

# Q&A from July 11 Community Meeting

Office of Mayor Jim Strickland



## About this document

On July 10, as part of the effort to communicate with protesters, city leadership agreed to participate in a community meeting on July 11 at Greater Imani Cathedral of Faith. In an effort to be responsive to citizens, I offered to respond to questions turned in at the meeting in 30 days (Aug. 10). On July 15, organizers of the meeting submitted the questions.

To be responsive, the answers are contained in this document. To be transparent, we're posting the questions, too.

We're happy to continue the dialogue with protesters and anyone else who has similar concerns. We'll be meeting with leaders of the groups this week, in fact.

We look forward to talking about what we view as shared goals -- we are working toward an even better police force that relates to its community, a more robust minority business effort, and a larger offering of programming for our youth. In just our first seven months in office, we've made tangible progress on these issues, ones with which leaders in our community have wrestled for years.

We're glad to work with anyone, and hear anyone's concerns, about how to move Memphis forward together. I'm excited about our opportunity.

-- Mayor Jim Strickland, Aug. 10, 2016

## Q&A

### **1. What is your action plan to end police brutality?**

Brutality of any kind is not tolerated by MPD or by me. Allegations against any officer are taken seriously and investigated thoroughly. Any officers who engage in such conduct are disciplined according to the level of offense and the law.

I'm going to work closely with Director Mike Rallings to offer the best training for our officers, including cultural diversity and community policing. We're making positive strides with this effort. Director Rallings and his staff are dedicated to becoming even more involved with our community so that stronger relationships are developed.

### **What are you doing to convict policeman that murder Americans?**

MPD has long developed a practice of conducting a thorough investigation into criminal activity, even when it is an officer. The crime of murder, or any crime, won't be tolerated by the department. And if the evidence indicates that an officer has committed a criminal act, the city will work diligently with the District Attorney General's office, which is ultimately responsible for trying any person who is a suspect in a murder case.

### **What are you doing to the police that brutally assault our people?**

Any officer accused of assault would be subjected to an internal investigation, a possible criminal investigation, and, if warranted, prosecution.

### **How do we change the law for convicted felons to vote?**

State law allows for convicted felons to regain the right to vote, but it must be done after your sentence is complete, and you can't be on probation or parole. People convicted of murder, rape, treason or voter fraud are not allowed to regain the right to vote. If you want changes to the law, you could appeal to your state representative.

### **2. Why not arrest the officers that's killing innocent people?**

Any person who is accused of murder is subject to the rules of law.

### **3. What is the solution to black men being stop for no justifiable reason?**

The laws surrounding traffic stops are based on state law and the U.S. Constitution. To stop someone, the law says there has to be reasonable suspicion or probable cause that a traffic violation or criminal activity has occurred.

**I was stopped on a Private lot, searched, humiliated, kicked, and had my motorcycle taken apart. The officer was searching for drugs with no Probable cause, then he ticketed me for a defective muffler and the ticket was thrown out.**

The law allows an officer to search a vehicle if there is probable cause that a crime was committed. You have the right to file a complaint with the Internal Affairs Bureau or the DA's office if you feel you were mistreated by a police officer.

### **4. In 2012, The City hired 3 consultants to look at MPD Policies and hold Town halls. These men made 70K and where is the report?**

**What did it say?**

### **Why were these policies not enacted?**

If you're referring to the safety consultants hired by the previous administration, I have limited information, but the contract is available online at [memphistn.gov/contracts](http://memphistn.gov/contracts). We're posting the recommendations on the city's website, and MPD says that several suggestions are currently in place. Some of these items include leadership development training sessions, Blue Team Internal Discipline Management System, stronger relationships with MPD and Memphis Animal Services, Tasers being utilized by officers, body and dash cams, GPS systems, and police service technicians.

### **5. How do we stop these gutless estrocities on our streets?**

Violence in our streets and our neighborhoods is too high and cannot be tolerated. City government is taking action to reduce it, but we also need the community's help in intervening in the lives of our young people. This is a national conversation that will require all people to sit down together and work out a solution to avoid a perpetual cycle of violence. We're committed to working through any of the tough issues that face our city with all members of the community.

### **6. What are the requirements to serve on CLERG?**

You must be nominated by the mayor and approved by the City Council to serve on the CLERB board. It's the same requirement for all boards.

### **What is being done for real oversight of CLERG of the Police?**

The City Council is currently in the process of reviewing the CLERB ordinance. There is a legal question about whether CLERB has subpoena power.

### **7. What is being done to engage white elite Memphis to hold them accountable? To bridge the gap, open hearts and minds?**

A majority of the citizens in Memphis do have large hearts and are very generous and giving people. And minds have been changed significantly over recent decades. That has been seen in our city leadership, with two African-American mayors serving the city of Memphis for more than 25 years. Mayors Herenton and Wharton did not get elected without support from white voters. And Congressman Steve Cohen did not get elected to represent the 9<sup>th</sup> District without the help of black voters. I welcome any suggestions regarding how to further unite our community.

### **8. What is being done to ensure that inner city kids are receiving the same quality of education as the kids in the suburbs?**

The citizens of Memphis voted to surrender the school charter a few years ago. Now, funding for Shelby County Schools is up to the Shelby County Commission and the quality of education is the responsibility of the Shelby County Schools board. Many suburbs have formed their own school districts as well.

### **9. What are/is being done in the future about hiring police that are secretly racist? My solution is lie detectors!**

The department does not tolerate racist behavior. We're currently in the process of hiring new officers as part of our 'Best in Blue' campaign. Full background checks are conducted of each candidate, psychological exams are conducted, and each candidate is fully vetted prior to the job offer. Once hired, each recruit undergoes an extensive training regimen of 21 weeks. After that, they spend dozens of hours training with a field training officer. We are committed to

monitoring our officers on a continuous basis in regards to their behavior and job performance. Also, 53 percent of police officers in Memphis are African-American.

**10. How do you want our people to stop crime in this community by telling police When the police don't tell when their co-workers are wrong or the DA or mayor won't admit their coworkers the police make wrong decisions.**

Every person, even if that person wears a uniform, is obligated to stand up and report crimes when they're witnessed. On some occasions, an investigation into an officer's performance is launched solely on an administrative review, which means that the concern was alerted by a fellow officer or commander within the department. Wrongdoing is reported both internally and externally. Any officer who violates department policy or the law is punished accordingly.

**11. When is something going to be done about officers that is caught in cold blooded killing on camera and recordings? Why is there no consequences for them?**

In Memphis, there are consequences for anyone who breaks the law. The justice system determines if there is punishment. We do not always agree with the outcomes at trial, but it is part of our democracy.

**12. Can you make it a standard for the Memphis Police were you have 4 on and 1 off (I mean 4 year on the street and 1 year off the street for education, counseling and therapy so every 5<sup>th</sup> year a career police need and should get a culture sensitivity term**

We do not have enough officers to have 20 percent of the force take off for a year. All officers are required to attend a one-week training session each year through in-service training. Topics such as community policing, cultural diversity and bias-based profiling are taught during these sessions.

**13. Can we see more of your presence in the black community. Especially when someone is killed on the city streets.**

I have met privately to offer my condolences to victim's families -- not wanting exploit their grief. I have a personal diary with the names and photos of each person who has been killed in Memphis this year. I look at that book every day, so I will never forget that safety is my top priority for the people of Memphis. And, every week, I attend as many community and church events as I can.

**14. What are you going to do about the revocation of the corrupted juvenile system; that has taken the driver licenses of men and that have prevent men to be able to move forward?**

These are state laws that allow driver licenses to be revoked. But our administration has met with leadership outside of the city and is looking for ways to help people keep their licenses, so they can make it to work and earn money.

**15. The problem is obvious that the police are afraid of the actions of the citizens and the citizens are afraid of the response of the police. How can this be addressed!!!**

We're continuously working to bridge the gap between law enforcement and citizens. Officers are working with schools, community centers and faith-based organizations to connect even more with those in our community. We're committed to building an even better community policing style, which will create better dialogue and trust between law enforcement and citizens.

**16. What going to happen to law of gun violence**

**I have lost two sons on gun-vio**

**Aug 2, 2003 Dec 13, 2010**

**Friday lost grandson July 8, 2016**

State laws have made it easier to have guns on the street. Our community must lobby state lawmakers in the next session to change gun laws -- specifically for Memphis.

**17. As mayor who claims to have made a “promise to the people,” what do you do daily to improve the safety and livelihood of urban communities?**

I am constantly working to bring companies to Memphis, or keep the ones that we have to improve job opportunities which will improve everyone’s quality of life. I have raised nearly \$60,000 in private donations to expunge the records of felons who have turned their lives around -- and help them find a job, if needed. So far, we’ve helped 25 people expunge their records. As for the safety of our communities, I rely on intelligence and the knowledge of my police director when determining what are the best safety measures for our city. I have also worked with our City Council to secure more security cameras for neighborhoods. We’ve increased programming at community centers and libraries. I’ve returned police officers to community centers. I’m also doing everything possible to recruit and retain police officers to our force. Most recently, my administration implemented a down payment assistance program for officers to buy homes in neighborhoods.

**Mayor Strickland, seeing as though Interim Dir. Rallings is THE sole Police Executive to be one with the people, pray with the people and converse directly with the people while protesting, what do you need to see in a candidate to permanently select them?**

The new police director -- on Aug. 7 we appointed Mike Rallings -- is a highly qualified person who is committed to data-driven policing and understands the diversity of Memphis.

**18. Why it’s the Policeman can disarm white mens, but the Black men they can’t disarm them without killing them.**

MPD does not approach disarming a white man any differently than disarming a black man. Disarming a suspect is a dangerous situation. Our officers are trained on the importance of using a deadly force continuum and to consider other options before resorting to deadly force.

**19. Why does it take 3 to 5 polices to pull over one car because of tint, tail light out, etc.**

**Things minor while there are killings and robbing going on elsewhere.**

**Why are policies speeding just to get through lights but sending innocent people to jail or accumulating driving citations making it harder to obtain driver license.**

What appear to be minor traffic infractions can often be dangerous for officers. Due to this fact, officers routinely back each other up on such stops. As for driving through red lights, officers have to do this from time to time to answer an emergency call. Policies are in place that dictate when officers are able to go into this emergency mode.

If an officer witnesses illegal activity of any type, it is the officer’s duty to respond accordingly. Once a citation is issued, MPD does not make decisions -- that’s up to the court system. Matters concerning driver’s licenses, which are issued by the state, should be addressed with the Tennessee Department of Safety.

**20. Police and teachers are both public servants.**

**Teachers are faced w/some of the same behavior such a weapons, attacks, non-compliance, etc.**

**In the same situations officers practice physical and deadly force, but teachers are expected to practice the utmost patience.**

**Why can't officers practice that same patience?**

Though there are similarities, officers face far more life-threatening situations than educators. As a result, they're trained differently. Patience is a virtue in both professions, of course, and we're working diligently on training that will attempt to teach our officers ways to better develop patience.

**21. How will we start a community run police review board that actually has power to fire crooked police officers?**

The City Council has oversight of the Civilian Law Enforcement Review Board and the rules regarding the board. The council is in the process of reviewing how much authority the review board should/ have, legally.

**22. So what are you going to do to revitalize our communities and to generate economic reciprocity, what are the plans to revitalize?**

**And Mayor our BLACK EDUCATED PEOPLE need opportunity and we are not given that.**

**What is the plan!**

I am constantly working to bring companies to Memphis, or keep the ones that we have to improve job opportunities. There are numerous projects going on in several communities to encourage growth. We are working with the White House and the private sector to increase job opportunities and mentorship for young people. And no mayor has been more committed to increasing opportunities for minority and women owned businesses to work with the city. In the first few months of our administration, we increased city contracts with minority and women-owned businesses by 17 percent.

**23. What can our city do to minimize the brutality by the police nationwide?**

**Please don't give a BS answer**

We don't have any control over how other cities run their police departments. But we can lead by example. MPD is recognized nationally for its Crisis Intervention Team, and for how our officers handled themselves during the protest on the I-40 bridge.

**24. 4 children lives was lost almost 2 weeks ago. What is your plan to acknowledge the mental health issues of mothers especially black mothers who can't seem to cope or is stressed due to lack of jobs, housing and etc.**

It was truly heartbreaking to see those children killed by their mother, and the fact that she may have been struggling with mental health issues is so distressing. Our state laws regulate funding for mental health facilities. But if you know someone who is struggling with mental health or needs help, you can always call 211 to point you in the right direction for the type of help that is needed.

**25. I'm of the mindset that this is a Kennedy moment, Ask not what my city can do for me, but what can I do for my city! Thus where can I go to offer my series of solution initiatives?**

We need everyone to help. Volunteer your time at a community center, the library, adopt a park, form a neighborhood watch program in area or join a group that exists. If you own a business, provide internships for youth in the summer. WE NEED YOU.

**26. Why is Racism STILL ALLOWED to exist to this day??!!**

That's a complicated question. City policies prohibit racist or discriminatory behavior, but you can't regulate what is in a person's heart.

**27. Why do the police officer do not follow the Constitution of the United States of America when they were sworn in to uphold these laws that protect the citizens of the United States of America?**

Police officers are expected to uphold and follow the law, and there are consequences when they do not.

**28. Mayor Strickland, it has been stated that programs have been developed to increase positive activity & educational opportunities.**

**How are these programs/employees being evaluated to ensure they are effective and dollars are being spent on quality resources for our children?**

The programs that have been implemented since January, such as the summer reading program in community centers, are new. So we won't know how effective they are for some time. But we are committed to measuring our performance in all aspects of city government through our Office of Performance Management.

**29. Why are you creating distrust during this meeting?**

I agreed to attend the meeting at Greater Imani and I listened closely to those who were allowed to speak. I will always listen and do my best to serve the City of Memphis.

**30. Why is it that when we had our hands raised and when we followed all you commands we still got shot?**

We work very hard on our training so that incidents like the one you describe, which happened elsewhere, do not happen in Memphis.

**31. Why do they overlook all the Black Deaths?**

I am devastated about the loss of life of any member of this community, and I'm briefed on every homicide case that happens in the city.

**32. What are we doing to make our kid safe.**

We've put police officers in community centers where our children spend a lot of time. We installed a new monitoring system to make sure no kids were harmed at city pools. We have library programs and community center programs to give kids activities.

**How can people vote If half the City of Memphis have Felonys?**

It is state law that excludes persons convicted of felonies from voting, not local law. Under state law, depending on the crime committed, your voting rights may be reinstated once your sentence has been served -- that includes probation and parole. This should be explained by the state when a person is released from prison.

**33. Why are police not being locked up or kicked off the force when they commit the first crimes?**

Police officers accused of crimes are entitled to due process like anyone else. If they're convicted, they'll be terminated from their employment.



**34. What is the process after you file a Internal Affairs claim?**

The complainant will fill out and sign an affidavit. A thorough investigation will follow, and if the investigation reveals that charges are merited, the officer will be issued a statement of charges, which will indicate all of the details involved. A hearing will be held and discipline will be rendered if necessary. The complainant will be notified of the outcome of the investigation.

**35. Why is so many years of experience, it limits qualified representatives from helping?**

I'm sorry, but I would need clarification to answer this question. Please email me at [mayor@memphistn.gov](mailto:mayor@memphistn.gov) with details.

**36. Education is important in fixing criminal justice.**

**What does the City plan to do to support schools, uplift schools, descalate school police? Especially amidst a " budget crisis"**

I think you're asking why we move police officers out of Shelby County Schools. Once city residents voted to surrender the charter, the city contracted with SCS to stay in the schools for three years. The agreement expired and then we redeployed those school officers to community centers. The schools are now protected by Shelby County Sheriff's officers.

**Where was the alleged transparency in the police chief search before now?**

As a candidate for mayor, I promised to do a national search for a police chief. I kept my word, and on Aug. 7 I announced Michael Rallings as my choice. It's the second time I've been charged with choosing a police director. In my first month in office, the former director retired, and I selected an interim. We have been very open about the current selection process.

**Will there be more after?**

My administration is open and committed to communicating with the public and the council.

**37. What about a website or training for our men and women on how to act when pulled over?**

This is a great idea! I'll have our police director and marketing team look into this.

**38. What programs are in place that encourage officers to build relationships with the people in the community?**

**It is harder to shoot members of a community and the people of that community if they know them.**

**It is unfortunate that the officers in this room may not be able to recognize one Black community members in this room.**

We're committed to community policing. Town hall meetings, neighborhood and business watch meetings, apartment managers' meetings, grassroots organization meetings, and community center meetings have given a wealth of connection between the community and the police.

**39. What is the reason for the long delay of the distribution & implementation of officer body cameras?**

A lack of policy and a plan to process video from body worn cameras and the capability to handle the demand from the public and media, all of which we encountered when taking office on Jan. 1, is what caused the delay. We have since started the rollout of body worn cameras, as well as hiring videographers to process the video for redactions. Our police department regularly gives updates about the implementation of this program to the City Council, and those meetings are open to the public and broadcast online.

**Can Memphis Police Department be expected to organize & implement a community board to review incidents & complaints within MPD? To increase transparency.**

The Civilian Law Enforcement Review Board reviews citizen complaints against the police department.

**40. Why are we allowing “under-trained” Police officers to walk our streets with a hot-head and armed?**

Recruits go through six months of training and psychological evaluations before they graduate from the academy. After graduation, they are partnered with another officer for a year on probation.

**Will you address the “character assassination” that takes place before someone is tried?**

City officials rarely comment on pending cases. Memphis Police share facts of criminal cases with media, but we don't shape the coverage or how people are characterized in news coverage.

**41. Mayor can you commit to supporting a strong CLERB?**

Yes, I support CLERB and voted for it when I served on the City Council.

**What will you do to protect & support CLERB?**

We have recently hired an administrator and an independent investigator to help CLERB investigate complaints against officers. The investigator is independent of police.

**Same “?” for cultural sens. trg.**

Officers do go through two weeks of in-service training each year, and Director Rallings has said he is looking into additional training.

**42. Why can't you get your record expunge after 35 yrs of no trouble and for a nonviolent crime breaking into a car 2x serve your time, and bend clean every sense.**

**Why?**

It sounds like you *can* get your record expunged. I've raised money to expunge the records of non-violent criminals. The DA identifies the people who qualify for the program, but you can apply to get your record cleaned through the General Sessions Court Clerk's office -- which you can contact at 222-3400. State law determines who is eligible for expungement.

**43. Why should we be caged?**

**Why should we be silent?**

**What is freedom?**

**What is a voice when we can't use it?**

**Why are we not a chain of change but a chain of racist?**

I'm not sure about your specific question, but thank you for your heartfelt comment. If you have a specific question, please email me at [mayor@memphistn.gov](mailto:mayor@memphistn.gov).

**44. Can we limit participation to residents of THIS area?**

They mayor and City Council hold regular town hall meetings around the city in different neighborhoods.

**45. How can we build programs that can foster relationships between concerned citizens, city officials, and impoverished & incarcerated youths?**

We have partnered with several organizations to increase programming and opportunity for young people in our community centers. We're also reaching out to several community partners to increase mentorship and summer job training for young people.

**46. What is being done to aid inner city schools & fund overworked & underpaid teachers & provide resources for those schools?**

The Shelby County Commission is responsible for the funding of Shelby County Schools.

**47. What is a solution where Inner City Memphis Homeowners are expected to pay City and County taxes?**

I'm not sure about your specific question, but paying city and county taxes is the law.

**While at the same time a Memphis Resident is not allowed a Free Library Card in Germantown Libraries unless a Resident to receive a Free Library Card?**

Germantown is its own municipality. Germantown residents are not allowed to have a Memphis library card for free, either.

**48. What is demographic breakdown of Minority business participation?**

**% of Woman**

4.9%

**% of African American bus.**

9.15%

2% uncertified

That total of 16.05 percent is up from 12 percent when I took office in January, and I'm committed to doing more. It's a major priority for my administration, and I actually created an office and hired a director to focus solely on that.

**49. Why can city garner or find funds in amount of millions spent to light the bridge and pay ServiceMaster to open downtown?**

**How much was spent on each when we can't pay for real needs of public.**

Private donations will pay for the lighting of the bridges. No public money is being used for that project. ServiceMaster chose to stay in Memphis, keeping 1,200 jobs here, and was given the largest incentive from the state of Tennessee.

**50. Does the MPD have any forms of diversity training in place for the officers of MPD?**

Yes. Cultural diversity and bias-based profiling are taught during every recruit training session. Also, our Community Outreach Program (COP) currently teaches a block of instruction that touches on these topics. The instruction discusses the importance of community policing, steps to take to get to know those in the community, and how to interact with different cultures and races. Our Training Academy staff is also currently working on implementing additional training that will address cultural diversity and bias-based profiling for the 2017 in-service sessions.

**51. Why isn't the same standards held in the court system with Black children than White children**

**What kind of diversity initiative will they try to place for officers outside of the urban communities.**

A Department of Justice investigation at Shelby County Juvenile Court found that black children were treated unfairly, and the court, which is a county function, has been taking steps to correct those problems. To the second part of your question: Each municipality has its own police force. We cannot dictate policy in other jurisdictions.

**52. Why is it that Mayor Strickland only make a news conference when it only involves the killing of police officers?**

Since I've been in office, only one police officer, Verdell Smith, has been killed in the line of duty. I did meet privately with Officer Smith's family to express his condolences, and I have also met privately with several homicide victims' families, keeping those meetings private as to not exploit their grief. The level of violence in our community makes me angry. I keep a personal journal that has the name and picture of every homicide victim to remember who they are, and that public safety is my No. 1 priority as mayor. I am deeply affected by murders in our city.

**We want our Mayor to be more interactive in our communities!**

**That's why we voted Warton out of seat.**

Every week, I meet with the public in their communities, churches and neighborhoods. And I will continue to do more.

**53. To the Mayor: Are you afraid of the movement?**

Absolutely not. Everyone has a constitutional right to peaceful assembly. I may not have gone through the same struggles as my black friends and neighbors, but I know what injustice and discrimination look like, and I understand those struggles. I understand and believe that Black Lives Matter. And I care about the safety and welfare of all the citizens of Memphis, no matter what color they are or how much money they have.

**Why didn't you show up and show support to the cause?**

I was near the protest and prepared to talk with protestors, but was advised by my police director, Mike Rallings, not to join the group.

**54. How can the City of Memphis create job fairs to help with poverty in our city?**

We have several job fairs throughout the year. In fact, the city just held one last week. Our Workforce Investment Network offers help to people seeking jobs, in a lot of different ways. Visit its website at [www.workforceinvestmentnetwork.com/](http://www.workforceinvestmentnetwork.com/) or call 636-7971.

**55. Why is there such a huge economic disparity between whites and blacks?**

**For examples: jobs, housing, and education, etc.**

That's a complex question, but the short answer is historical racism and discrimination coupled with families caught in a generational cycle of poverty. I'm doing what I can as mayor to break the cycle of poverty and to level the field of opportunity.

**56. Please explain what is going on w/Clerb & what it is & that it has no subpoena power**

CLERB is the Civilian Law Enforcement Review Board. It is a board made up of appointees from the offices of the mayor and City Council to hear citizen complaints against law enforcement officers. The board has an independent investigator, but it does not have subpoena power. At this time, the City Council is reviewing the ordinance surrounding CLERB that could lead to a change in how the board operates.

**57. Why haven't we gotten any convictions for the black men killed recently in Memphis by white cops?**

The District Attorney General's office prosecutes criminal cases in Memphis. The DA will not move forward to prosecute a case if a grand jury refuses to indict a suspect.

**When will minority contracts for shell black businesses get in our hands?**

The City of Memphis' Equal Business Opportunity (EBO) Ordinance explicitly addresses penalties for companies who are acting as "fronts" and receiving any kind of benefit from the EBO programs. The penalties include the following:

*Sec.2-330 Penalties for Non-Compliance*

(3) By an individual or firm attempting to benefit from or participate in the M/WBE program, through fronting activity, false representation of a commercially useful function, or other fraudulent or unlawful activity, the matter shall be referred to the appropriate legal authorities and the City of Memphis Legal Division for criminal prosecution; and, in the event a conviction or guilty plea is obtained stemming from such criminal prosecution, the business entity and principals shall be barred from participation in city contracts for one year.

**Why is Nathan Beckford Forest Statue still up?**

When I was on the City Council, I voted to remove the statue. It remains because, by state law, the Tennessee Historical Commission has to approve its relocation. The application has been submitted to have the statue removed.

**58. Who are minority communities only receiving 35% of funding when Blacks alone make up over 60% of the Memphis population?**

I'm sorry, I'm not sure I understand this question. Please email me at [mayor@memphistn.gov](mailto:mayor@memphistn.gov) to clarify and I will be glad to answer.

**59. What will you do to stop using deadly force?**

**How soon will you implement that?**

**Take Darrius Stewart's killer off disability/pension until a full internal & external investigation is done-then act based on results.**

**Our youth-even 5 & 6 year olds-are traumatized by police killing black & brown people-what will you do to change this & bring justice & peace?**

The ordinance surrounding our pension determined how former officer Connor Schilling's retirement was handled. It was handled by the Pension Board according to state and local laws. MPD does not have a desire to utilize deadly force on anyone. There are times that officers have to protect the lives of citizens or their own lives, and in such times the decision to use deadly force may be required. Officers are regularly trained on the importance of the deadly force continuum and are taught to consider other options than deadly force during an encounter. However, sometimes officers only have less than a second to react to the situation in order to protect and serve.

**60. Please ask all Elected Officials to stand.**

**Ask the question: Why do you continue to allow companies to come in you give them millions of dollars and they pay employees bare wages & no benefits.**

PILOT programs -- which do not give money to companies -- are used to incentivize businesses to move to the city or stay in the city. For example, ServiceMaster is staying in Memphis, moving Downtown and expanding its workforce. The state and city did offer them a PILOT and the jobs they offer are well above minimum wage.

**61. Where was Jim Strickland**

## **He's the Mayor of Memphis**

### **Why he wasn't on the front line yesterday**

I was at City Hall coordinating the city's entire response and was prepared to talk with protestors, but was advised by Police Director Mike Rallings not to join the group.

### **62. Can you Mayor Strickland ask for forgiveness from the black community on behalf of government in Memphis**

**Jesus is the only answer!**

**Love is the only answer!**

I agree that Jesus is the answer -- I am a man of faith and rely on God for strength every single day.

### **63. What are we going to do about the black men license that are suspend due to child support and unable to get a job? Also what about the people that are in Jail due to it?**

License suspension as a result of lack of child support payment is determined by state law and by order of the court. While we do not have direct authority on that process, my administration is beginning to work with others who are involved to remove barriers.

### **64. In regards to traffic stops, what warrants a passenger being asked for identification?**

Tennessee law allows an officer to ask a passenger for identification. For safety reasons, it is common practice for officers to make this request. A passenger may be requested, but not compelled, to provide ID or other information during a routine traffic stop, except under certain circumstances.

### **65. What type of police sensitivity training will you be requiring?**

**Will it be similar to the teacher training in inner city schools?**

**Why are teachers getting this & not police?**

Cultural diversity and bias-based profiling are taught during every recruit training session. Also, our Community Outreach Program (COP) currently teaches a block of instruction that touches on these topics. They discuss the importance of community policing, steps to take to get to know those in your community, and how to interact with different cultures and races. Also, our Training Academy staff is also working on implementing additional training to address cultural diversity and bias-based profiling for the 2017 in-service sessions. The training received by teachers is determined by the SCS board and the state.

### **66. Can we start back housing the police in the bad communities?**

I've initiated a down payment assistance program that will encourage more investment in targeted ZIP Codes in our city. That program has been expanded to police officers. To learn more, visit HCD's website at

<http://www.memphistn.gov/Government/HousingCommunityDevelopment/DPA.aspx> or call 636-7300.

### **67. Are you going to make him director before we leave?**

Mike Rallings has been named Police Director for the Memphis Police Department.

### **68. I want to know where was Mayor Jim Strickland last night?**

**We are suppose to be your people but you were not there where were you at?**

I was at City Hall coordinating the city's entire response and was prepared to talk with protestors, but was advised by Police Director Mike Rallings not to join the group.

**69. What is the Mayor going to do to get more higher paying jobs and not \$8.00 a hour jobs. No more wearhouse jobs.**

**No temp services real jobs.**

**What is his plan.**

We are actively recruiting companies to Memphis. Convincing ServiceMaster to stay, for instance, will keep 1,200 good jobs. There are currently 18,000 jobs available in the city that are above minimum wage, and you can find those at [jobs4tn.gov](http://jobs4tn.gov). We are doing we can to strengthen the workforce through our Workforce Investment Network -- <http://www.workforceinvestmentnetwork.com>.

**70. What can we do to stop arresting parents/guardians/grandparents for disciplining their children.**

Police only step in when discipline becomes abuse.

**71. What is being done about the officers that posted a pic of pointing a gun at a black man emoji.**

**Holding them accountable would show how good cops are holding bad cops accountable.**

I agree -- I've said that part of what makes me proud of MPD is that when someone makes a mistake, MPD holds them accountable. From MPD, here is precisely what happened in the case you reference:

On Wednesday, August 3, 2016, a disciplinary hearing was concluded where an officer was charged with violation of DR 104 Personal Conduct and DR 136 Social Media. The director sustained the charge violation of DR 104, Personal Conduct, and ordered a twenty (20) day Suspension without pay, Cultural Diversity training and a TA to the COP Unit. He sustained the charge of violation of DR 136 Social Media and ordered a ten (10) day Suspension without pay.

On Friday, August 5, 2016, a disciplinary hearing was concluded where another officer was charged with violation of DR 104 Personal Conduct, DR 136 Social Media and DR 127 Reporting Improper Conduct. The director sustained the charge violation of DR 104, Personal Conduct, and ordered a twenty (20) day Suspension without pay, Cultural Diversity training and a TA to the COPS Unit. The director sustained the charge of violation of DR 136 Social Media and ordered a seven (7) day Suspension without pay. The director sustained the charge for violation of DR 127 Reporting Improper Conduct and ordered a three (3) day suspension.

**72. What about the official Black Lives Matter Chapter and the work they have been doing to fight these issues?**

We are scheduling a meeting soon with the Coalition of Concerned Citizens, which has a representative of the local Black Lives Matter chapter.

**73. I am the mother of 2 black men**

**I'm a cop**

**I'm an educator**

**The laws are unjust from inside out against blacks**  
**\*I will answer the question where are the good officers\***  
Thank you for your service.

**74. Do you dig into the backgrounds of the fellow officers?**  
All officers hired by MPD go through a thorough background check.

**75. What is the difference between white & black lives**  
**Everybody lives matter**  
The Black Lives Matter movement is not suggesting that everyone's life doesn't matter — it's saying black lives should matter as much as white lives when it comes to police/community interaction, jobs, and education. It's about equal treatment.

**76. Can the police department change the application process.**  
**There are people who want to help but investigators department give blacks people miss info to apply and after three process you can not apply**  
MPD and HR are currently in the process of re-evaluating the entire process. That said, the application process we currently use is web-based and user-friendly. If you have questions, the recruiting team is available at 636-4473 or 800-318-4164 -- or visit [joinmpd.com](http://joinmpd.com).

**77. Card was not provided.**

**78. Why are Blacks judged with unequal justice**  
**Example: A black man shot his neighbor's pit bull and police arrested the Black man?**  
We don't know the specifics of this case, but the law strives to treat people equally.

**79. Points to Be Made:**  
**We must have training for these businesses so they are eligible for these contracts.**  
**We need an increase in federal \_\_\_\_\_ so businesses can obtain loans to grow their businesses to be eligible.**  
**We cannot physically attack police and expect to not get shot.**  
**If Rallings is made chief and he makes a decision you don't like, don't forget about all these ovations you are giving him.**

**Question:**  
**What internal police procedures need to be adjusted so cops do not get away with brutality**  
I'm going to work closely with Director Rallings to offer the best training for our officers, which includes cultural diversity and community policing training. We're making positive strides with this. Any allegation of brutality is taken seriously and investigated thoroughly. Any officer who engages in such conduct is taken seriously and investigated thoroughly. Any officer who engages in such conduct is disciplined according to the level of the offense and the law.

**80. Would as many come out to clean a neighborhood? (Come out for Jesus – part of the problem or cure?)**  
**You asked Strickland to make the mistake all these other cities & easily led people are making.**  
**Jump the way you are told without ALL the info. Follow the propaganda.**  
**Body cameras will help, IF police don't LOSE the films.**  
**Who are you is NOT useless info!**  
**We should be raising children who don't need us to entertain them.**



**Hire THEM to restore the parks.**

**If police need to know the citizens, citizens should go on a ride-along.**

**1 Vision 1 Mphs is unrealistic.**

Thank you for your comments. Please email me at [mayor@memphistn.gov](mailto:mayor@memphistn.gov) if you have any specific questions.

**81. There are usually 6 to 7 cars that pull up to answer all situations, so once again where are the good cops \_\_\_\_\_?**

Policy dictates how many cars are sent to each scene. Each incident is evaluated on a case-by-case basis to ensure great service to our citizens.

**82. To the Mayor & Interim Director:**

**Steven Askew was murdered by 2 Memphis police officers on January 17, 2013, struck 6 times in the back, 9 total.**

**Are you willing to ask the TBI to investigate his death?**

The District Attorney General would have to ask the TBI to conduct an investigation, and I would ensure that MPD will fully cooperate.

**83. We need more police presence in the schools!**

**What can happen to get more police in the schools everyday , not just when a fight occurs**

Shelby County Sheriff's officers and Shelby County Schools security personnel provide safety in SCS. Our police officers have now moved to community centers.

**84. Addressed to the Mayor**

**I understand the process of hiring a director and you said you are hearing us but truthfully there is a difference between hearing and listening, so what are you doing?**

**Area you simply hearing us or are you listening.**

I listened and I heard what many in the community said about hiring a police director, and I feel I made the right choice.

**85. Can we get the MPD back into inner-city schools because KIDS, no matter how different than more privileged Memphians they experience police brutality too?**

There are no plans to move Memphis police officers back into Shelby County Schools. The contract SCS had with city for police officers expired in June of this year, and those officers have been reassigned to Memphis community centers.

**86. Do you believe the city ran by Race or Education**

We can't deny our city's history when it comes to race relations, but there have been great improvements over the years. But education will be a great factor in the type of city Memphis will become in the future.

**87. What steps will the City of Memphis take to build the bridge between the community and the police.**

We're continuously working to bridge that gap. Officers are working with schools, community centers and faith-based organizations to connect even more with those in our community. We are committed to building an even better Community Oriented Policing style, which will create better dialogue and trust between law enforcement and its citizens.

**88. My name is Cartell Williams and I want to speak on police brutality.**

**I myself was attack by 5 white police officers on Nov 5, 2015.**

**I want to know where is the video tape of the beating I suffer**

**I want to know are you guys from City Hall are going to release the tape so the citizens can see what police brutality really is and I am of survivor from it.**

This is an ongoing investigation, and we do not release any videos until the investigations are over. We understand that thus far, one officer has been disciplined. If you'd like to make a request for police or city records, you can submit a public records request here:

<http://www.memphistn.gov/Communications.aspx>

**89. We need more diverse representation in leadership here in Memphis.**

**Memphis is 65% African-American but most of the local leadership in areas of business & government does not reflect the current metro population.**

**So what will be done to educate & open up access to qualified African-Americans who want to serve as leaders.**

Our City Council and the mayor's office/staff is diverse -- in fact, two-thirds of my senior leadership team are African-Americans. And we are always looking for citizens who would like use their talents to serve on city boards. Also, anyone can run for political office.

**90. Last night, Memphis saw an amazing display of discretion and common sense in de-escalating a tense situation.**

**Will MPD formalize a policy of using this same approach when dealing with minor drug possessions, traffic violations, and other low-level offenses at the street level?**

Each case is different and will be evaluated independently, but I'm proud of the way MPD handled this event with an eye toward the greater good of our city.