



Recommendation for MPD Transparency and Accountability

On behalf of Memphis Interfaith Coalition for Action and Hope (MICA), a grassroots organization committed to advancing social justice and fostering systemic change through community-led advocacy, we appreciate the opportunity to collaborate with the Department of Justice (DOJ). Your efforts to address the systemic issues identified in the recent report on the Memphis Police Department (MPD) and the City of Memphis (City) are deeply valued.

We are writing to propose a key recommendation from our community: the creation of a publicly accessible online database documenting police officer misconduct. This initiative reflects best practices in transparency and accountability, as demonstrated in cities such as Chicago, New York, and San Francisco.

Specifically, we propose a database that includes:

The total number of civilian complaints filed against each officer, with a breakdown of outcomes (e.g., substantiated, unsubstantiated, or exonerated). Substantiated complaints should include the type of discipline issued (e.g., verbal reprimands, written reprimands, observation behavior reports, suspensions, or terminations), the date of each disciplinary action, and supporting documentation detailing the reasons for the disciplinary action.

The total number of investigations or inquiries conducted by the Inspectional Services Bureau (ISB) and chain of command for each officer, with a breakdown of outcomes (e.g., substantiated, unsubstantiated, or exonerated). Substantiated cases should include details of any disciplinary actions (e.g., verbal reprimands, written reprimands, suspensions, or terminations), the date of each disciplinary action, and supporting documentation detailing the reasons for the disciplinary action.

Detailed documentation of officer credibility issues, including issues identified through ISB investigations, chain of command inquiries, or other reviews. It should detail the circumstances, outcomes, and dates of any determinations (e.g., dishonesty, bias, or misconduct impacting reliability in court) and comply with requirements under *Giglio v. United States*.

Records of all use-of-force incidents involving each officer, with details of the

type of force used (e.g., physical force, mace, tasers, firearms), the circumstances of the incident, and the outcomes of any related investigations. It should include whether the use of force was deemed justified and any resulting disciplinary actions, along with detailed supporting documentation.

Records of lawsuits filed against officers related to allegations of misconduct, including those stemming from civilian complaints. Records should include the nature of the allegations, the outcomes (e.g., settled, dismissed, or adjudicated), and the financial cost to the city (e.g., settlement amounts or legal fees).

To maximize transparency, the database should be accessible to the public through a user-friendly website that enables searches by officer name or badge number. While the ultimate responsibility for maintaining the database remains to be determined, our primary request is that the MPD and the City provide timely and accurate records—updated weekly or monthly—on officer misconduct, investigations, and disciplinary actions to ensure the information remains current and reliable.

Cities like Chicago, New York, and San Francisco have successfully implemented public databases that provide detailed complaint histories, disciplinary records, and credibility information. For example, the Civic Police Data Project in Chicago offers a comprehensive repository of misconduct complaints, while the New York City Civilian Complaint Review Board provides a searchable database highlighting officer complaints and disciplinary actions. Similarly, the San Francisco Public Defender's Office provides a database featuring written reports, video recordings, and news articles documenting officer misconduct.

In Memphis, such a database would begin to address the severe deficiencies highlighted in the DOJ report and provide much-needed transparency in MPD's practices. This initiative represents a practical and forward-thinking step toward ensuring equitable and constitutional policing. By embracing this effort, the MPD and the City can demonstrate a genuine commitment to transparency and accountability.

MICAH is dedicated to amplifying the voices of our community and advancing the fight for transparency, accountability, and justice. By collaborating with the DOJ, we seek to ensure that meaningful reforms are implemented to address longstanding patterns of police misconduct. We respectfully urge the DOJ to incorporate this recommendation into its reform efforts and look forward to working together to achieve meaningful and lasting change in Memphis.

Sincerely,