regional law enforcement training hub.



# CRIME

## IMPROVING COMMUNITY SAFETY

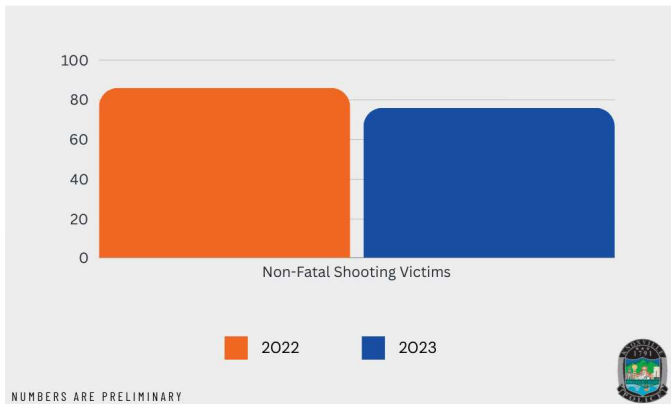
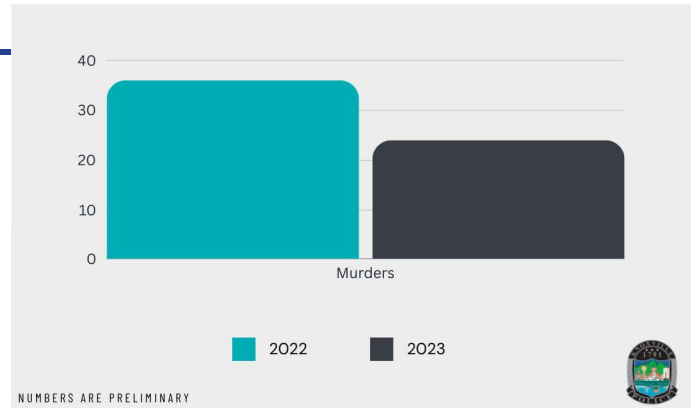
*There was a meaningful, across-the-board reduction in crime in 2023*

### Murders Drop 33 Percent

Murders decreased by a third from 2022 to 2023, dropping from 36 in 2022 to 24 in 2023.

That included a 54-percent reduction in murders in the East District, where murders decreased from 24 in 2022 to 11 in 2023.

19 of the 24 murders in 2023 were by committed by gunshot.



### Shootings Down Double Digits

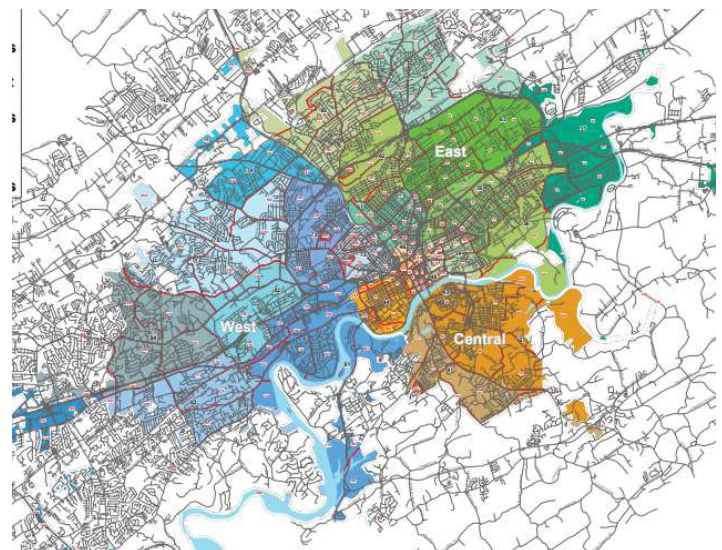
The number of non-fatal shooting victims also saw a notable decrease, dropping 12 percent from 86 in 2022 to 76 in 2023.

That included a 20-percent decrease in the East District and a 16-percent reduction in the West District.

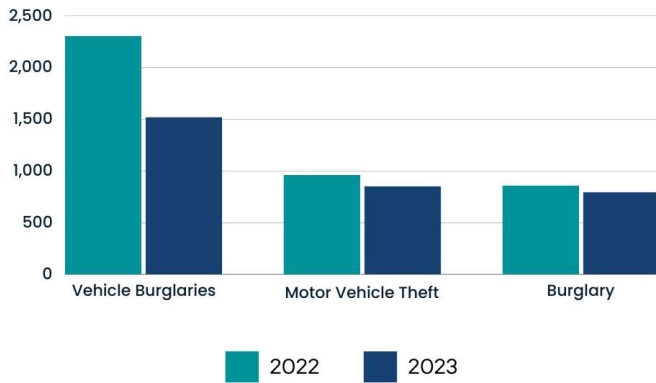
Several factors contributed to the reduction, including the re-organization of the Field Operations Bureau and re-establishment of the Central District, which expanded the number of districts from two to three.

That re-organization put more officers on the street, narrowed the focus area of the officers assigned to each district, and empowered the District Commanders with the resources needed to effectively address the unique issues in their district.

The department also started its shift to a problem-solving policing model, spearheaded by the Community Partnership Officers assigned to each district.



## Property Crime Decrease



Property crime in total decreased by 15 percent in 2023 compared to 2022.

That included a 34-percent reduction in vehicle burglaries, an 11-percent reduction in motor vehicle thefts, and a seven-percent reduction in burglary reports.

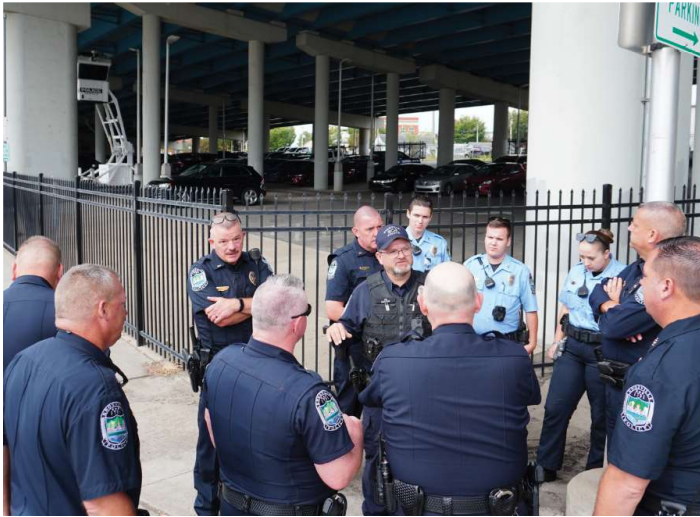
Vehicle burglary reports were down over 35 percent in both the Central and East Districts.

## Downtown Focus

A primary focus of the Central District is the reduction of order maintenance and persistent quality of life issues, such as aggressive panhandling, excessive noise, public intoxication and indecency in the downtown area.

Central District personnel have approached that mention through high-visibility walking and bicycle patrols, conducted both by officers and cadets.

The response from downtown residents and visitors has been overwhelmingly positive.

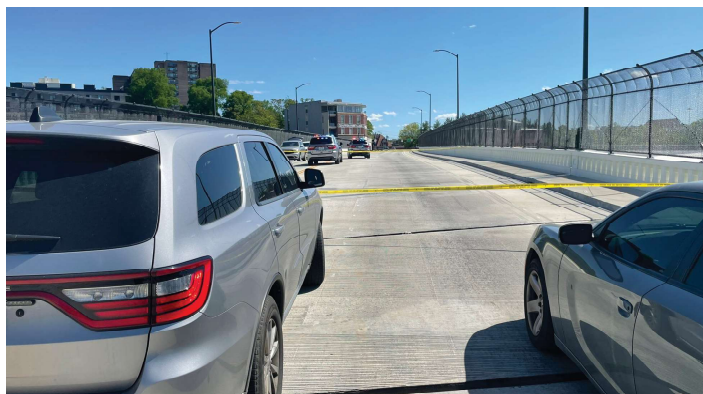


## Homicide Unit and Clearance

In early 2023, the Knoxville Police Department implemented a standalone Homicide Unit.

The Unit was stood up to improve the Investigations Bureau's collective response, effectiveness and efficiency by dedicating the most investigative resources possible.

The Homicide Unit is solely responsible for investigating all homicides, deaths that are suspicious in nature, suicides and non-fatal shootings with a victim.



At the close of 2023, the Homicide Unit has closed 17 of the 24 murder investigations initiated during the year either by arrest or through exceptional means. That closure rate is well above the national average, which typically hovers around 55 percent.

Shortly after the Unit was created, it cleared the 1984 unsolved murder of Terry Lynn Kirkland.

In late 2023, the Unit also closed the 1989 unsolved murder of off-duty KPD officer Tony Williams, after receiving a Grand Jury finding that determined a now-deceased individual was responsible for Tony's murder.







## Violent Crime Reduction Collaboration

The KPD continued to collaborate with the City of Knoxville's Office of Community Safety and Empowerment, Turn Up Knox and other community partners to support holistic, wide-ranging violence reduction and prevention.

That was highlighted by a newly-established partnership with the National Institute for Criminal Justice Reform (CICJR) to stand up formalized shooting reviews. Those reviews are intended to improve cross-Bureau intellegence and information sharing.

Chief Noel also meets with Community Safety and Empowerment Officer LaKenya Middlebrook on a weekly basis to discuss ongoing violence reduction efforts.

## CERT Making a Difference

The Community Engagement Response Team has continued to lead the department's precision-policing efforts by focusing their efforts on known violent offenders, and proactively engaging with the community.

CERT made multiple significant arrests in 2023, including the February arrest of two individuals indicted for first-degree murder.



## Co-Responder Update

The Co-Responder Program, which is a joint partnership between the Knoxville Police Department and McNabb Center, continued to make strides in its mission of delivering the most appropriate, compassionate service possible for individuals experiencing a crisis.

The co-responder program pairs a Crisis Intervention Trained officer with a master level behavioral health clinician to respond to calls the present a behavioral health need. Co-responder teams are available seven days a week from 8 a.m. to 11 p.m.

In 2023, co-response units responded to more than 1,100 calls and those interactions resulted in only four new arrests. The vast majority of co-responder calls since the inception of the program resulted in the involved individual either transported to the hospital for medial care or given resources while being allowed to remain in place.

# Citywide High-Priority Crime Report



Date of Report:  
1/2/2024

## Knoxville Police Department

Crime Analysis Unit - Citywide Priority Crime  
Year End Summary: 2023



Offense	Year To Date Totals			Historical Averages: 3, 5, 10 Years		
	2022	2023	%Chg	3 Yr Avg	5 Yr Avg	10 Yr Avg
Murder/Manslaughter	35	23	-34%	31	30	25
Murder/Manslaughter Victims	36	24	-33%	32	32	26
Assault - Aggravated	913	989	8%	928	855	828
Non-Fatal Shooting Victims*	86	76	-12%	87	79	-
Assault - Simple	2,340	2,313	-1%	2,357	2,306	2,341
Robbery	172	172	0%	179	206	292
Burglary/Breaking & Entering	861	797	-7%	854	947	1,340
Theft - From Vehicle	2,305	1,521	-34%	2,082	2,061	2,203
Motor Vehicle Theft	962	854	-11%	1,013	1,060	1,027
<b>Priority Crimes Total</b>	<b>7,588</b>	<b>6,669</b>	<b>-12%</b>	<b>7,444</b>	<b>7,465</b>	<b>8,056</b>

<b>Persons Crimes Total</b>	<b>4,231</b>	<b>4,498</b>	<b>6%</b>	<b>4,290</b>	<b>4,056</b>	<b>4,000</b>
<b>Property Crimes Total</b>	<b>10,354</b>	<b>8,849</b>	<b>-15%</b>	<b>9,962</b>	<b>10,393</b>	<b>12,144</b>

**The totals provided are based on UNOFFICIAL PRELIMINARY data not yet audited by the TBI**

Offense totals are retrieved from the RMS. All totals are subject to change due to investigations or expungements.

\*Non-Fatal Shooting Victims count is based on victims marked with "Gunshot Wound" in non-Murder/Manslaughter reports in the CAU Tactical database.

# East District High-Priority Crime Report



Date of Report:  
2/2/2024

## Knoxville Police Department Crime Analysis Unit - East District Priority Crime Year End Summary: 2023



Offense	Annual Totals			Historical Averages: 3, 5, 10 Years		
	2022	2023	%Chg	3 Yr Avg	5 Yr Avg	10 Yr Avg
Murder/Manslaughter	23	11	-52%	20	18	15
Murder/Manslaughter Victims	24	11	-54%	20	19	15
Assault - Aggravated	427	457	7%	434	412	403
Non-Fatal Shooting Victims	49	39	-20%	49	46	-
Assault - Simple	1,003	1,007	0%	1,016	1,018	1,050
Robbery	78	81	4%	77	88	128
Burglary/Breaking & Entering	356	373	5%	379	431	589
Theft - From Vehicle	851	524	-38%	701	689	776
Motor Vehicle Theft	382	311	-19%	396	431	423
<b>Priority Crimes Total</b>	<b>3,120</b>	<b>2,764</b>	<b>-11%</b>	<b>3,023</b>	<b>3,087</b>	<b>3,384</b>

<b>Persons Crimes Total</b>	<b>1,810</b>	<b>1,988</b>	<b>10%</b>	<b>1,857</b>	<b>1,800</b>	<b>1,806</b>
<b>Property Crimes Total</b>	<b>3,818</b>	<b>3,355</b>	<b>-12%</b>	<b>3,697</b>	<b>3,875</b>	<b>4,644</b>

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# Central District High-Priority Crime Report



Date of Report:  
2/2/2024

## Knoxville Police Department



### Crime Analysis Unit - Central District Priority Crime Year End Summary: 2023

Offense	Annual Totals			Historical Averages: 3, 5, 10 Years		
	2022	2023	%Chg	3 Yr Avg	5 Yr Avg	10 Yr Avg
Murder/Manslaughter	2	6	200%	3	3	4
Murder/Manslaughter Victims	2	7	250%	3	4	4
Assault - Aggravated	175	170	-3%	177	166	155
Non-Fatal Shooting Victims	6	11	83%	15	13	-
Assault - Simple	477	451	-5%	466	445	458
Robbery	56	47	-16%	53	61	80
Burglary/Breaking & Entering	194	150	-23%	169	184	260
Theft - From Vehicle	522	327	-37%	493	494	505
Motor Vehicle Theft	223	159	-29%	225	222	207
<b>Priority Crimes Total</b>	<b>1,649</b>	<b>1,310</b>	<b>-21%</b>	<b>1,586</b>	<b>1,575</b>	<b>1,669</b>

<b>Persons Crimes Total</b>	<b>846</b>	<b>842</b>	<b>0%</b>	<b>834</b>	<b>774</b>	<b>765</b>
<b>Property Crimes Total</b>	<b>2,292</b>	<b>1,700</b>	<b>-26%</b>	<b>2,106</b>	<b>2,158</b>	<b>2,451</b>

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\*Non-Fatal Shooting Victims count is based on victims marked with "Gunshot Wound" in non-Murder/Manslaughter reports in the CAU Tactical database.

# West District High-Priority Crime Report



Date of Report:  
2/2/2024

## Knoxville Police Department Crime Analysis Unit - West District Priority Crime Year End Summary: 2023



Offense	Annual Totals			Historical Averages: 3, 5, 10 Years		
	2022	2023	%Chg	3 Yr Avg	5 Yr Avg	10 Yr Avg
Murder/Manslaughter	10	6	-40%	9	9	7
Murder/Manslaughter Victims	10	6	-40%	9	9	7
Assault - Aggravated	309	360	17%	315	276	269
Non-Fatal Shooting Victims	31	26	-16%	24	19	-
Assault - Simple	854	849	-1%	870	839	831
Robbery	38	45	18%	48	57	85
Burglary/Breaking & Entering	307	279	-9%	306	333	491
Theft - From Vehicle	932	677	-27%	890	879	924
Motor Vehicle Theft	356	387	9%	393	408	396
<b>Priority Crimes Total</b>	<b>2,806</b>	<b>2,603</b>	<b>-7%</b>	<b>2,831</b>	<b>2,801</b>	<b>3,003</b>

<b>Persons Crimes Total</b>	<b>1,566</b>	<b>1,669</b>	<b>7%</b>	<b>1,593</b>	<b>1,478</b>	<b>1,428</b>
<b>Property Crimes Total</b>	<b>4,232</b>	<b>3,825</b>	<b>-10%</b>	<b>4,146</b>	<b>4,316</b>	<b>4,987</b>

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\*Non-Fatal Shooting Victims count is based on victims marked with "Gunshot Wound" in non-Murder/Manslaughter reports in the CAU Tactical database.

# Citywide Full Crime Report

Offense	Crime Against Type		Annual Totals			Historical Averages: 3, 5, 10 Years		
			2022	2023	%Chg	3 Yr Avg	5 Yr Avg	10 Yr Avg
Justifiable Homicide	NC	A	0	0	N/C	0	0	1
Assault - Aggravated	PE	A	911	987	8%	926	854	827
Assault - Other	PE	A	599	861	44%	641	536	473
Assault - Simple	PE	A	2,334	2,307	-1%	2,352	2,303	2,339
Human Trafficking Offenses	PE	A	1	1	0%	3	2	3
Kidnaping/Abduction	PE	A	63	63	0%	59	53	46
Murder/Manslaughter	PE	A	35	23	-34%	31	30	25
Sex Offenses, Consensual	PE	A	8	22	175%	15	18	18
Sex Offenses, Non-Consensual	PE	A	271	237	-13%	258	258	267
Arson	PR	A	4	7	75%	8	9	11
Bribery	PR	A	0	0	N/C	0	1	1
Burglary/Breaking & Entering	PR	A	857	802	-6%	854	947	1,340
Counterfeiting/Forgery	PR	A	161	126	-22%	145	159	209
Destruction/Damage/Vandalism	PR	A	1,501	1,405	-6%	1,486	1,484	1,572
Embezzlement	PR	A	84	86	2%	78	76	96
Extortion/Blackmail	PR	A	27	36	33%	25	21	16
Fraud Offenses	PR	A	739	792	7%	728	694	758
Motor Vehicle Theft	PR	A	961	857	-11%	1,014	1,061	1,027
Robbery	PR	A	172	173	1%	179	206	292
Stolen Property Offenses	PR	A	21	22	5%	46	115	128
Theft - From Vehicle	PR	A	2,305	1,528	-34%	2,084	2,063	2,204
Theft - Other	PR	A	3,503	3,051	-13%	3,317	3,558	4,488
Animal Cruelty	SO	A	24	19	-21%	21	22	14
Drug/Narcotic Offenses	SO	A	2,686	3,049	14%	2,833	2,473	2,348
Gambling Offenses	SO	A	0	1	N/C	1	1	1
Pornography/Obscene Material	SO	A	6	7	17%	5	5	3
Prostitution Offenses	SO	A	6	5	-17%	5	6	36
Weapon Law Violations	SO	A	280	288	3%	273	230	188
<b>Group Totals Type: A</b>			17,559	16,755	-5%			
Group B Offenses - 90Z	PE/PR/SO	B	3,314	3,641	10%	3,385	3,137	3,269
Group B Offenses - Property	PR	B	8	4	-50%	6	5	5
Group B Offenses - Society	SO	B	2,959	3,232	9%	2,956	2,657	2,829
<b>Group Totals Type: B</b>			6,281	6,877	9%			
<b>GRAND TOTAL</b>			23,840	23,632	-1%			

The totals provided are based on UNOFFICIAL PRELIMINARY data not yet audited by the TBI



# Fatal Crash Report

45 people died in traffic crashes on Knoxville roadways in 2023, 12 more than in 2022. That total included 10 pedestrian fatalities and five motorcycle fatalities. Speeding, inattention to the road and a lack of seat-belt use were the top contributing factors.

Below is a composite list of every traffic fatality that happened in Knoxville in 2023.

## 2023 FATAL COLLISIONS: 44 INCIDENTS WITH 45 FATALITIES

Date	Location / Intersection	Person Type	District
1/9/23	I40 & Midway	Driver	East
1/17/23	Magnolia & Milligan	Driver	East
1/26/23	I75 & Merchant	Pedestrian	East
1/31/23	I40 & Walker Springs	Driver	West
2/1/23	I40 & I140	Driver	West
2/18/23	Magnolia & Cherry	Driver - Motorcycle	East
2/21/23	Broadway & Jacksboro	Pedestrian	East
2/27/23	I40 & Midway	Driver	East
2/27/23	I40 & Midway	Passenger	East
3/12/23	Middlebrook & Weisgarber	Passenger	West
3/14/23	Fairmont & Correll	Driver	East
3/23/23	Asheville & Ruggles Ferry	Driver - Motorcycle	East
3/29/23	Western & University	Driver - Motorcycle	West
3/30/23	Dandridge & Hazen	Pedestrian	East
4/12/23	I140 & Northshore	Pedestrian on Electric Scooter	West
4/21/23	Northshore & Woodburn	Driver	West
4/27/23	Merchant & I75	Driver	East
4/30/23	Island Home & Fisher	Passenger	Central
5/7/23	Tazewell & Mont Richer	Passenger	East
5/7/23	Chapman & Moody	Pedestrian	Central
5/15/23	Alcoa Hwy & Neyland	Passenger	Central
5/21/23	N Broadway & Grainger	Driver	East
5/31/23	Henley & Main	Driver	Central
6/4/23	Chapman & Deva	Driver - Motorcycle	Central
6/6/23	E Magnolia & Milligan	Driver	East
6/7/23	7200 Chapman & Green	Driver	Central
6/25/23	I40 & MM 398	Driver	East
6/27/23	Rutledge Pike & Spring Hill Rd	Driver	East
7/12/23	Alcoa Hwy & Eagle Flight Way	Driver	West
7/16/23	N Cherry & Parkview	Driver	East
7/16/23	E Magnolia & Kirkwood	Passenger	East
7/24/23	James White & George Dempster	Driver - Motorcycle	Central
7/31/23	I40 & MM 387A	Driver	Central
8/5/23	I275 & MM 2	Driver	West
8/7/23	I40 & MM 382	Passenger	West
8/16/23	2301 Texas & Texas	Pedestrian	West
8/21/23	E Magnolia Ave NE & Jessamine	Pedestrian	East
8/21/23	Kingston Pike & Jersey	Pedestrian	West
9/30/23	2000 N Broadway & Broadway	Pedestrian	East
10/1/23	Central Ave & Bookwalter	Driver	East
10/24/23	Kingston Pike & Neyland Dr SW	Driver	Central
10/28/23	Western & Ball Camp	Driver	West
11/20/23	Western & Middlebrook	Pedestrian	West
12/7/23	I-40 & MM 381	Driver	West
12/10/23	I-40 & MM 385	Passenger	West

Data Source: TITAN

# COMMUNITY PARTNERSHIPS AND ENGAGEMENT

## District Commander Forums

In 2023, the KPD started hosting monthly District Commander Forums. Each district hosted a Commander Forum each quarter, giving residents in all sectors of the community the opportunity to engage directly with KPD leadership. Forums were moved around to different areas of the districts on a quarterly basis. The forums were designed specifically for residents and the police department to work in partnership to solve problems.



## Command Staff Walks

As a team, the Command Staff took part in regular community walks at KCDC properties throughout the City. Those walks, which were designed to informally engage with residents, culminated with visits at Boys & Girls Club or Emerald Youth facilities serving the residents and children in those areas.

## Reading Partnership

In late 2023, the KPD launched its partnership with For the Love of Reading Knox by starting regular, weekly visits to Christenberry Elementary to read to the kindergarten classes.

The Field Operations East District also donated a brand new book to every kindergartner at Christenberry Elementary as part of its holiday service project.





## Regular District Walks



In addition to the KCDC Command Staff walks, the Field Operations districts began taking part in regular walks in communities and neighborhoods throughout their respective districts.

The walks were designed to give residents an opportunity to meet the police officers serving their community, and for those officers to learn about the specific public safety issues that the department can address.

## Faith & Blue Events



The KPD hosted multiple events during Faith & Blue Weekend 2023 in an effort to strengthen existing community partnerships and foster new ones.

That was highlighted by significant contributions to the Wesley House Community Center and the Isaiah 117 House, a Blessing of the KPD K-9s at Immaculate Conception Church, and an "ice cream social" at the Christenberry Community Center.

Faith & Blue is a national initiative that was launched to re-calibrate police-community relations.



## Community Partnership Officers

Community Partnership Officers are assigned to each district for the purpose of facilitating positive community engagement opportunities and working with residents, business owners and community stakeholders to solve persistent public safety and quality of life issues.

The CPOs serve as a direct point of contact to help alleviate the specific problems communities and neighborhoods are experiencing.





## KCDC Bike Donation



Led by KCDC liaison Nate Skellenger, the KPD worked directly with KCDC and Kickstand, a local non-profit, to donate nearly 50 bicycles to deserving kids in the community.

As part of the initiative, then Sgt. Skellenger oversaw the collection of used bikes, which were then taken to Kickstand for repairs. KPD officers also volunteered their time to assist in the repairs.

That effort culminated with an event at Overcomer Believers Church in August 2023.

Skellenger was recognized with the KPD Community Service Award for his efforts on that project.



## Community Police Academy

The Training Academy staff revamped the Community Police Academy, previously known as the Citizen's Police Academy, curriculum to provide a more hands-on, dynamic learning experience for Knoxville residents and stakeholders.

The Training Unit is planning on hosting two CPAs in 2024.

## Ice Skating with Boys & Girls Club

Spearheaded by Central District officers, the KPD organized an opportunity for the kids at the Vestal Boys & Girls Club to ice skate in Market Square on December 13, 2023. More than 50 kids participated in a fun-filled day, most of which had never previously had the opportunity to ice skate.

This event was one of several holiday service projects that were led by the department's Bureaus and Field Operations Districts.



# CULTURE

## IMPLEMENTING BEST PRACTICES

### Department-wide ABE training

The KPD completed the department-wide Active Bystandership for Law Enforcement (ABLE) training, delivering the initial training curriculum to all sworn and professional staff members of the department (more than 400 employees).

The eight-hour course has been implemented into the Basic Recruit and Lateral Transfer Academy curriculums as well.

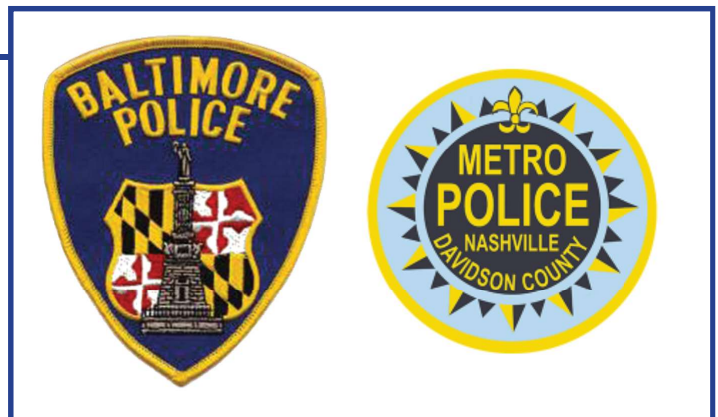
KPD is the first and only ABE agency in Tennessee.



### Site Visits

Key members of the department starting making site visits to other, larger law enforcement agencies across the country. That included a week-long trip to the Baltimore Police Department and a day trip to Metro Nashville.

Those trips were used as opportunities to learn what challenges law enforcement agencies are facing and how they are working to tackle those issues.



## OFFICE OF PROFESSIONAL STANDARDS



### Office of Professional Standards

In 2023, the department reimagined what was previously known as the Internal Affairs Unit, transitioning that unit into the first-ever Office of Professional Standards. That included a Deputy Chief of Professional Standards position, who is tasked with overseeing the implementation of 21st century best practices, policy and procedures evaluation, and administrative investigations.



## Department Assessments

*The KPD underwent two comprehensive assessments in 2023 in an ongoing effort to implement best practices and improve its operations.*



21CP Solutions conducted a wide-ranging departmental assessment in the fall of 2023, producing detailed, actionable policy and procedural recommendations in key areas. Those areas included use of force, vehicle pursuits, impartial policing and response to vulnerable individuals.

At the end of 2023, KPD was continuing to evaluate those recommendations as part of its long-term vision of implementing nationwide, research-backed best practices.

*“The final report will serve as a strategic roadmap for our leadership team as we move into the future, revamp our policies and procedures, and work towards delivering the best service possible.” -- Chief Paul Noel*

Avero Advisors consultants completed an in-depth technological assessment of the KPD, producing both recommendations and a strategic road map to maximize efficiencies and improve the department's technological infrastructure.



## Strategic Planning with 21CP



In December 2023, the KPD took part in a two-day strategic planning session led by 21CP Solutions. The strategic planning session including numerous sworn and professional support staff members of the department of varying ranks.

The session was conducted for the purpose of outlining the department's long-term vision, goals and action items to accomplish those goals.



## Knoxville Selected to Join PSP



In November, Knoxville was officially selected as a 2023 site for the Department of Justice's National Public Safety Partnership (PSP). Knoxville was one of five cities selected to join the PSP, alongside Minneapolis, Minnesota, Raleigh, North Carolina, San Antonio, Texas, and Vallejo, California.

As part of the PSP, the Knoxville Police Department will receive three years of robust federal support to enhance its efforts to reduce and prevent violent crime.

PSP will also provide technical assistance in key areas, as chosen by the KPD. Among other things, those areas can include community engagement, crime analysis, investigations, technology or constitutional policing.

KPD officially kicked off its involvement in the PSP by attending the National Violent Crime Summit in Indianapolis in December. The first official site visit is scheduled for mid-January.



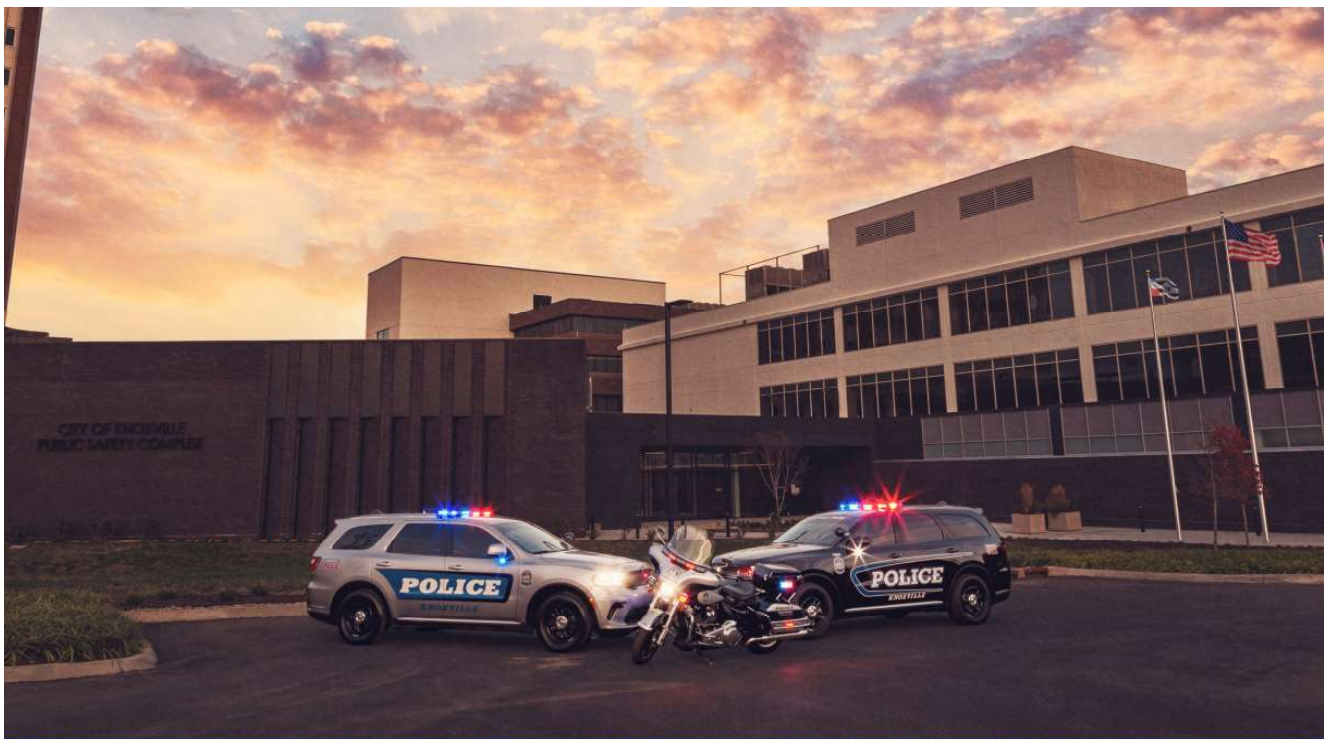
# Office of Professional Standards

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The Office of Professional Standards receives, processes and investigates all complaints of possible misconduct or violations of departmental policy. At the end of 2023, OPS was overseen by an interim Deputy Chief of Professional Standards and a Captain. Three investigators are assigned to the Unit as their full-time assignment.

## OPS Investigative Summary

Total administrative investigations conducted	30
Investigations closed at the end of 2023	21
Investigations pending / open at the end of 2023	9
Total cases resulting in suspension	5
Total cases resulting in termination	2
Total cases resulting in demotion	1
Total sustained violations of department policy (all cases)	42
Total sustained class A violations of policy (all cases)	16





# CAREER DEVELOPMENT

## TRAINING AND PROFESSIONAL GROWTH

### Increased Training

By virtue of the additional spaces available in the new Public Safety Complex, the KPD is offering exponentially more outside training opportunities for both sworn and professional support staff members, including the pictured advanced traffic crash reconstruction course.

With multiple classroom spaces both at the PSC and the Training Academy, the KPD is able to host training courses that are also available to other law enforcement personnel from across the region and country.



### Policing Leadership Academy

Central District Captain Sammy Shaffer graduated from the inaugural Policing Leadership Academy in October.

The PLA is a six-month course hosted by the University of Chicago, and is designed specifically for patrol district commanders. Captain Shaffer was one of 26 participants from law enforcement agencies all across the country.

### Quarterly Speaker Series

In 2023, the KPD started its quarterly speaker series, bringing in outside guests to engage with the members of the department.

The speaker series provided the employees of the KPD with the opportunity to hear from interesting people with a diversity of experiences and perspectives.

Speakers in 2023 included Dr. Robert Booker, Sonja DuBois and former Lady Vol Michelle Marciniak.





## Hunter Graduates from NA

Captain Tracy Hunter became the newest member of the KPD's executive staff to graduate from the prestigious FBI National Academy in early December.

Captain Hunter graduated from the FBI NA, Session 288.

The 10-week National Academy, held in Quantico, Virginia, is widely considered the leading school in the country for law enforcement executives.



## TBI Leadership Academy

Lt. Colin McLeod took part in the TBI's State Academy Leadership Experience, graduating from the four-week course in September.

McLeod was one of 12 participants from across the state. The course included nearly 150 hours of instruction in a wide range of contemporary law enforcement topics.



## Reading Program

In late 2023, the department announced the first-ever Chief's Professional Reading Program.

The program was developed to offer the members of the department quarterly reading selections covering a wide range of topics.

The program is designed to encourage employees to seek continual education and personal development while cultivating a love of reading.

## CHIEF'S PROFESSIONAL READING PROGRAM



## SELA graduates

Lt. Shane Watson and Sgt. Brian Baldwin graduated from the five-week Southeastern Leadership Academy (SELA), which was held in Chattanooga, Tennessee.

SELA is hosted by the UT LEIC and designed for middle management law enforcement supervisors.



# NEW HEADQUARTERS

In 2023, the KPD officially closed the doors on the former Safety Building and moved into the new Public Safety Complex



In June of 2023, the Knoxville Police Department officially completed its move out of the former Safety Building at 800 Howard Baker Jr. Avenue and into the new Public Safety Complex in North Knoxville.

The Safety Building was KPD headquarters since the late 1960s, serving as the home base for hundreds of dedicated KPD officers and employees.



On June 30, 2023, the KPD hosted a ceremony to officially lower the flag for the final time at the Safety Building and raise the flag at the new Public Safety Complex.

The ceremony was attended by past and current generations of KPD officers and employees.







On October 25, the City of Knoxville officially cut the ribbon on the new Public Safety Complex, marking the completion of the KPD's transition into its new space.

The multi-year reconstruction project transformed the vacated St. Mary's hospital in North Knoxville, into a new vibrant space with endless opportunities.

The Public Safety Complex consists of three repurposed former St. Mary's Hospital office buildings between St. Mary Street and Huron Street, near Woodland Avenue, just west of Fulton High School.

The cluster of buildings now brings together the City's Police and Fire Departments, the E911 backup system, Pension System offices and City Court operations.



Sgt. Rodney Patton, a 37-year Knoxville Police Department veteran, was the first official member of the KPD to move into the new Public Safety Complex.

The move was a complex logistical undertaking that required months of pre-move planning and several additional months to execute.

The Investigations Bureau was the first cohort of KPD employees to move into the new space.



# RECRUITMENT

Amidst increasing recruitment challenges, the KPD took significant steps to reach qualified individuals and modernize the hiring process

## Recruitment Advertising

Led by its marketing partner, Old City-based Robin Easter Design, the KPD has a robust, ongoing digital marketing campaign. That campaign includes nonstop social media advertising and search engine optimization, putting marketing material directly in front of individuals who have expressed an interest in a career in law enforcement locally, regionally and nationally.



## Public Safety Recruit program

The KPD continued to onboard qualified applicants more quickly through its Public Safety Recruit (PSR) program. The PSR program allows the KPD to more quickly hire qualified applicants, who perform various non-enforcement duties across the department until they can start the full recruit academy.

The PSR program has resulted in a notable reduction in the dropout rate in the Academy.

## CJ program engagement

The Personnel and Recruitment Units are actively engaging with area high school criminal justice programs, highlighted by a continuing partnership with the KPD's new neighbor, Fulton High School.

After its move into the new building, the KPD began hosting Fulton criminal justice classes at the Public Safety Complex.

Those partnerships are paying dividends as a member of the newest Cadet class included a student from Austin-East Magnet High School.



## Recruitment Calls

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Chief Noel and members of the Command Staff are making regular recruiting calls to individuals who have expressed an interest in joining the Knoxville Police Department through the department's recruitment website, [www.join-knoxpd.com](http://www.join-knoxpd.com).



## Restructure of Hiring Processes

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The Management Services Bureau has undertaken a comprehensive restructuring of the on-boarding and hiring process to make it more efficient, fair and reflective of the current applicant pool.

Those changes were intended to remove unintended barriers, streamline the process and ease employment entry point without lessening any of the standards required to graduate from the academy.



## New Cruisers

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In late 2023, the KPD rolled out new Dodge Durangos. The initial rollout consisted of 40 all-black Durangos.

The vehicles are fuel-efficient, all-wheel SUVs engineered to meet the demands of patrol officers, and include numerous features to maximize safety for officers.

These vehicles also provide more reliable, safe transportation for officers in the event of inclement weather.

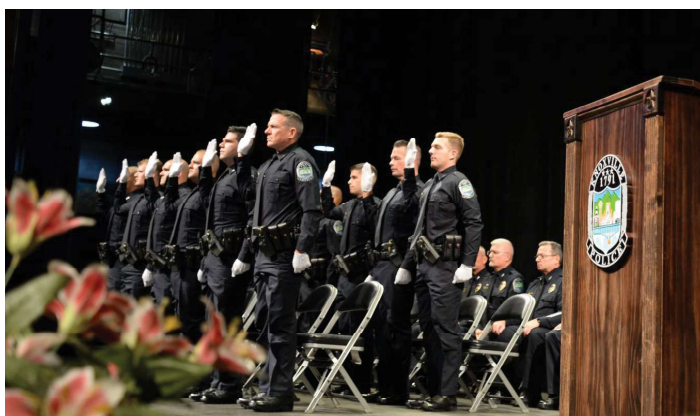


## Three Academies in 2024

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The KPD is on track to host three basic recruit academies in 2024, beginning with the first of those three in late January.

The Training Academy will oversee overlapping academies running concurrently in an ongoing effort to increase staffing levels.



# PERSONNEL

The Personnel Unit is responsible for all aspects of personnel management for the employees of the Knoxville Police Department. Those assigned to the Personnel and Recruitment Unit work to identify the best law enforcement officers and professional staff in the state of Tennessee.

Number of sworn staff at the end of 2023	342
Authorized sworn staffing	416
Number of non-sworn / professional support staff	97
Recruiting events attended	31
<b>New Hires in 2023</b>	
Public Safety Recruits	39
Lateral Recruits	4
Police Officer Recruits	16
Cadets	15
Professional Support staff	16
<b>Promotions Processed in 2023</b>	
Deputy Chief	1
Captain	2
Lieutenant	4
Sergeant	5
PO ranks	63



# AWARD RECIPIENTS

The KPD regularly acknowledges the exceptional work of its employees through its awards and commendations program.



**Sharon Terrell**  
Officer of the Month



**Martina Ketterman**  
Employee of the Month



**Tirzah Given**  
Employee of the Month



**Hayden Marshall**  
May Officer of the Month



**Sgt. Dean Ray**  
June Officer of the Month



**Christine Mullan**  
Employee of the Month



**Ryan Stinnett**  
July Officer of the Month



**John Shuler**  
July Officer of the Month



**Brandon Holland**  
July Officer of the Month



**Caleb Bailey**  
August Officer of the  
Month



**Lt. Nate Skellenger**  
Community Service  
Award



**Morgan Walton**  
November Officer of the  
Month



**Tim Edwards**  
Community Service  
Award



**Cody Lawson**  
November Employee of  
the Month



**Tyler Wiggins**  
December Officer of the  
Month



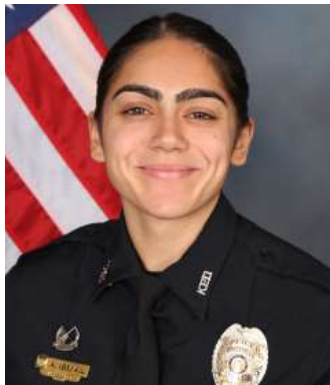
**Jasmine Reed**  
December Officer of the  
Month



**Emma Kelly**  
December Employee of  
the Month



**Christopher Brooks**  
Crisis Intervention Award



**Arim Ismail**  
Crisis Intervention Award

