



KNOXVILLE POLICE DEPARTMENT

GENERAL MEMORANDUM

TO: Chief Paul Noel	DATE: 10/21/2025
FROM: Sgt Dean Ray OPS	DISTRIBUTION: Accreditation
SUBJECT: Quarterly Administrative Review of Agency Practices Including Citizen Concerns (3rd Quarter 2025)	

As required by CALEA Standards and KPD General Order 1.41, the Office of Professional Standards (OPS) conducted a quarterly review of bias-based profiling issues for the 3rd quarter of 2025. After the review of relevant data and reports, there is no indication that any officer in this department is involved in bias-based profiling.

During the 3rd quarter of 2025, OPS received two (2) racial profiling complaints which were unfounded. OPS will continue to review and aggressively follow-up on any citizen complaints of this nature.

A review of the 2025 Recruit Academy curriculum confirmed that all officers are still receiving extensive training regarding bias-based profiling and diversity issues to include legal aspects, as required by departmental policy. The curriculum for the current and any upcoming Recruit Academy will be reviewed to ensure this practice remains in place.

The outcome of this review of bias-based profiling indicates that all department personnel have followed policy, as well as guidelines established by CALEA. There are no recommended changes to departmental policy currently.

Additionally, the following included data was reviewed and there were increases and decreases from the previous quarter.

- Arrests- The number of arrests increased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (from 2208 to 2695), along with the number of suspects (from 8503 to 9273). Total arrests increased by 262, 9.5%. Total suspects increased by 776, 8.4%.

- State Seizures and DAGs- The number of State Seizures and DAGs increased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (26 to 31). This was a 16.1% increase.
- Citations- The number of citations increased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (from 2208 to 2695). Citations increased by 487, 18.1%.
- Warning citations- The number of warning citations increased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (from 2907 to 3867). Warning citations increased by 960, 24.8%.
- Investigative stops- The number of investigative stops decreased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (60 to 57). Investigative stops decreased by 3, 5.3%.
- Field Interviews- The number of Field Interviews increased from the 2nd quarter of 2025 to the 3rd quarter of 2025 (from 3534 to 3847). Field Interviews increased by 313, 8.1%.



2025 Arrest / Suspect Based on Race / Sex by Quarter

Arrest is based on "Encounter" and Suspect is based on "Report #'s"

Females	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Total		Percent	
	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect
American Indian/Alaskan Native	6	14	7	12	2	12	0	0	15	38	0.66%	0.55%
Asian/Pacific Islander	1	9	3	9	2	10	0	0	6	28	0.26%	0.40%
Black	161	592	169	673	220	857	0	0	550	2,122	24.25%	30.62%
Unknown	0	11	0	8	0	15	0	0	0	34	0.00%	0.49%
White	496	1,367	559	1,576	642	1,766	0	0	1,697	4,709	74.82%	67.94%
Bi-Racial	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%
Total	664	1,993	738	2,278	866	2,660	0	0	2,268	6,931	100%	100%
Males	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Total		Percent	
	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect
American Indian/Alaskan Native	11	25	10	21	13	29	0	0	34	75	0.65%	0.41%
Asian/Pacific Islander	5	19	4	20	3	20	0	0	12	59	0.23%	0.32%
Black	534	2,311	616	2,695	654	2,831	0	0	1,804	7,837	34.57%	43.11%
Unknown	0	27	0	34	0	43	0	0	0	104	0.00%	0.57%
White	994	2,951	1,140	3,455	1,234	3,696	0	0	3,368	10,102	64.55%	55.58%
Bi-Racial	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%
Total	1,544	5,333	1,770	6,225	1,904	6,619	0	0	5,218	18,177	100%	100%
Male and Female	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Total		Percent	
	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect
American Indian/Alaskan Native	17	39	17	33	15	41	0	0	49	113	0.65%	0.45%
Asian/Pacific Islander	6	28	7	29	5	30	0	0	18	87	0.24%	0.35%
Black	695	2,903	785	3,368	874	3,688	0	0	2,354	9,959	31.45%	39.66%
Unknown	0	38	0	42	0	58	0	0	0	138	0.00%	0.55%
White	1,490	4,318	1,699	5,031	1,876	5,462	0	0	5,065	14,811	67.66%	58.99%
Bi-Racial	0	0	0	0	0	0	0	0	0	0	0.00%	0.00%
Total	2,208	7,326	2,508	8,503	2,770	9,279	0	0	7,486	25,108	100%	100%
"Unknown"	1st Quarter		2nd Quarter		3rd Quarter		4th Quarter		Total		Percent	
	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect	Arrest	Suspect
American Indian/Alaskan Native	NA	0	NA	0	NA	0	NA	0	NA	0	NA	0.00%
Asian/Pacific Islander	NA	0	NA	0	NA	0	NA	0	NA	0	NA	0.00%
Black	NA	5	NA	0	NA	6	NA	0	NA	11	NA	0.34%
Unknown	NA	1,119	NA	1,094	NA	1,029	NA	0	NA	3,242	NA	99.45%
White	NA	2	NA	3	NA	2	NA	0	NA	7	NA	0.21%
Bi-Racial	NA	0	NA	0	NA	0	NA	0	NA	0	NA	0.00%
Total	NA	1,126	NA	1,097	NA	1,037	NA	0	NA	3,260	NA	100%

Data Source: Vision RMS

Please Note: The YTD total is based on a running quarterly total and does not account for expunged records processed throughout the year

The count in the Suspect field of this report is made up of entries into the Suspect section of the Incident Report. These entries are made by the Officer on their initial reporting of the incident. Entries can include specific names or possible suspects, or general descriptions such as Race/Sex.

State Seizures and DAGs filed Categories

Race	Male	Female	Total Month	Male	Female	Quarter Total	Male	Female	Annual Total
Caucasian	3	1	4	8	5	13	20	13	33
Black	5	0	5	16	1	17	47	1	48
Hispanic	0	0	0	1	0	1	2	0	2
Nat. American	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Mid-Eastern	0	0	0	0	0	0	0	0	0
Total	8	1	9	25	6	31	69	14	83

Age	-18	18	Total Month	-18	18	Quarter Total	-18	18	Annual Total
Caucasian	0	4	4	0	13	13	0	33	33
Black	0	5	5	0	17	17	2	46	48
Hispanic	0	0	0	0	1	1	0	2	2
Nat. American	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Mid-Eastern	0	0	0	0	0	0	0	0	0
Total	0	9	9	0	31	31	2	81	83

Criminal History	First Offender	Repeat Offender	Total Month	Quarter First	Quarter Repeat	Quarter Total	Annual First	Annual Repeat	Annual Total
Caucasian	2	2	4	5	8	13	7	26	33
Black	0	5	5	3	14	17	7	41	48
Hispanic	0	0	0	1	0	1	1	1	2
Nat. American	0	0	0	0	0	0	0	0	0
Asian	0	0	0	0	0	0	0	0	0
Mid-Eastern	0	0	0	0	0	0	0	0	0
Total	2	7	9	9	22	31	15	68	83

Numbers varies from number of seizures due to multiple items being seized from same individual.



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Field Interview Count By Race and Gender

Demographic data is extracted from suspect and victim data included in FI.

Dates: 1/1/25 to 9/30/25

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total		
Female																												
Asian	1	1	3	2	1	3	1	1	0	0	0	0	13	0.6%	0.6%	1.3%	0.8%	0.5%	1.4%	0.4%	0.4%	0.0%	0.0%	0.0%	0.0%	0.6%		
Black	45	34	47	45	50	48	59	92	83	0	0	0	503	25.0%	19.7%	19.9%	17.0%	22.7%	21.6%	21.5%	33.3%	27.3%	0.0%	0.0%	0.0%	23.4%		
Indian	0	1	0	1	1	1	1	1	2	0	0	0	8	0.0%	0.6%	0.0%	0.4%	0.5%	0.5%	0.4%	0.4%	0.7%	0.0%	0.0%	0.0%	0.4%		
Native Hawaiian or other Pacific Islander	0	0	1	0	0	0	0	0	0	0	0	0	1	0.0%	0.0%	0.4%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%		
Unknown	0	1	1	0	0	1	0	2	1	0	0	0	6	0.0%	0.6%	0.4%	0.0%	0.0%	0.5%	0.0%	0.7%	0.3%	0.0%	0.0%	0.0%	0.3%		
White	134	136	184	216	168	169	213	180	218	0	0	0	1,618	74.4%	78.6%	78.0%	81.8%	76.4%	76.1%	77.7%	65.2%	71.7%	0.0%	0.0%	0.0%	75.3%		
Total Female	180	173	236	264	220	222	274	276	304	0	0	0	2,149	19.4%	20.0%	21.5%	19.9%	19.9%	20.1%	23.3%	20.4%	23.0%	0.0%	0.0%	0.0%	20.9%		
Male																												
Asian	4	4	2	1	3	2	3	3	4	0	0	0	26	0.5%	0.6%	0.2%	0.1%	0.3%	0.2%	0.3%	0.3%	0.4%	0.0%	0.0%	0.0%	0.3%		
Black	393	327	413	527	431	356	393	559	491	0	0	0	3,890	53.5%	48.3%	48.5%	50.5%	49.7%	41.2%	44.2%	52.7%	48.7%	0.0%	0.0%	0.0%	48.6%		
Indian	1	4	4	4	0	2	4	3	5	0	0	0	27	0.1%	0.6%	0.5%	0.4%	0.0%	0.2%	0.4%	0.3%	0.5%	0.0%	0.0%	0.0%	0.3%		
Native Hawaiian or other Pacific Islander	0	1	1	0	1	1	0	2	0	0	0	0	6	0.0%	0.1%	0.1%	0.0%	0.1%	0.1%	0.0%	0.2%	0.0%	0.0%	0.0%	0.0%	0.1%		
Unknown	0	0	1	3	1	1	1	2	0	0	0	0	9	0.0%	0.0%	0.1%	0.3%	0.1%	0.1%	0.1%	0.2%	0.0%	0.0%	0.0%	0.0%	0.1%		
White	337	341	430	509	431	503	488	491	508	0	0	0	4,038	45.9%	50.4%	50.5%	48.8%	49.7%	58.2%	54.9%	46.3%	50.4%	0.0%	0.0%	0.0%	50.5%		
Total Male	735	677	851	1,044	867	865	889	1,060	1,008	0	0	0	7,996	79.4%	78.1%	77.6%	78.8%	78.6%	78.2%	75.5%	78.5%	76.4%	0.0%	0.0%	0.0%	77.9%		
UNK																												
Unknown	11	17	9	17	16	18	14	14	8	0	0	0	124	100.0%	100.0%	100.0%	100.0%	100.0%	94.7%	100.0%	100.0%	100.0%	0.0%	0.0%	0.0%	99.2%		
White	0	0	0	0	0	1	0	0	0	0	0	0	1	0.0%	0.0%	0.0%	0.0%	0.0%	5.3%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.8%		
Total UNK	11	17	9	17	16	19	14	14	8	0	0	0	125	1.2%	2.0%	0.8%	1.3%	1.5%	1.7%	1.2%	1.0%	0.6%	0.0%	0.0%	0.0%	1.2%		
Total																												
	926	867	1,096	1,325	1,103	1,106	1,177	1,350	1,320	0	0	0	YTD Total															
Quarter Totals	2,889			3,534			3,847			0			10,270															

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Citation Count by Age / Gender



7/1/2025 - 9/30/2025

	Female	% Total
18-25	284	27.33%
26-35	317	30.51%
36-45	199	19.15%
46-55	117	11.26%
56-65	78	7.51%
66-75	34	3.27%
N/C	1	0.10%
OVER 75	9	0.87%
Gender Sub-Total:	1,039	38.55%
	Male	% Total
18-25	453	27.40%
26-35	431	26.07%
36-45	322	19.48%
46-55	189	11.43%
56-65	166	10.04%
66-75	74	4.48%
OVER 75	18	1.09%
Gender Sub-Total:	1,653	61.34%
	Unknown	% Total
26-35	3	100.00%
Gender Sub-Total:	3	0.11%
Grand Total:	2,695	



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Investigative Stop Count By Race and Gender

Demographic data is extracted from "Suspect" field in Incident Reports where "Investigative Stop" is noted in the "Description" field

Dates: 1/1/25 to 9/30/25

	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total	Jan	Feb	Mar	Apr	May	Jun	Jul	Aug	Sep	Oct	Nov	Dec	Total
Female																										
Black	2	4	3	1	1	5	7	1	0	0	0	0	24	100.0%	66.7%	60.0%	33.3%	33.3%	62.5%	63.6%	50.0%	0.0%	0.0%	0.0%	0.0%	55.8%
White	0	2	2	2	2	3	4	1	3	0	0	0	19	0.0%	33.3%	40.0%	66.7%	66.7%	37.5%	36.4%	50.0%	100.0%	0.0%	0.0%	0.0%	44.2%
Total Female	2	6	5	3	3	8	11	2	3	0	0	0	43	10.0%	25.0%	25.0%	17.6%	27.3%	25.0%	26.2%	50.0%	27.3%	0.0%	0.0%	0.0%	23.8 %
Male																										
Black	10	14	12	13	5	17	20	1	5	0	0	0	97	55.6%	82.4%	80.0%	92.9%	62.5%	70.8%	64.5%	50.0%	62.5%	0.0%	0.0%	0.0%	70.8%
White	8	3	3	1	3	7	11	1	3	0	0	0	40	44.4%	17.6%	20.0%	7.1%	37.5%	29.2%	35.5%	50.0%	37.5%	0.0%	0.0%	0.0%	29.2%
Total Male	18	17	15	14	8	24	31	2	8	0	0	0	137	90.0%	70.8%	75.0%	82.4%	72.7%	75.0%	73.8%	50.0%	72.7%	0.0%	0.0%	0.0%	75.7 %
UNK																										
Unknown	0	1	0	0	0	0	0	0	0	0	0	0	1	0.0%	100.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	100.0%
Total UNK	0	1	0	0	0	0	0	0	0	0	0	0	1	0.0%	4.2%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.0%	0.6 %
Total	20	24	20	17	11	32	42	4	11	0	0	0	YTD Total													
Quarter Totals	64			60			57			0			181													

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Warning Citation Count by Race / Age / Gender

Date: 07/01/2025 to 09/30/2025

-Count Based On Encounter
 -City Court Citations and Parking Not Included
 -Warning Cites that reflect "Hispanic" as race are counted as "White" according to TIBRS

Criteria: Citations that begin with "W"

RACE	FEMALE	FEMALE %	MALE	MALE %	UNK	UNK %	TOTAL	TOTAL %
American Indian/Alaskan Native	5	0.32%	16	0.70%	0	0.00%	21	0.54%
Asian	21	1.33%	40	1.75%	0	0.00%	61	1.58%
Black	446	28.16%	666	29.17%	0	0.00%	1,112	28.76%
Native Hawaiian/Pacific Islander	3	0.19%	3	0.13%	0	0.00%	6	0.16%
White	1,109	70.01%	1,558	68.24%	0	0.00%	2,667	68.97%
TOTAL	1,584		2,283		0		3,867	

AGE GROUP	FEMALE	FEMALE %	MALE	MALE %	UNK	UNK %	TOTAL	TOTAL %
	0	0.00%	1	0.04%	0	0.00%	1	0.03%
17 AND UNDER	25	1.58%	37	1.62%	0	0.00%	62	1.60%
18 - 25	373	23.55%	544	23.83%	0	0.00%	917	23.71%
26 - 35	395	24.94%	547	23.96%	0	0.00%	942	24.36%
36 - 45	303	19.13%	419	18.35%	0	0.00%	722	18.67%
46 - 55	219	13.83%	307	13.45%	0	0.00%	526	13.60%
56 - 65	152	9.60%	271	11.87%	0	0.00%	423	10.94%
66 - 75	87	5.49%	114	4.99%	0	0.00%	201	5.20%
OVER 75	30	1.89%	43	1.88%	0	0.00%	73	1.89%
TOTAL	1,584		2,283		0		3,867	