

**City of Memphis**  
**Police Division, Inspectional Services Bureau**  
**Case Summary I2021-017**

Printed On: 7/9/2021

**I) Principal Officer:**

POLICE OFFICER II Alexis Brown #13606  
POLICE OFFICER II Trevor Pulliam #14505  
POLICE OFFICER II Demetrius Haley #14730  
LIEUTENANT Timothy Foster #2792

Mt. Moriah Station - "D"  
Mt. Moriah Station - "D"  
Mt. Moriah Station - "D"  
Mt. Moriah Station - "D"

**II) Administrative Regulation:**

DR 301 Excessive Force / Unnecessary Force

**III) Allegation:**

It is alleged that on February 21, 2021, at approximately 6:45 p.m., Officer Alexis Brown used excessive force when arresting Ms. Kadejah Townes at Knight Arnold. It is further alleged Ms. Townes suffered a dislocated shoulder as a result of Officer Brown's actions.

**IV) Background:**

On Sunday, February 21, 2021, at approximately 6:45 p.m., Officer Brown and her partner Officer Pulliam responded to a shooting call at Knight Arnold. Officer Brown initiated a vehicle stop on the parking lot at this location. Brown removed Kadejah Townes from the vehicle to be identified. Townes alleged she suffered a dislocated shoulder as a result of Officer Brown's actions during the process of being handcuffed.

**V) CAD #:**

P210521467

**VI) Evidentiary Findings:**

**A) Statements:**

**Civilian Complainant statement:** Kadejah Townes, stated on Sunday February 21, 2021, around 6:45 p.m., she and Patrina Finley, her aunt, were at a Red Box to get a movie and four or five officers pulled in front of the Walgreens at Knight

Arnold, got out and ran into the store. The officers came out of the store and a young male black officer came to the car and asked her had anyone been shot or had she heard any shooting. She told him no. The officer said okay and walked away. She and her aunt proceeded to leave and a male white and female white officer stopped them. Officer Brown came to her side of the car and told her to let the window down which she did. Brown told her she needed her ID because they were laughing. Townes told Brown that she had already spoke to another officer and that she hadn't heard any shots or knew anything about a prank call. Brown told her since "yall over here laughing, I need to see your ID." Brown told her "as a matter of fact, get out of the car." Townes told Brown "I'm not getting out." Brown began to stick her hand inside the car to unlock the door and open it. Townes said she opened the door and got out of the car and told Brown "I ain't do nothing, I ain't do nothing, What I do"? Brown grabbed her and put handcuffs on her. She told the officers she needed to go to the emergency room because her shoulder was dislocated. An ambulance made the scene, but she refused treatment and signed the denial form because she needed to go to the emergency room. Brown and Pulliam began to transport her to Jail East and some of the family members were following the squad car, so Brown pulled to Halle Stadium. Brown got out of the car and drew a gun at her brother but she didn't point it at him. Brown detained her brother and wrote him a citation for interfering with a police investigation and other officers took her aunt into custody. Townes yelled that her arm was dislocated so Brown and Pulliam took her to the Med. The Med X-rayed and told her to follow up with a chiropractor. She had a history of her shoulder being dislocated prior to this incident. Townes said the hospital released her with a sling and she was transported to Jail East. She arrived at Jail East and was denied entrance; therefore, the officers that transported her aunt to jail took her home.

**Civilian Witness statement:** **Patrina Finley**, stated on Sunday February 21, 2021, around 6:45 p.m., she and Kadejah Townes, her niece, were at a Red Box to get a movie and three or four officers pulled up and rushed into the Walgreens at Knight Arnold. She said a male white officer with glasses exited the store and approached her car and asked had she heard any shooting or someone get shot. Finley replied no and the officer walked away. She felt they were good to go so she proceeded to back her car out to leave. As she was about to leave, Brown used a squad car and pulled up to the front of her car. She tried to pull around Brown's car since she had been released, but the other officer a male black officer stopped her on foot. Brown approached the passenger side window and asked why were they laughing. Finley said she replied they were just getting a movie from the Red Box and laughing. Brown asked them for identification and Townes asked why do we need to show you ID. Brown tried to grab Townes cell phone because she was recording. Townes gave the phone to her and Brown began to open the car door to get Townes out of the car. She said they were doing nothing wrong and Brown began to try and handcuff Townes, but she couldn't. Two other officers assisted Brown to handcuff Townes then Brown approached her, handcuffed her, and placed her in the back of a squad car. She said Townes complained of her shoulder being dislocated and she needed to go to the doctor. Finley said she was later released and free to go, but Townes was placed under arrest. She said the officers never told them why they were



being stopped. Townes was being transported to jail by Officer Brown and Pulliam. Finley got behind the squad car and she was stopped once more by Brown and Pulliam at Halle Stadium. At this time she was taken into custody and transported to Jail East.

**Witness Employee Statement:** Officer Demetrius Haley, IBM #14730, stated he was working on Sunday, February 21, 2021, on the Charlie shift. He stated he was in a two-man unit with his partner Officer Collins. He received a dispatched call to Knight Arnold of a shooting and a person hit. Haley made the scene and he and his partner did not locate anyone hit. He said he got on the radio and advised the dispatcher of their findings. Haley said he observed a white Infiniti parked with two female occupants inside but everything checked okay with them. He said he walked away from the car and continued looking around. He walked back to the other officers and told Officer Brown he hadn't seen anything, but the two occupants in the Infiniti were laughing. Haley didn't think anything of the occupants laughing because it's not illegal to laugh. He went back towards his squad car, and Brown yelled to her partner Pulliam to get in the squad car so she could stop the Infiniti. Haley said he observed Brown stop the car and approach the passenger side door. Pulliam approached the driver side. Brown began to try and open the door. Kadejah Townes, the passenger, got out of the car, and Brown struggled to put her in handcuffs, so he assisted. He did not know why Brown was handcuffing Townes, but she was placed in the back of a squad car. Brown approached the driver, Ms. Patrina Finley, handcuffed her, and placed her in the backseat of a car. Townes complained of wrist pain, so an ambulance made then scene to render aid, and she refused treatment. He said he did not know if a supervisor was notified at the scene, but no supervisor made the scene. Pulliam recovered marijuana in the car search and no one was arrested for it. He said Pulliam and Brown took possession of the marijuana. He said his Body Worn Camera was on and working properly that day.

**Witness Employee Statement:** Officer Trevor Pulliam, IBM #14505, stated he was working on Sunday, February 21, 2021, on the Delta shift. He was a two-man unit along with Officer Brown. Pulliam said they pulled over to a call at Knight Arnold which was a shooting call. Brown called him over as she was attempting to stop a white Infiniti while looking for victims of the shooting. He said Brown stopped the car and was attempting to get identification from the people inside. He was not familiar with why she stopped the car. He was at the driver-side door speaking with the driver Patrina Finley. He heard a commotion from the other side of the car and observed Brown attempting to take the passenger out of the car, so he went over to assist. The passenger Kadejah Townes was resisting, but they were able to get handcuffs on her. After Townes was taken into custody, she did not want to talk to him although he tried to see what was going on. Townes was charged with resisting official detention. She complained of wrist and shoulder pain but refused medical care when the ambulance arrived. Pulliam said a misdemeanor amount of marijuana was discovered in plain view inside of Patrina Finley's purse. It was placed on the hood or trunk of a squad car. He did not know what happened to the contraband but he and Brown did not go to the Property and Evidence room to tag it. Ms. Finley was



not charged at that time and released. Ms. Townes continued to complain about shoulder pain so she was taken to Regional One for further evaluation. Townes was later transported to Jail East. He said his Body Worn Camera was on and working properly on that day.

**Witness Employee Statement:** Officer Marcus Collins, IBM #10327, stated he was working on Sunday, February 21, 2021, on the Charlie shift. He was a two-man unit with his trainee Officer Haley. Collins stated he and his partner responded to a dispatched call of a shooting at Knight Arnold Road, which is a Walgreens. He was the first or second car to arrive on the scene and observed people acting normally, walking into the store and parked on the parking lot. He went into the store to check for victims, but no one had been shot or heard any shots fired. He didn't see anything out of the ordinary. He spoke with the occupants of a white Infiniti who were parked near the Redbox and they said no one had been shot nor had they heard any shooting. After he spoke with them, he said they were free to leave. He went back into the store and continued to check the area. Collins came out of the store and observed Officers Brown, Pulliam, and Haley engaged with the two female occupants of the Infiniti and were handcuffing them. He did not know why the occupants were being handcuffed. He spoke with Kadejah Townes, who was very upset to try and calm her down as a peacemaker. He said Officer Haley put Townes in the backseat of their squad car. After speaking with Brown, he found out Townes was being arrested for disorderly conduct. An ambulance made the scene to evaluate Townes, but he was not aware of any injuries. He said he did not contact a supervisor, but some of the other officers did. Collins said Brown and Pulliam ultimately transported Townes to jail.

**Witness Employee Statement:** Lieutenant Timothy Foster #2792, stated he was working on Sunday, February 21, 2021, on the Delta shift as a supervisor. He said there was a dispatched call of a shooting at Knight Arnold. He was monitoring the call as officers made the scene. An officer advised over the radio that a victim could not be located. Several minutes later, he received a phone call from Officer Brown advising she and Officer Pulliam had two female blacks in custody for disorderly conduct. Brown advised him that two occupants of a white car were laughing, so she and her partner made a traffic stop and detained them. Brown advised there was an odor of marijuana coming from the occupants of the white car, but he could not recall whether Brown advised him of recovering any contraband. He said Brown could have possibly told him about the contraband and disposing of it, but he did not recall. He said had Brown advised him of any contraband and disposing of it, he would have made the scene. He would have advised her that she could not do that. He would have suggested some type of disciplinary action for those actions. He said he hadn't taken any disciplinary actions with Brown in the past. Foster said to his knowledge, the disposition of the scene was Ms. Townes being arrested for disorderly conduct.

**Principal Employee Statement:** Officer Alexis Brown, IBM #13606, stated she was working on Sunday, February 21, 2021, on the Delta shift. She was a two-man



unit along with Officer Pulliam. She was dispatched to a complaint call at Mount Moriah, but disregarded herself for the shooting call at Knight Arnold. When she arrived on the scene, other units were checking the area for a victim and or suspects. She said the scene was calm and no victim or suspect could be located. Officer Haley advised that he saw the occupants of a parked white Infiniti laughing. Brown said, "Oh they were laughing" so she got into her squad car and initiated a traffic stop. She approached the vehicle on the passenger side and asked Kadejah Townes for her identification. Townes refused and was recording with her cell phone and was not a threat at that time. Brown tried to open the car door to get her out to be detained for identification purposes. Townes became verbally and passively resistant. She took Townes out of the car facing her. She put one handcuff on Townes and attempted to turn her around, but she was a little bigger than she was. So, Officers Haley and Pulliam helped her turn Townes around and handcuff her other wrist. She placed Townes in the backseat of the squad car for an investigative detention to be identified. Also, to figure out if she made a bogus 9-1-1 call. Brown approached Patrina Finley and handcuffed her as well. She searched the vehicle and Officer Pulliam recovered a misdemeanor amount of marijuana inside Ms. Finley's purse. She disposed of the marijuana because it was a misdemeanor amount and it was her discretion to do so. Ms. Finley calmed down and was released at that time. Brown contacted Lt. Foster by phone and advised him what had occurred. Lt. Foster did not make the scene. She did not advise Lt. Foster or any other supervisor that she disposed of the marijuana. The marijuana was a misdemeanor amount. Therefore, it was officer's discretion to dispose of it, and a supervisor didn't need to be advised. Brown said she did not need probable cause to make the traffic stop. All that was needed was reasonable suspicion. She said Townes mentioned she was injured and an ambulance made the scene, but she refused treatment. While transporting Townes to Jail East, she complained of arm pain again. She was then transported to Regional One for further evaluation. Brown said Townes diagnosis was unknown because of HIPAA, but she did not receive a sling or anything and was handcuffed behind her back after leaving Regional One and transported to Jail East.

**B) Physical Evidence:**

None

**C) Forensic Evidence:**

None

**D) Recorded Evidence:**

- 1) CD's Containing Witness and Principal Officer Statements
- 2) Body – Worn Camera and In-car Video Footage
- 3) CD's of Civilian Statement, Witness Officers Statements, Principal Officer Statement
- 4) MPD Communications and Request Form



- 5) CD's of MPD Radio Transmissions
- 6) Netviewer Call Log- Mount Moriah Station
- 7) Netviewer Event Chronologies
- 8) Audio Recording Verification Forms
- 9) Arrest History – Kadejah Townes

**E) Miscellaneous Evidence:**

None

**VII) AG Review:**

This case file was not submitted to the Attorney General's office.

**VIII) Analysis:**

The primary issue related to this investigation centers upon the actions of Officer Alexis Brown and whether her actions transcend the standards of the Memphis Police Department. These standards are established in the Memphis Police Department's DR 301 Excessive Force / Unnecessary Force

**The Memphis Police Department's DR 301 Excessive Force / Unnecessary Force states:**

**DR 301 EXCESSIVE/UNNECESSARY FORCE**

**Excessive Force/Unnecessary** is defined as the amount of force which is beyond the need and circumstances of the particular event, or which is not justified in the light of all circumstances, as is the case of deadly force to protect property as contrasted with protecting life.

Control may be achieved through advice, warnings, and persuasion, or by the use of physical force. While the use of reasonable physical force may be necessary in situations which cannot be otherwise controlled, force may not be resorted to unless other reasonable alternatives have been exhausted or would clearly be ineffective under the particular circumstances. Officers should consider the facts and circumstances known at the time of the confrontation when determining the amount of force to use, including: the severity of the subject's crimes, the immediate threat posed by the subject to the safety of others, and whether the subject exhibits active aggression or is actively resisting arrest. Officers are permitted to use whatever force that is necessary and reasonable to protect others or themselves from bodily harm.

Officers shall never use force or violence that is unprovoked, needless, or not required during performance of their duties when making an arrest or in dealing with a prisoner or any person.



**Graham v. Connor (US 1989)** is the landmark US Supreme Court case that defines reasonable use of force by police officers in the line of duty. As such, this standard was applied in defining the Memphis Police Department's use of force policies, which are contained in the Memphis Police Department Policies and Procedures Manual, Chapter 2, Section 8, Response to Resistance, pages 1-11.

The ruling in **Graham V. Connor** holds that all claims that law enforcement officials had used excessive force --deadly or not— in the course of an arrest, investigatory stop, or other 'seizure' of a free citizen, are properly analyzed under the Fourth Amendment's "objective reasonableness" standard.

The "reasonableness" of a particular use of force must be judged from the perspective of a **reasonable officer on the scene**, rather than with the "20/20 vision of hindsight."

The test of reasonableness is **not capable of precise definition or mechanical application**. Its proper application requires careful attention to the facts and circumstances of each particular case, including:

1. The severity of the crime at issue;
2. Whether the suspect poses an immediate threat to the safety of the officers or others;  
and
3. Whether he/she is actively resisting arrest or attempting to evade arrest by flight.

This "objective reasonableness" standard was applied during the investigation of the use of excessive force / unnecessary force by Officer Brown at : Knight Arnold Road.

The three standards applied in **Graham v. Connor** were used to determine the reasonableness of the use of force applied by Officer Alexis Brown and revealed the following:

1. There was no crime being committed by Kadejah Townes.
2. The suspect, Kadejah Townes did not pose an immediate threat to the safety of Officer Brown or others.
3. Kadejah Townes resisted arrest, however, there was no justification for her detainment.

A review of Officer Brown's Body Worn Camera footage CAD #P210521467 revealed her stating "Oh they're laughing," she then yelled to Officer Pulliam to get into the car so they could stop the white car. Brown approached the passenger side and asked "What's funny, why are you all laughing." Brown asked Kadejah Townes for ID and Townes refused. Brown grabbed Townes' hand and started pulling it while telling her to get out of the car. Brown began to unlock the door in an attempt to get Townes out of the car. Townes exited the car and Brown began to handcuff her. A struggle ensued between the two. Officer Pulliam was at the driver side door and observed Brown struggling to handcuff Townes, so he came over to assist. Officer Haley was approaching from front of the car and he also came over to assist Brown with handcuffing. Townes was handcuffed and placed in the backseat of a squad car. Townes' alleged that Officer Brown's actions



resulted in Townes' wrist and shoulder being injured. Officer Brown's actions and conduct were neither reasonable nor necessary. Brown did not have reasonable suspicion or probable cause to stop or detain Townes. Laughter does not establish reasonable suspicion. Townes had not committed any crimes. **Therefore, this placed Officer Alexis Brown in violation of DR 301 Excessive/Unnecessary force.**

An additional issue was discovered during this investigation regarding truthfulness. A review of Officer Alexis Brown's Body Worn Camera footage CAD #P210521467 revealed Officer Brown speaking with Lt. Foster by telephone and advised him that she stomped out a misdemeanor amount of marijuana at minute mark "27:22." When ISB investigators questioned Officer Brown whether she advised her supervisor about the disposition of the marijuana and destroying it, she denied doing so. Brown stated to ISB investigators, "I thought this was about an excessive force complaint." She stated, "No. It's a misdemeanor. We have discretion. We don't advise supervisors on misdemeanors." Both investigators asked Officer Brown several times and she emphatically denied advising her supervisor about disposing of the contraband. **Therefore, this placed Officer Brown in violation of DR 108 Truthfulness.**

**DR 108 TRUTHFULNESS** A member shall not give any information, either oral or written, in connection with any assignment or investigation that is either knowingly incorrect, false, or deceitful.

An additional issue was discovered during this investigation regarding Response to Resistance. Officer Brown admitted to ISB investigators, Kadejah Townes was resisting when she tried to handcuff her. A review of her BWC footage revealed Brown grabbing Townes by the wrist and handcuffing it. Brown can be observed struggling with Townes in an attempt to turn her around to cuff the other wrist. Brown stated Townes complained of shoulder pain and an ambulance made the scene to render aid. Brown stated she later had to take Townes to Regional One for further evaluation. Officer Pulliam stated he heard a commotion and observed Brown trying to handcuff Townes so he assisted her with the handcuffing. A review of BWC footage revealed Pulliam grabbing Townes by the arm to turn her around and assist Brown with handcuffing. An ambulance made the scene to render aid to Townes for shoulder pain. Pulliam stated Townes had to be transported to Regional One later due to her injury. Officer Haley stated he assisted Brown and Pulliam with the handcuffing of Townes due to her resisting and placed her in the backseat of his squad car. Haley said an ambulance made the scene to render aid to Townes for her injuries. Through BWC footage he can be observed helping Pulliam and Brown turn Townes around to be handcuffed. Neither officer completed a Response to Resistance report. **Therefore, this placed Officers Brown, Pulliam and Haley in violation of DR 101 Compliance with Regulations to wit: Response to Resistance.**

#### **DR101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department Policy and Procedure, Chapter II, Section 8: Response to Resistance, page 4 states in part:**



### III. Response to Resistance Incidents

A. It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:

1. The discharge of a firearm (with the exception of recreation or training purposes). (1.3.6a)

B. It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:

1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
2. Chemical agent use. (1.3.6c)
3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)
4. The use of an MPD canine to apprehend a suspect.
5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with **T.C.A. 39-16-602 Resisting Arrest**.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

C. The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in Blue Team will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7.c)

An issue was discovered during this investigation regarding Inventory & Processing Recovered Property. Officer Pulliam stated to ISB investigators that he recovered a misdemeanor amount of marijuana from the inside of Ms. Patrina Finley's purse. He stated the contraband was placed on the hood or trunk of a patrol car and he did not tag it at the Property and Evidence room. Pulliam stated he didn't know what happened to it even though he was the one that found it. Officer Brown can be observed on her BWC footage CAD #P210521467 advising her supervisor that "we stomped" the marijuana out to dispose of it. **Therefore, this placed Officers Pulliam and Brown in violation of DR 130 Inventory & Processing Recovered Property.**



**DR 130 INVENTORY & PROCESSING RECOVERED PROPERTY** All members shall properly inventory and process recovered stolen property, evidence, found property, or personal property in conformance with departmental orders and directives. This regulation includes property in vehicles that are taken into police custody.

An issue was discovered during this investigation regarding the Supervisory Members Policy. While reviewing Body Worn Camera footage CAD #P210521467, Officer Brown called Lt. Foster by phone and advised him that she recovered a misdemeanor amount of marijuana. She further advised disposing of the contraband due to it being a misdemeanor amount. Through their conversation by telephone, Lt. Foster asked who's going to jail for marijuana. Brown stated to Lt. Foster "Well we already stomped it out." Lieutenant Foster replied to Brown's statement "That's fine, That's fine." (Minute Mark 27:22 – 27:30). Lieutenant Foster did not ensure that departmental policies and procedures were followed during this incident. **These actions placed Lieutenant Foster in violation of Memphis Police Department's Policy and procedures DR 101 Compliance with Regulations to wit: Duties of Member: Supervisory Members Policy.**

**The Memphis Police Department's DR 101 Compliance with Regulations states:**

**DR 101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department's policy and procedures, Chapter 1, Section 1: (Organization), Pages 12 and 13, states in part:**

**I. Regulations Establishing the Duties of Members:**

To attain the Department's goals, the member's goals and to implement the regulation of the Department, the following duties are established for the Director, supervisory members, sworn, and civilian members of the Department.

**B. Supervisory Members**

**Supervisory members will be responsible for adherence to the Department's policies, regulations, orders, and procedures.** They are responsible and accountable for the maintenance of discipline and will provide leadership, supervision, training, and ensure the efficiency of unit operations. They have the responsibility to influence subordinate members and to motivate them to perform at a high level of efficiency. They have the responsibility for the performance of all subordinates placed under them and while they can delegate authority and functions to subordinates, they cannot delegate responsibility.

They remain answerable and accountable for failures or inadequacies on the part of their subordinates. Shift assignments for all supervisory and management personnel will be



determined by the Director of Police Services. (PM 62-02) (11.3.2)

Supervisory members are members who are at the rank of Lieutenant and above. Pursuant to Article 4, Bargaining Unit, of the Memorandum of Understanding (MOU), the MOU applies to "all commissioned officers below the rank of Lieutenant."

The rank of Lieutenant and higher (management) are not covered by this agreement. As such, members of management will not hold an elected office with the Memphis Police Association. Any member of management that has/ will be elected as an MPA officer will hold the position of Sergeant or patrolman. This complies with the negotiated agreement between the City of Memphis and the Memphis Police Association.

**Supervisory members will:**

1. Lead, direct, train, supervise, and evaluate members in their assigned duties.
2. Provide leadership and guidance in developing loyalty and dedication to the police profession.
3. Perform specific duties and functions as assigned by the Director or a superior officer.
4. Uphold a member who is properly performing his duty, deal fairly and equitably with all members and, when necessary, correct a subordinate in a dignified manner.
5. Cooperate with other units of the Department, other City agencies and other police agencies.
6. Recommend remedial or disciplinary action for inefficient, incompetent or unsuitable members.
7. **Ensure that all policies, rules, regulations, orders and directives of the Department are enforced and implemented by their subordinates.**
8. **Remain accountable for the failure, misconduct or omission by their subordinates.**

**IX) Conclusion**

Based on the facts of this investigation, **Officer Alexis Brown IBM #13606**, was in violation of the allegation, **DR 301 Excessive/Unnecessary Force**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Officer Alexis Brown IBM #13606**, was in violation of the allegation, **DR 108 Truthfulness**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Officer Alexis Brown IBM #13606**, was in violation of the allegation, **DR-101 Compliance with Regulations to wit: Response to Resistance**. Therefore, the allegation is **SUSTAINED**.



Based on the facts of this investigation, **Officer Alexis Brown IBM #13606**, was in violation of the allegation, **DR 130 Inventory & Processing Recovered Property**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Officer Trevor Pulliam IBM #14505**, was in violation of the allegation, **DR 101 Compliance with Regulations to wit: Response to Resistance**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Officer Trevor Pulliam IBM #14505**, was in violation of the allegation, **DR 130 Inventory & Processing Recovered Property**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Officer Demetrius Haley IBM #14730**, was in violation of the allegation, **DR 101 Compliance with Regulations to wit: Response to Resistance**. Therefore, the allegation is **SUSTAINED**.

Based on the facts of this investigation, **Lieutenant Timothy Foster IBM #2792**, was in violation of the allegation, **DR 101 Compliance with Regulations to wit: Duties of Member: Supervisory Members Policy**. Therefore, the allegation is **SUSTAINED**.



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**City of Memphis**  
**Police Division**  
**Inspectional Services Bureau**

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**Case # I2021-017      Statement of Charges****Officer's Name:** Brown, Alexis**IBM #** 13606**Rank:** PII**Assignment:** Mount Moriah Station**Date:** June 17, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR- 301 Excessive Force / Unnecessary Force  
DR- 108 Truthfulness  
DR- 101 Compliance with Regulations: Response to Resistance  
DR- 130 Inventory and Processing Recovered Property

*Held in Abeyance  
Officer resigned  
May 7, 2021*

**Date of Occurrence:** February 21, 2021**Statement of Particulars:**

On Sunday, February 21, 2021, you responded to a shooting call at : Knight Arnold. Without any reasonable suspicion, you stopped and detained 2 females, who were sitting in a car on the parking lot, because they were laughing. You pulled one of the females by her wrist and shirt to get her out of the car because she would not identify herself. You placed a handcuff on her wrist and pulled her by the arm in an attempt to handcuff her other wrist. Your actions resulted in the complainant's wrist and shoulder being injured. **Therefore, this placed you in violation of DR 301 Excessive/Unnecessary force.**

**The Memphis Police Department's DR 301 Excessive Force / Unnecessary Force states:****DR 301 EXCESSIVE/UNNECESSARY FORCE**

**Excessive Force/Unnecessary** is defined as the amount of force which is beyond the need and circumstances of the particular event, or which is not justified in the light of all circumstances, as is the case of deadly force to protect property as contrasted with protecting life.



Control may be achieved through advice, warnings, and persuasion, or by the use of physical force. While the use of reasonable physical force may be necessary in situations which cannot be otherwise controlled, force may not be resorted to unless other reasonable alternatives have been exhausted or would clearly be ineffective under the particular circumstances. Officers should consider the facts and circumstances known at the time of the confrontation when determining the amount of force to use, including: the severity of the subject's crimes, the immediate threat posed by the subject to the safety of others, and whether the subject exhibits active aggression or is actively resisting arrest. Officers are permitted to use whatever force that is necessary and reasonable to protect others or themselves from bodily harm.

Officers shall never use force or violence that is unprovoked, needless, or not required during performance of their duties when making an arrest or in dealing with a prisoner or any person.

You told ISB investigators the complainant verbally and physically resisted arrest by not getting out of the car and she would not turn around to be handcuffed. You can be observed on BWC footage reaching into the car and grabbing the complainant by her wrist and shirt to get her out of the car. You can be observed struggling with the complainant to turn her around and placing a handcuff on her wrist. She complained of shoulder pain after you handcuffed her. She was taken to Regional One for evaluation. You did not complete a Response to Resistance form. **Therefore, this placed you in violation of DR 101 Compliance with Regulations to wit: Response to Resistance**

### **DR101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department Policy and Procedure, Chapter II, Section 8: Response to Resistance, page 4 states in part:**

### **III. Response to Resistance Incidents**

**A.** It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:

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**B.** It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:

1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
2. Chemical agent use. (1.3.6c)
3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)



4. The use of an MPD canine to apprehend a suspect.
5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with T.C.A. 39-16-602 Resisting Arrest.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

C. The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in Blue Team will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7.c)

While on the scene at Knight Arnold, you can be observed on your BWC footage advising a supervisor that a misdemeanor amount of marijuana was recovered and it was stomped out to dispose of it. **Therefore, this place you in violation of DR 130 Inventory & Processing Recovered Property.**

**DR 130 INVENTORY & PROCESSING RECOVERED PROPERTY** All members shall properly inventory and process recovered stolen property, evidence, found property, or personal property in conformance with departmental orders and directives. This regulation includes property in vehicles that are taken into police custody.

Relative to this investigation you were asked by ISB investigators whether you informed your supervisor about the marijuana being recovered and destroyed, to which you denied. However, this investigation revealed that you did advise your supervisor of the marijuana being recovered and destroyed through BWC footage. **Therefore, this placed you in violation of DR 108 Truthfulness.**

**DR 108 TRUTHFULNESS** A member shall not give any information, either oral or written, in connection with any assignment or investigation that is either knowingly incorrect, false, or deceitful.

**(The officer's disciplinary resume will be reviewed and become a part of this file)**

---

**Issuing Officer**

*Det. Dedrick C. Jones*  
**Charging Officer**

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I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

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**Signature of Officer:**

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Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: <sup>DEC 15 8</sup> ☒ Dep. Dir. <sup>11/8-3-21</sup> ☒ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau Mt Mariah  
Major/Lt. Colonel Colonel



**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Administrative Summons**

**Memphis Police Department VS.  
Brown, Alexis IBM# 13606**

**Date: June 16, 2021  
ISB Case #: I2021-017**

**I. Allegation**

It is alleged that on Sunday, February 21, 2021, at approximately 6:45 p.m., while at Knight Arnold you used excessive force causing an injury to the complainant's shoulder. It is alleged the complainant resisted arrest as you placed her in handcuffs and you did not complete a Response to Resistance form. You disposed of a misdemeanor amount of marijuana recovered on the scene and did not tag it at the Property and Evidence room. Further, when asked by ISB investigators whether you advised your supervisor about your disposal of the marijuana, you denied doing so.

**II. Rules, regulations or orders violated.**

DR- 301 Excessive Force / Unnecessary Force  
DR- 101 Compliance with Regulations to wit: Response to Resistance  
DR- 130 Inventory and Processing Recovered Property  
DR- 108 Truthfulness

**III. Hearing**

**Date:**

**Place:**

**Time:**

**You are entitled to representation during this hearing.**

**Served by:**

\_\_\_\_\_  
**Name/Rank/Assignment/IBM**

**Date:** \_\_\_\_\_

**Time:** \_\_\_\_\_

**Signature of Officer:** \_\_\_\_\_

**YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE**

**DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.**





## MEMPHIS POLICE DEPARTMENT MEMORANDUM



*Mt. Moriah Station*

**To: DC S. Hines**

**Subject: SOC 0225-21 Alexis Brown**

*Col. J. Smith*  
**From: Col. J. Smith**

**Date: 11/23/21**

---

I was assigned SOC 0225-21 charging PII Alexis Brown IBM 13606 with Dr 301 Excessive Force, DR 108 Truthfulness, DR 101 Compliance with regulations to wit Response to Resistance and DR130 Inventory and recovery process. SOC 0552-21 was created on 6/17/2021 and forwarded to the AC's office where it was reviewed on 8/3/21 before being sent to the field for execution. PII A. Brown resigned from the Memphis Police Department effective May 7, 2021. As such she is not present for a disciplinary hearing to be conducted. This process should be held in abeyance in case she attempts to return to the Memphis Police Department.

It is with a heavy heart that I pen my resignation from the Memphis Police Department. My last day will be May 7th, 2021. While I have immensely enjoyed my time as a patrol officer for the Memphis Police Department, my husband and I wish to be closer to family therefore we have elected to move to northwestern Texas. Over the past three and a half years I have learned so much about how to be the police, but also how to be a professional adult. The experience and wisdom I have gained from my fellow officers will not soon be forgotten, and I hope to remain in close contact with them as well as the leaders who took the time and energy to mentor me. My forwarding address is [REDACTED] [REDACTED] should any correspondence need to be sent to me.

*Alexis Brown*  
Alexis Brown

Received via email  
5/4/21 1334 hrs  
MG #1746  
Major A.C. Brown #1716

Memphis Police Dept.  
Human Resources

MAY 07 2021

RECEIVED

RECEIVED

MAY 06 2021  
*Samuel Smith* 3713  
DEPUTY CHIEF  
UNIFORM PATROL-DISTRICT 1

RECEIVED

MAY 06 2021

OFFICE OF  
DEPUTY DIRECTOR  
M.P.D.

*Don Ryall*

Office of the Director

MAY - 7 2021

MPD



Disciplinary Chart #13606 Brown, Alexis

[illegible]



**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Case # I2021-017 Statement of Charges**

**Officer's Name:** Foster, Timothy

**IBM #** 2792

**Rank:** Lieutenant

**Assignment:** Mount Moriah Station

**Date:** June 17, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR- 101 Compliance with Regulations: Duties of Member: Supervisory Members Policy.

*Written Reprimand*

**Date of Occurrence:** February 21, 2021

**Statement of Particulars:**

On Sunday, February 21, 2021, you were monitoring a dispatched call of a shooting at Knight Arnold. An officer advised you that she recovered a misdemeanor amount of marijuana and disposed of it versus tagging it at the Property and Evidence room. You did not adhere to the Department's policies, regulations, orders, and procedures or ensure that all rules, and directives of the Department were enforced and implemented by their subordinates. These actions placed you in violation of Memphis Police Department's Policy and procedures **DR 101 Compliance with Regulations to wit: Duties of Member: Supervisory Members Policy.**

**The Memphis Police Department's DR 101 Compliance with Regulations states:**

**DR 101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department's policy and procedures, Chapter 1, Section 1: (Organization), Pages 12 and 13, states in part:**

**I. Regulations Establishing the Duties Of Members:**



To attain the Department's goals, the member's goals and to implement the regulation of the Department, the following duties are established for the Director, supervisory members, sworn, and civilian members of the Department.

## **B. Supervisory Members**

**Supervisory members will be responsible for adherence to the Department's policies, regulations, orders, and procedures.** They are responsible and accountable for the maintenance of discipline and will provide leadership, supervision, training, and ensure the efficiency of unit operations. They have the responsibility to influence subordinate members and to motivate them to perform at a high level of efficiency. They have the responsibility for the performance of all subordinates placed under them and while they can delegate authority and functions to subordinates, they cannot delegate responsibility.

They remain answerable and accountable for failures or inadequacies on the part of their subordinates. Shift assignments for all supervisory and management personnel will be determined by the Director of Police Services. (PM 62-02) (11.3.2)

Supervisory members are members who are at the rank of Lieutenant and above. Pursuant to Article 4, Bargaining Unit, of the Memorandum of Understanding (MOU), the MOU applies to "all commissioned officers below the rank of Lieutenant."

The rank of Lieutenant and higher (management) are not covered by this agreement. As such, members of management will not hold an elected office with the Memphis Police Association. Any member of management that has/ will be elected as an MPA officer will hold the position of Sergeant or patrolman. This complies with the negotiated agreement between the City of Memphis and the Memphis Police Association.

### **Supervisory members will:**

1. Lead, direct, train, supervise, and evaluate members in their assigned duties.
2. Provide leadership and guidance in developing loyalty and dedication to the police profession.
3. Perform specific duties and functions as assigned by the Director or a superior officer.
4. Uphold a member who is properly performing his duty, deal fairly and equitably with all members and, when necessary, correct a subordinate in a dignified manner.
5. Cooperate with other units of the Department, other City agencies and other police agencies.
6. Recommend remedial or disciplinary action for inefficient, incompetent or unsuitable members.
7. **Ensure that all policies, rules, regulations, orders and directives of the**

- Department are enforced and implemented by their subordinates.
8. Remain accountable for the failure, misconduct or omission by their subordinates.

(The officer's disciplinary resume will be reviewed and become a part of this file)

Major R. H. 0017  
Issuing Officer

Det. Redick C. Jm  
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

St. 7 min Feb 2792  
Signature of Officer:

Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: <sup>DEC 1585</sup> ☒ Dep. Dir. <sup>83-21</sup> ☒ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

Mt Moeiah Col J A Smith  
Major/Lt. Colonel/Colonel



**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Administrative Summons**

**Memphis Police Department VS.  
Foster, Timothy IBM# 2792**

**Date: June 16, 2021  
ISB Case #: I2021-017**

**I. Allegation**

It is alleged that on Sunday, February 21, 2021, at approximately 7:00 p.m., you were advised by an officer regarding the recovery and disposing of contraband while the officer was on a scene at Knight Arnold. You did not ensure Memphis Police departmental directives, policies and procedures were followed during this incident.

**II. Rules, regulations or orders violated.**

DR- 101 Compliance with Regulations to wit: Duties of Member: Supervisory Members Policy

**III. Hearing**

Date: 11-22-2021  
Place: MT. MORIAH Station (2602 Mt. Moriah)  
Time: 1000 hrs

You are entitled to representation during this hearing.

Served by:

Ally AL HAS MAS 0047

Name/Rank/Assignment/IBM

Date:

11-22-2021

Time:

1035hrs

Signature of Officer:

St Timothy Foster 2792

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.

# HEARING SUMMARY FORM

# 0222-21

Hearing: 11/22/2021 1600  
Date Time

Location: 2602 Mt. Moriah Station Exec Conference Room

Attended by: Lt. T. Foster #2792 Hearing Officer: Colonel J. Smith # 8650  
Major R. Brown # 0047

Statement of Hearing Officer: On 11/22/2021 an administrative hearing was held regarding SOC 0222-21 charging LT. T. Foster with violating D.R. 101 Compliance with regulations to wit: Supervisory responsibility. Writer opened the hearing and Lt. Foster advised that he was familiar with the process and with the situation that led to the charges. Lt. Foster advised that he was contacted after the fact, regarding possible contraband that had been destroyed. He advised that he now realizes that something should have been done and it would not occur again. The charge was sustained and a check of his disciplinary resume did not reveal any other charges of a similar nature. Lt. Foster was advised that future violations of a similar nature would result in more severe disciplinary action. A Written reprimand was ordered.

**Action Ordered: DR 101 Compliance with regulations SUSTAINED Written Reprimand ordered.**

  
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal:      Will ✓ Will Not Be Filed

Grievance:      Will ✓ Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

11-22-2021  
Date

  
Employee Signature





MEMPHIS POLICE DEPARTMENT  
Mt. Moriah Station

Written Reprimand



Date: 11/22/2021

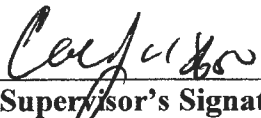
Employee's Name: Timothy Foster IBM: 2792 Rank: Lt

Policy Number Violated: D.R. 101 Compliance with regulations to wit  
Supervisory responsibility

Statement of Charge Number: SOC 0222-21

Circumstances:

On 2/21/2021 you were contacted regarding an arrest that had been made at the Walgreens at Knight Arnold and Hickory Hill. During the conversation with the scene officer she advised you that she and destroyed suspected contraband. Despite this revelation you did not initiate disciplinary action. In the event of future instances of this type it is incumbent upon you to initiate the appropriate disciplinary action. Similar instances in the future will result in more severe disciplinary action.

  
\_\_\_\_\_  
Supervisor's Signature

  
\_\_\_\_\_  
Officer's Signature



## Disciplinary Chart # 2792 Foster, Timothy E.

[illegible]



DR 101 Compliance Sustained  
Written Reprimand

0224-21  
Page 1 of 3  
PDR

**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Case # I2021-017 Statement of Charges**

**Officer's Name:** Haley, Demetrius

**IBM #** 14730

**Rank:** PII

**Assignment:** Mount Moriah Station

**Date:** June 17, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR- 101 Compliance with Regulations: Response to Resistance - *Written Reprimand*

**Date of Occurrence:** February 21, 2021

**Statement of Particulars:**

On Sunday, February 21, 2021, you responded to a shooting call at Knight Arnold Road. You grabbed a complainant by the arm and turned her around to be handcuff as she resisted arrest. You helped another officer with putting the complainant in the backseat of a squad car. You did not complete a Response to Resistance form. **Therefore, this placed you in violation of DR 101 Compliance with Regulations to wit: Response to Resistance**

**DR101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department Policy and Procedure, Chapter II, Section 8: Response to Resistance, page 4 states in part:**

**III. Response to Resistance Incidents**

**A.** It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:

1. The discharge of a firearm (with the exception of recreation or training purposes).  
(1.3.6a)

B. It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:

1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
2. Chemical agent use. (1.3.6c)
3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)
4. The use of an MPD canine to apprehend a suspect.
5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with **T.C.A. 39-16-602 Resisting Arrest**.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

C. The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in Blue Team will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7.c)

(The officer's disciplinary resume will be reviewed and become a part of this file)

Lt K. Wang - 9114, 304c  
Issuing Officer

Det Dedrick C. Jones  
Charging Officer

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I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.



I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

  
 Signature of Officer: \_\_\_\_\_

Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: <sup>DEC 158</sup> ☒ Dep. Dir. <sup>8118-3-31</sup> ☒ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

<sup>M+MORICH</sup>   
 Major/Lt. Colonel/Colonel

**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Administrative Summons**

**Memphis Police Department VS.  
Haley, Demetrius IBM# 14730**

**Date: June 16, 2021  
ISB Case #: I2021-017**

**I. Allegation**

It is alleged that on Sunday, February 21, 2021, at approximately 6:45 p.m., you assisted in the arrest of a civilian complainant at Knight Arnold and you used physical force. You did not complete a Response to Resistance form.

**II. Rules, regulations or orders violated.**

DR- 101 Compliance with Regulations to wit: Response to Resistance

**III. Hearing**

Date: 11-22-2021

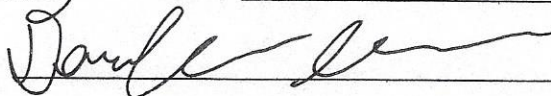
Place: Mt. Moriah Station (2602 Mt. Moriah)

Time: 1430 hrs

**You are entitled to representation during this hearing.**

Served by: Lt K. Wang - 9114, 304C  
Name/Rank/Assignment/IBM

Date: 11-17-2021 Time: 1420 HRS

Signature of Officer: 

**YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.**





MEMPHIS POLICE DEPARTMENT  
Mt. Moriah Station  
Written Reprimand



Date: 11/22/2021

Employee's Name: Demetrius Haley IBM:14730 Rank: PIIP

Policy Number Violated: D. R. 101 Compliance with Regulations To wit: Response to Resistance

Statement of Charge Number: SOC # 0224-21

Circumstances:

On 11/22/2021 an administrative hearing was held regarding SOC 0224-21 charging officer D. Haley IBM 14730 with Compliance with Regulations To wit: response to resistance. Writer called the hearing to order and explained the disciplinary process to Officer Haley. Officer Haley was charged with violating the response to resistance policy following an arrest where he used force to secure handcuffs on a defendant. Writer read the SOC aloud and asked Officer Haley if he had any response. Officer Haley advised that he understood the policy but simply mistaken in this case as to the amount of force necessary to require a blue team entry. Writer explained the policy and asked Lt. Acred if he had anything to say regarding the SOC or the officer. Lt. Acred advised that Officer Haley is a hard-working officer routinely makes good decisions, he was sure that this was a limited event. Writer Sustained the charge. A review of the disciplinary resume of officer Haley revealed no prior discipline. A written reprimand was ordered.

Carl J. S. Hoo  
Supervisor's Signature

Demetrius Haley 14730  
Officer's Signature

# HEARING SUMMARY FORM

# 0224-21

Hearing:

11/22/21

Date

1430

Time

Location: 2602 Mt Moriah Exec Conference Room

Attended by: PII Demetrius Haley IBM 14730 Hearing Officer: Colonel J. Smith #8650  
Lt. W. J. Acred IBM 9862

Statement of Hearing Officer: On 11/22/2021 an administrative hearing was held regarding SOC 0224-21 charging officer D. Haley IBM 14730 with Compliance with Regulations To wit: response to resistance. Writer called the hearing to order and explained the disciplinary process to Officer Haley. Writer read the SOC aloud and asked Officer Haley if he had any response. Officer Haley advised that he understood the policy but simply mistaken in this case as to the amount of force necessary to require a blue team entry. Writer explained the policy and asked Lt. Acred if he had anything to say regarding the SOC or the officer. Lt. Acred advised that Officer Haley is a hard-working officer routinely makes good decisions, he was sure that this was a limited event. Writer Sustained the charge. A review of the disciplinary resume of officer Haley revealed no prior discipline. A written reprimand was ordered.

**Action Ordered: DR. 101 Compliance with regulations SUSTAINED, Written Reprimand**

  
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal:      Will ☒ Will Not Be Filed

Grievance:      Will ☒ Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

11/23/2021

Date

 14730  
Employee Signature

Distribution: MPD Human Resources, Branch Commander/Division Commander, Precinct  
HSF 07/07



Disciplinary Chart #14730 Haley, Demetrius	
Date of Occurrence	Departmental Policy Violation

[illegible]



DR 101 Compliance with Regulations: Response to resistance to arrest - Written Reprimand  
Sustained  
DR 130 Inventory and Processing Recovered Property  
Sustained  
Written Reprimand

Page 1 of 3

0223-21  
PR

**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Case # I2021-017 Statement of Charges**

**Officer's Name:** Pulliam, Trevor

**IBM #** 14505

**Rank:** PII

**Assignment:** Mount Moriah Station

**Date:** June 17, 2021

Notice is hereby given that you are being charged with violation(s) of policy, law or regulations as shown below:

DR- 101 Compliance with Regulations: Response to resistance - *Written Reprimand*  
DR- 130 Inventory and Processing Recovered Property- *Written Reprimand*

**Date of Occurrence:** February 21, 2021

**Statement of Particulars:**

On Sunday, February 21, 2021, you responded to a shooting call at Knight Arnold. You grabbed a complainant by the wrist and arm turning her around to be handcuffed because she was resisting arrest. You did not complete a Response to Resistance form. **Therefore, this placed you in violation of DR 101 Compliance with Regulations to wit: Response to Resistance**

**DR101 COMPLIANCE WITH REGULATIONS**

Disciplinary action may be taken for, but not limited to, violations of the stated policy, rules, regulations, orders, or directives of the Department.

**The Memphis Police Department Policy and Procedure, Chapter II, Section 8: Response to Resistance, page 4 states in part:**

**III. Response to Resistance Incidents**

**A.** It is the responsibility of the officer utilizing deadly force to complete a *Response to Resistance Form* on all incidents involving:

1. The discharge of a firearm (with the exception of recreation or training purposes).  
(1.3.6a)



**B.** It is the responsibility of the officer utilizing less than lethal force to complete a *Response to Resistance* incident in Blue Team on all incidents involving:

1. The use of any part of the officer's body to compel compliance. This would include uses of force that fall in level 5 (Empty Hands Control) of the response to resistance continuum. (1.3.6d)
2. Chemical agent use. (1.3.6c)
3. The discharge of a SL-6/IDS and CEW deployment event (1.3.6c)
4. The use of an MPD canine to apprehend a suspect.
5. The use of the Baton/Expandable Baton. (1.3.6c)
6. Whenever a suspect is charged with **T.C.A. 39-16-602 Resisting Arrest**.
7. Whenever there is a death, injury, or an alleged injury to an officer or suspect(s), as a result of police utilizing less than lethal force. (1.3.6b)

**C.** The *Response to Resistance* incident in Blue Team need not be completed for:

1. The mere presence of police officers, the issuance of tactical commands; or
2. Routine or procedural physical contacts, which are necessary to effectively accomplish a legitimate law enforcement objective. Examples include: guiding a subject into a police vehicle, holding the subject's arm while escorting, handcuffing a subject, and maneuvering or securing a subject for a frisk; or
3. The pointing of a firearm, SL-6/IDS, or CEW at a subject. When these weapon types are pointed at a subject, a Pointed Weapon Incident in Blue Team will be completed. This report will **NOT** be a Blue Team threshold indicator of the PEP program, however; it may prompt an intervention. After chain of command approval of the response to resistance incident, the Workstation Commander or his designee will forward the incident to the Inspectional Services Bureau. The Inspectional Service Bureau will forward copies of the response to resistance incident to the Training Academy Firearms Training unit. (1.3.7.c)

While on the scene at Knight Arnold, you recovered a misdemeanor amount of marijuana, it was not tagged into evidence. **Therefore, this placed you in violation of DR 130 Inventory & Processing Recovered Property.**

**DR 130 INVENTORY & PROCESSING RECOVERED PROPERTY** All members shall properly inventory and process recovered stolen property, evidence, found property, or personal property in conformance with departmental orders and directives. This regulation includes property in vehicles that are taken into police custody.

**(The officer's disciplinary resume will be reviewed and become a part of this file)**

  
\_\_\_\_\_  
**Issuing Officer**

Det. DeLuca  
Charging Officer

I acknowledge receipt of this notice and understand that further investigation may result in additional charges, amendment of the above charges, or dismissal of these charges.

I further understand that a written response to these charges at this time is at my discretion unless specifically instructed to file same by the issuing officer.

Tom P. N. 14505  
Signature of Officer:

Written Response Ordered? ☐ Yes ☐ No

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: <sup>DEC 5 7/29/21</sup> ☒ Dep. Dir. <sup>83-21</sup> ☒ Dep. Chief ☐ Work Station Commander

Delegated to: ☐ Dep. Chief ☒ Station/Bureau

Mt Moriah  
Major/Lt. Colonel Col Swer  
Colonel



**City of Memphis  
Police Division  
Inspectional Services Bureau**

**Administrative Summons**

**Memphis Police Department VS.  
Pulliam, Trevor IBM# 14505**

**Date: June 16, 2021  
ISB Case #: I2021-017**

**I. Allegation**

On Sunday, February 21, 2021, at approximately 6:45 p.m., at Knight Arnold you assisted in taking a person in custody that resisted, and you did not complete a Response to Resistance form. It is further alleged you recovered marijuana and did not tag it at the Property and Evidence room.

**II. Rules, regulations or orders violated.**

DR- 101 Compliance with Regulations to wit: Response to Resistance  
DR- 130 Inventory and Processing Recovered Property

**III. Hearing**

Date: 11/8/22

Place: mms Conference Room

Time: 1530

**You are entitled to representation during this hearing.**

Served by:

Taylor/Lt. MMS-C 2833  
Name/Rank/Assignment/IBM

Date: 11-4-2022

Time: 1655 hrs

Signature of Officer:

T. Pulliam 14505

YOUR ATTENDANCE AT THE HEARING NOTICED HEREIN IS REQUIRED, UNLESS EXCUSED DUE TO A MEDICAL EMERGENCY. FAILURE TO ATTEND WILL BE CONSTRUED BY THE HEARING OFFICER AS A WAIVER OF YOUR RIGHT TO BE HEARD. ATTENDANCE WILL BE EXCUSED DUE TO A MEDICAL EMERGENCY IN THE SOLE DISCRETION OF THE HEARING OFFICER, AND ONLY IF YOU HAVE DELIVERED, OR CAUSED TO BE DELIVERED, TO THE HEARING OFFICER, PRIOR TO THE HEARING DATE, A WRITTEN STATEMENT OF MEDICAL CONDITION, PREPARED AND SIGNED BY THE YOUR TREATING PHYSICIAN, DESCRIBING YOUR MEDICAL CONDITION AND ADVISING THAT YOU ARE NOT ABLE TO ATTEND THE HEARING AS A RESULT OF SAID CONDITION.



MEMPHIS POLICE DEPARTMENT  
Mt. Moriah Station

Written Reprimand



Date: 11/8/2022

Employee's Name: Pulliam, Trevor IBM: 14505 Rank: PII

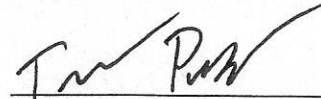
Policy Number Violated: DR 101 Compliance with regulations to wit:  
Response to resistance, DR 130 Inventory and processing recovered  
property.

Statement of Charge Number: 0223-21

Circumstances:

On February 21, 2021 Officer Pulliam and other officers made a shooting call at Knight Arnold. On the scene Officer Pulliam and other officers came into contact with a female who was arrested on the scene. Despite using the minimum amount of force to affect the arrest officer Pulliam did not complete the necessary response to resistance paperwork. Additionally, a small amount of marijuana was found and not tagged as evidence. Both actions violate MPD policy. Officer Pulliam was advised that further violations of this type will result in more serious disciplinary action.

  
Supervisor's Signature

  
Officer's Signature



# HEARING SUMMARY FORM

# 0223-21

Hearing:

11/08/2022

Date

1530

Time

Location: 2602 Mt. Moriah Exec Conference Room

Attended by: PII T. Pulliam IBM 14505  
PII D. Merritt 14054

Hearing Officer: Colonel J Smith IBM 8650  
Lt. A. Norris-Smith IBM 2829  
Lt. B. Byrd IBM 10248

Statement of Hearing Officer: See Supplemental page

Action Ordered: DR 101 Compliance with regulations: Response to Resistance  
Written Reprimand  
DR 130 Inventory and processing recovered property  
Written Reprimand

  
Hearing Officer

Any employee holding a position not exempted from the provisions of Article 34 Civil Service, and not in the initial probationary period, who has been suspended in excess of ten, (10) days, terminated, or demoted, may appeal to the Civil Service Commission within ten, (10) calendar days after notification in writing of such action. In the event of multiple suspensions, only that suspension which causes the total number of days suspended to exceed five, (5) days within a six month period, and any subsequent suspension within said period shall be appeal able to the Commission. If the disciplinary action is 10 days or less, the officer may submit to a grievance procedure or an internal appeal, but not to both.

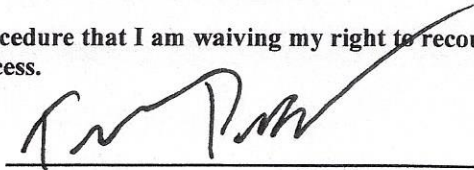
In addition Chapter I Section 5 page 4 states in part: "Commissioned police officers with a status of suspension, probation, non-enforcement, relieved of duty, or leave of absence are not permitted to engage in any Secondary Employment and/or any Off Duty Security Employment where the officer's status is dependant on his/her state commissioned status. No commissioned police officer is permitted to engage in any Secondary Employment and/or Off duty Security Employment for a period of thirty (30) days after the final disposition of (1) any sustained Statement of Charges for violation of the Sick Abuse policy or (2) any sustained Statement of Charges resulting in a suspension and/or reduction in rank" Notification will be made to the Secondary Employment Office regarding this suspension. Violation of the above listed policy could result in additional charges.

Appeal: \_\_\_\_ Will ILP Will Not Be Filed

Grievance: \_\_\_\_ Will ILP Will Not Be Filed

I understand that by requesting the grievance procedure that I am waiving my right to recourse through the Internal or Civil Service Commission Appeal Process.

11/16/22  
Date

  
Employee Signature

# HEARING SUMMARY FORM

# 0223-21

Hearing:

11/08/2022

Date

1530

Time

Location: 2602 Mt. Moriah Exec Conference Room

Attended by: PII T. Pulliam IBM 14505

PII D. Merritt 14054

Hearing Officer: Colonel J Smith IBM 8650 

Lt. A. Norris-Smith IBM 2829

Lt. B. Byrd IBM 10248

Statement of Hearing Officer: On Tuesday 11/8/2022 an administrative hearing was held regarding SOC0223-21 charging officer T. Pulliam with violations of DR 101 Compliance with regulations to wit: Response to Resistance and DR 130 Inventory and Processing Recovered Property. Present at the hearing was the writer Colonel J. Smith IBM 8650, Officer T. Pulliam IBM 14505, PII D. Merritt IBM 14054 as an observer as well as Lt. A. Norris-Smith IBM 2829 and Lt. B. Byrd IBM 10248. Writer opened the hearing by reading the charges aloud and explaining the process. Writer asked officer Pulliam if he had anything to say regarding the charges. Officer Pulliam advised that he was in route on a shooting liking for a victim at the location given by the dispatcher. Once on the scene Officer Haley advised that he observed two females in an white Infiniti leaving the scene pointing at officers and laughing. Officers suspected that they may have placed a false call. The females were detained on the scene and removed from the car. One of the females was detained by officers Pulliam and Haley. The female was placed against the car and handcuffed. When asked why he did not complete a response to resistance or complete a blue team entry Officer Pulliam advised he was new and simply did not know that he had to. Officer Pulliam was asked about the marijuana that was located and discarded and he advised that Officer Brown advised that they weren't going to do anything about it. When asked if he would do anything different regarding the marijuana he advised that he would.

Writer asked Officer Merritt if she had anything to say on Officer Pulliam's behalf and she advised that he was a hard working officer who didn't have a lot of time on the job, he has been able to mature now having more than two years and learning a lot in his short time despite being off a considerable time with work related injuries. He is often pulled from his ward and placed with probationary officers without complaint.

Lt Norris- Smith advised that she has only been here a short time but she has had no problems with officer Pulliam.

Lt. Byrd advised that he worked with officer Pulliam when he was first moved to MMS and he is always motivated, even when seriously injured he was always eager to get back to work.

Officer Pulliam advised that he understood that he had made a mistake and that it would not happen again.

Both charges were sustained and a written reprimand ordered.

Officer Pulliam was advised that future instances of the same behavior would result in more serious disciplinary action.







## MEMPHIS POLICE DEPARTMENT MEMORANDUM



*Mt. Moriah Station*

**To: DC S. Hines**

**Subject: SOC 0223-21T. Pulliam 14505**

*Col. J. Smith*  
**From: Col. J. Smith**

**Date: 11/23/21**

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I was assigned SOC 0223-21 charging PII T. Pulliam with violating DR101 Compliance with Regulations to wit Response to Resistance and DR 130 Inventory and processing recovered property. Officer Pulliam is currently LTA with an unknown date of return. It is possible that he may seek a medical retirement related to an accident that occurred after the incident that caused this SOC. This SOC is being returned until such time that officer Pulliam returns and a hearing can be convened.



Disciplinary Chart #14505 Pulliam, Trevor	
Date of Occurrence	Department of Public Safety

[illegible]