

## ADMINISTRATIVE REVIEW

<b>Office of Professional Standards</b> Administrative Review	<b>O.P.S. CASE #20020</b>
<b>RESIDENCE ADDRESS:</b> N/A	<b>DATE OF BIRTH:</b> N/A
<b>BUSINESS ADDRESS:</b> 400 Main Street Knoxville, TN 37902	<b>PHONE NUMBER:</b> N/A
	<b>PHONE NUMBER:</b> (865) 215-2243

### INCIDENT INFORMATION

<b>DATE OF INCIDENT:</b> unknown	<b>TIME OF INCIDENT:</b> unknown	<b>Unknown Address</b>
<b>NATURE OF REVIEW:</b> Administrative Review (improper conduct)		
<b>OFFICERS INVOLVED:</b> Larry Hurst		<b>DIVISION:</b> Inmate Industries
<b>DATE RECEIVED:</b> 10/28/2020	<b>TIME RECEIVED:</b> 1000	

### FORM OF COMPLAINT

<input checked="" type="checkbox"/>	IN PERSON		TELEPHONE		OTHER
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### ASSIGNMENT / REFERRAL

<input checked="" type="checkbox"/>	OFFICE OF PROFESSIONAL STANDARDS		SUPERVISOR		OTHER
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### DISPOSITION OF COMPLAINT OR INJURY

	COURT ISSUE			<input checked="" type="checkbox"/>	INVESTIGATION
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### COMPLAINT DISPOSITION CLASSIFICATION

<input checked="" type="checkbox"/>	SUSTAINED- The allegation is supported by sufficient evidence to believe the incident complained of occurred.
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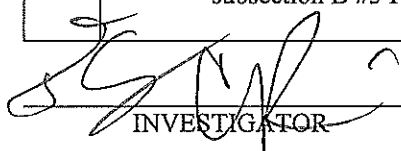
	NOT SUSTAINED- Investigation discloses insufficient evidence either to prove or disprove the allegation.
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	EXONERATED- the incident complained of occurred; however, the actions of the employee were lawful and proper.
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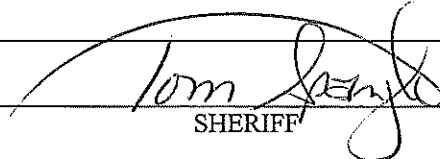
	UNFOUNDED-the investigation disclosed that the alleged act complained of never occurred and therefore, is false. (This may apply to one or all accusations against the employee.)
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	POLICY FAILURE – If the complaint investigation concludes that the allegations were true, but the employee’s actions were consistent with the department policy, the complaint will be classified as “Exonerated – Policy Failure.”
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<input checked="" type="checkbox"/>	<ul style="list-style-type: none"> <li>• T.C.A. 62-9-111, G.O. 2-001 II.11, G.O. 2-001 II2.01, Employee Manual Chapter 4 subsection A #12 Code of Ethics, Employee Manual Chapter 4 subsection A #14 Unbecoming Conduct. Employee Manual Chapter 4 subsection B #3 Fraternization with Inmates</li> </ul>
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INVESTIGATOR

  
CHIEF DEPUTY

  
SHERIFF



**Knox County Sheriff's Office**  
**Office of Professional Standards**  
**Case Number 20020**  
**Sergeant Toby Champion**  
**Administrative Review**

# Investigation

- 10/28/2020 Sgt. Schlosshan and I went to Anderson County to interview Joshua Haynes
- 10/29/2020 Larry Hurst was interviewed by Sgt. Schlosshan and me. He admitted to having a heating and air unit worked on and to having a car hauler worked on by inmates. Larry was placed on administrative leave with pay by the Sheriff.
- 11/09/2020 Sergeant Champion and Sergeant Schlosshan conducted a recorded interview with Lt. Brandon Heck (IDN 13855) at the OPS conference room

# Interview

## Larry Hurst Interview

On Thursday, October 29, 2020 at approximately 1240 hours, investigators with The Office of Professional Standards conducted an interview with Larry Hurst (IDN 14503). Larry Hurst was interviewed as a result of his name being associated with misconduct during a Tennessee Bureau of Investigation inquiry with regards to the Knox County Sheriff's Office fleet services. During the interview, Larry Hurst provided in summary:

During the beginning of the interview, Mr. Hurst was asked what the highest level of education that he achieved was. Mr. Hurst replied that the 6<sup>th</sup> grade was his highest level of education. Mr. Hurst was then asked if he could read and write proficiently. Mr. Hurst replied "no" and stated that he can read and write a little. At this point the Garrity form and the confidentiality order were read to Mr. Hurst to ensure that he fully understood both forms.

**Question:** Do you on occasion run errands for fleet?

**Answer:** "yes"

**Question:** What type of errands do you run for fleet?

**Answer:** Mr. Hurst stated that he goes and picks up batteries, tires, and everything.

**Question:** What Vehicle do you drive while running errands for fleet?

**Answer:** Mr. Hurst stated that he has a county issued vehicle that he drives while on duty but that he does not take the vehicle home anymore. Mr. Hurst stated that when all the stuff started with fleet he was instructed to stop driving the vehicle home and he did.

## Larry Hurst Interview

**Question:** In February or March of this year did you have an air conditioning unit worked on by the inmates assigned to fleet?

**Answer:** "Yes I did"

**Question:** Where did you get that air conditioning unit?

**Answer:** "From Black Oaks Church" Mr. Hurst went on to say that he nor anyone else that works for inmate industries are members of the church to his knowledge and that inmate industries does work for the church and that is how he came in contact with them and gained possession of the air conditioning unit. Mr. Hurst also stated that he has a letter form the church stating that they gave him the air conditioning unit.

**Question:** Did the unit work when you got it?

**Answer:** "Yes"

**Question:** If the unit worked, what did you have done to it?

**Answer:** Mr. Hurst responded that he had some duct work made so that it could be hooked up.

**Question:** Do you use the unit at your home in [REDACTED]?

**Answer:** "No" Mr. Hurst stated that the unit is in North Carolina at his hunting place.

**Question:** Where did the metal come from to do the duct work?

**Answer:** Mr. Hurst stated that he bought some of the metal at a place over off of Baxter Avenue but he could not remember the name of the place.

## Larry Hurst Interview

**Question:** Did you use your own money to buy the metal or county money?

**Answer:** Mr. Hurst stated that he used his own money to purchase the metal and also stated that he has bought things from the company for the county and he used county funds for those purchases.

**Question:** When we look at the receipts from the county credit card, will we find your purchases for the metal used to make the duct work on them?

**Answer:** Mr. Hurst stated that he has made purchases on his county card at that place but those were for county purchases and not for him.

**Question:** DO you have a county credit card issued to you?

**Answer:** Mr. Hurst stated that he had one but turned it in when all of this stuff started.

**Question:** How long do you think inmates worked on your air conditioning unit?

**Answer:** Mr. Hurst stated that the work was completed in two or three hours.

**Question:** which inmate made the duct work for you?

**Answer:** Mr. Hurst responded that it was Lawson.

The name Steve Lawson was confirmed with Mr. Hurst.

**Question:** Was the DeWalt tool set that was bought with you money or county funds?

**Answer:** Mr. Hurst stated that the tools were paid for with county funds but the tools should also still be at fleet.

## Larry Hurst Interview

Question: Was any other Knox County employee present while you and Lawson worked on the Air conditioning unit?

Answer: Mr. Hurst stated that people walked in and out but he and Lawson were the only two that worked on the unit.

Question: What vehicle did you take to pick up the air conditioning?

Answer: Mr. Hurst stated that he used his county issued Dodge pickup truck.

Question: What other personal work have you had inmates do for you?

Answer: Mr. Hurst stated that inmates wired lights on a car hauler trailer for him.

Question: Where did the wiring come from?

Answer: Mr. Hurst stated that he did not know but he think that he brought it with him.

Question: Did they also make some ramps for that trailer?

Answer: Mr. Hurst stated that they may have welded the ramps but they were on the trailer when he took it to fleet.

Question: Who did you ask for permission to have inmates wire the trailer?

Answer: Mr. Hurst stated that he just brought the trailer in and they did it.

Question: Any other work that you have had done?

Answer: Mr. Hurst stated that he could not think of anything else that he had done.

Question: Did you ever pay inmate Lawson for the work that he did for you?

## Larry Hurst Interview

Answer: Mr. Hurst stated that he never paid for any of the work.

Mr. Hurst detailed that inmate Lawson got out of jail a week before he was going to take the air conditioning to his hunting property in North Carolina. Mr. Hurst stated that he asked inmate Lawson how much he would charge him to go with him and install it air conditioning. Mr. Hurst stated that inmate Lawson stated that he would charge \$250 for the job and it would take two days. Mr. Hurst stated that he told inmate Lawson that he would pay him \$300 plus pay for his room and food while on the trip. Mr. Hurst stated that after inmate Lawson got out of Jail, he could not get ahold of him (Lawson) to go put the unit in.

Question: Did you know Lawson before he was an inmate?

Answer: Mr. Hurst stated that he did not know inmate Lawson before he was incarcerated.

Mr. Hurst stated that he would tell us just like he told the other bunch (T.B. I.) that if he bought anything that he was not supposed to buy we could just let him know and he would pay for it.

Question: What did you do with the receipts when you used the county credit card?

Answer: Mr. Hurst stated that when he bought stuff for fleet he gave the receipts to the fleet personnel and when he bought stuff for work release he turn them in to Scooby ( Raymond Scott More) and Ivan (John Ivan Harmon).

Mr. Hurst went on to say that when Ivan first became his supervisor, they did not get along and he (Hurst) was going quit. Mr. Hurst stated that Sheriff Jones came to him and told him that he (Sheriff Jones) is the only one that hired him and he is the only one that can fire him so

## Larry Hurst Interview

he stayed. Mr. Hurst stated that he has known Sheriff Jones for a long time and they meet several years ago bear hunting.

Question: Were Knox County tools used to work on your air conditioning unit?

Answer: Mr. Hurst stated that he believes so.

Question: Did you use the county credit card to purchase anything for the air conditioning unit or have you used the county credit card for any personal purchases?

Answer: Mr. Hurst stated that he shouldn't have purchased anything for the air conditioning but he not going to say that he didn't. As far as purchasing anything personally for himself Mr. Hurst stated "No sir I have not".

Question: Is there any Knox County property at your house right now?

Answer: After saying nothing, Mr. Hurst retracted his statement and said that a pressure washer was being thrown away and he got it from the scrap pile and took it home.

Question: Did you provide your phone number to Steve Lawson while he was an inmate?

Answer: Mr. Hurst stated "yes" he gave Lawson the number and told Lawson to call him when he got out.

## Brandon Heck

On November 9, 2020 at approximately 0958 hours investigators with The Knox County Sheriff's Office, Office of Professional Standards, Sergeant Schlosshan and I, Sergeant Champion, conducted an interview with Lieutenant Brandon Heck (IDN 13855). The interview was conducted due to LT Heck being the assistant fleet manager and having knowledge of inmates working on personal property that belongs to Knox County Employees. During the interview, LT Heck provided the following in summary:

Question: What does fleet do with the scrap metal and who hauls it off?

Answer: LT Heck stated that a lot of the time the metal is kept to be reused but when it is hauled off, Larry Hurst is the one who does that.

Question: Does fleet have wooden pallets and if so what do you all do with them when you are do with them?

Answer: LT Heck stated that fleet does not have many wooden pallets and when they do they use them to take things to surplus.

Question: Did Larry Hurst bring an air conditioning unit to fleet?

Answer: "Yes"

Question: Did inmates work on it?

Answer: "Yes" LT Heck went on to say that an inmate by the name of Steve Lawson was tasked by Ronnie Kidd to put in a heater and some duct work in the third garage bay. Inmate Lawson was a heating and air guy by trade. LT. Heck stated that he was the one that went to buy all of the sheet metal that was used at the shop and they had some leftover and he believes that the leftover sheet metal was used on Larry Hurst air conditioning unit. LT Heck stated that the sheet metal was purchased at Costal Supply.

## Brandon Heck

Question: What vehicle was Mr. Hurst driving when he brought the air conditioning unit to fleet?

Answer: LT Heck stated that Mr. Hurst was driving his county issued vehicle. LT Heck stated that he was not at work the day that Mr. Hurst took the air conditioning unit from fleet so he doesn't know what vehicle was used.

Question: At what point did you know that the air conditioning unit was for Larry?

Answer: LT Heck stated that he overheard the inmates and Mr. Hurst talking about needing an inlet to change the air conditioning from natural gas to propane and at that point he knew because fleet uses natural gas.

Question: Did you ever ask Ronnie about the air conditioning?

Answer: LT Heck stated that he never asked Ronnie about it and when asked why, he stated that he guess that he just didn't want to know.

## Summary of scrap and pallets

On November 5, 2020 at approximately 1118 hours investigators with The Office of Professional Standards, Sergeant Schlosshan and Sergeant Champion, interviewed Lieutenant Chuck McNew due to him being the supervisor of inmate industries. Directly after the interview with Lt. McNew, Chief Lyon handed a sticky note to me (Sgt. Champion) that stated pallet money and metal money and informed me that the finance department had come to him (Chief Lyon) and stated that Lt. McNew had dropped off \$211.00 in cash and told them that the money came from the sale of pallets. The finance department stated that when Lt. McNew was asked to provide a receipt to prove that this was all of the money, they were told that the pallet company did not provide receipts. The finance department informed Chief Lyon that they had only received money from the sale of pallets two times this year with one date of June 15, 2020 when Officer Bob White brought in \$240.00 in cash and this transaction on November 5, 2020 when Lt. McNew brought in \$211.00. I spoke to the finance department (Debbie Hodges) and was told that she could not ever remember any pallet or scrap metal money and could only find the two receipts dating back to July of 2016 (Debbie checked all receipts that are kept on file and they go back to July 2016). Lt. McNew was asked by investigators in our office to provide a memo as to what is done with the money from the sale of scrap metal and pallets by the people under his authority (summary of memo later in this summary). A search of Leads Online (Pawn shop and scrap metal database) showed that Larry Hurst had 17 scrap metal receipts from PSC Metals on North National drive in Knoxville with 10 of the transactions having a government tag listed as the vehicle that he was driving and the other 7 having a tag listed of [REDACTED] that is also a tag that is listed as being part of The Knox County Sheriff's Office fleet. Larry Hurst has metal scrappage that starts July 30, 2015 with 5 transactions on that day and continues with one transaction on April 5, 2017, 2 transactions on February 27, 2018, 2 transactions on May 21, 2018, one transaction each on August 28, 2018, and January 23, 2019, 2 transactions on February 8, 2019, one transaction each on February 25, 2019, April 24, 2019, and October 23, 2019. I obtained receipts from PSC Metal for the transactions in the last two years and the total money that was collected from PSC by Larry Hurst in those two years is \$1385.28. Joseph Cooper has taken scrap metal to PSC metal a total of five times and each time the vehicle he was driving had a government tag on it. The dates that Officer Cooper made

## Summary of scrap and pallets

transactions are as follows: August 22, 2018, February 19, 2019, April 22, 2020, May 18, 2020, and September 11, 2020. I went to PSC metal and obtained the receipts and the total money that was collected from PSC by Joseph Cooper is \$669.28. An interview was conducted with Joseph Cooper on November 16, 2020 and he admitted to going to PSC Metal at the request of Scott Moore and Ivan Harmon. Joseph Cooper stated that each time he turned the money and receipts in to Ivan Harmon or Scott Moore with Scott Moore being the person that he gave the money to more often. Officer Cooper stated that he had been informed by Ivan and Scott that all the money was turned in to the Knox County General Fund. The interview with Larry Hurst was conducted before we had knowledge of the scrap metal and pallet transactions and Larry had already been placed on administrative leave. I made a phone call to Larry and he informed me that yes he had also been told by Scott Moore and Ivan Harmon when to haul off scrap and each time that he did this, he turned over all cash and the receipts to Scott and Ivan. The Knox County Sheriff's Office finance department has no records of ever receiving scrap metal money or receipts.

The company that the pallets are sold at is A1 recycling (Lt. McNew wrote us a memo stating that. The company is located on the corner of Western Avenue and Mynderse Avenue behind The Dollar General Store (you have to drive through The Dollar General Parking Lot to get to it). I went to the Pallet recycling company and spoke to Don the owner. Don was not as forthcoming as PSC Metals but Don did inform me that he has been buying pallets from "Larry" and "Officer Cooper" as he called them, for years. Don stated that he now pays \$1 per pallet and Knox County usually brings between 200 and 250 pallets at a time and they come at least once a month and sometimes twice. Don stated that he would give receipts if asked but neither of the two ever asked for a receipt. During the interview with Officer Cooper, he confirmed that whenever Ivan or Scott would tell him, he does take the pallets to the recycling and he confirmed the location but did not know the name of the guy that he deals with. When Officer Cooper was given the description of an older black guy he confirmed that we were talking about the same guy. Officer Cooper stated that just like the scrap metal, he turns over all money to Scott and Ivan and Officer Cooper also confirmed that he has never gotten a receipt from the pallet company. Larry Hurst was asked about the

## Summary of scrap and pallets

pallets during the phone conversation and he also stated that he took the pallets when told and that he turned over all money to Scott and Ivan.

The memo that Lt. McNew provided stated in summary that Chief Roger Wilson (deceased) got permission from former Sheriff Jones to turn in scrap metal and pallets at recycling centers and most of the proceeds from that was supposed to be turned in to the Lt Dave Moody fund for needy officers with some of the proceeds being used for Christmas baskets for needy officers. Lt. McNew further detailed that he had no knowledge of what had been happening with the funds until June 15, 2020 when Ivan Harmon handed him \$240.00 cash and told him that it was "pallet Money". Lt. McNew stated that he told Ivan at that point that all proceeds should be turned in to Administrative services and he heard nothing else about money from Ivan until November 3, 2020 when Ivan again handed him cash in the amount of \$211.00. An interview was conducted with Walter Brogdon due to him previously being assigned to inmate industries during both Chief Roger Wilson's supervision and during the supervision of Ivan Harmon and Scott Moore. Walter stated that he never hauled the scrap metal or pallets but was around when Larry Hurst was told to do so. Officer Brogdon stated that he witnessed Larry bring money back from the sale of both scrap and pallets and hand it directly to whomever the supervisor was at the time. Officer Brogdon stated that when Chief Wilson was the supervisor, sometimes some parts of scrap and pallet money would be used for snacks for the office and he believed that the rest of the money would be turned in to the Lt. Dave Moody fund. I (Sgt. Champion) spoke to Chief B. Bivens and Chief S. Bravo at the Roger D. Wilson Detention Facility as they are both the administrators of the Lt. Dave Moody Fund. Both of the Chief's stated that they have not received any funds from any member of inmate industries for at least three years and neither feel that they have received any funds since Chief Wilson passed away. Neither Ivan Harmon nor Scott Moore have been interviewed about these allegations due to this office not wanting to invoke the Garrity admonition.

## Summary of interview with Josh Haynes 10/22/2020

Sgt. Schlosshan and I (Sgt. Champion) went to The Anderson County Corrections Complex and interviewed Joshua Haynes. Josh Haynes gave us the following information in part:

Steve Eugene Lawson (Powell address in Jims) - former inmate that was sent to employees homes to do work while still incarcerated. Joshua Haynes stated that Steve Lawson would probably talk to us.

Brad Hackney (Clinton address in Jims) – is another former inmate that was sent to homes to work on peoples private things.

Josh Haynes mentioned that he had gotten a phone call from Travis Doorman shortly before we arrived but we stated to Josh that we had no idea who Travis Doorman was and that he should not tell Doorman that we came to visit him.

### Officers and former Officers that Josh Hanyes mentioned.

Larry Hurst (current employee listed as a Mechanic) – Josh stated that inmates including himself prefabricated the entire air conditioning duct work while at fleet (never went to the home of Larry) and used materials that was paid for by Knox County. Josh stated that he made ramps for a car hauler that is owned by Larry Hurst and used as a personal car hauler.

Ivan Harmon (current employee listed as inmate industries supervisor) – Josh Haynes stated that Ivan Harmon took him along with other inmates to his residence to do work while they were incarcerated. Josh Haynes stated that he rebuilt a horse trailer (at fleet not at Harmon's home) for Harmon and all of the parts were billed to Knox County and that the trailer was painted to match a personal truck that Harmon owns. Josh state that evidence of this can be seen at fleet in the lower bay because the red paint got all over the walls. Ivan also took the inmates to his church to fix things and clean up the area.

Christopher Bennett (current employee assigned to David Shift) – Josh stated that he did work on Bennett's personal car while incarcerated.

Brett Worley (current employee assigned to second shift at The RDWDF) – Josh stated that he did work on Worley's personal car while incarcerated.

Betty "Lee" McFarren (current employee assigned to fleet as a secretary) – Josh stated that he fixed a bumper on her car after an accident while incarcerated.

Ernest "Brandon" Heck (current employee, corrections Lieutenant assigned to fleet) – Josh stated that he did not do any work for Brandon but when an officer that worked for us died, leaving his wife with a ton of bills, his golf cart, go cart, and other mechanical items were brought to fleet and cleaned up and fixed and Brandon bought the golf cart. Josh stated that one time while incarcerated Brandon took him to Scott Moore's home to help with a broken down truck that did not belong to Knox County.

Raymond Scott Moore (current employee assigned as the assistant supervisor of inmate industries) – Josh stated that he has gone to the residence of Scott Moore and fixed a vehicle and that Scott has brought a horse trailer to fleet to be redone and the trailer was fixed using Knox County material and it was Scott Moore's property.

Michael Whittemore (former employee that was dismissed with cause) – Josh stated that he did work on Whittemore's car while incarcerated.

Gerald Hatmaker (former employee that resigned without notice) – Josh stated that he did personal work on Hatmaker's car while incarcerated.

Josh did not state whom gave him the order to do this but he stated that when the radio shop was moved to fleet, he (Josh) was ordered to remove a smoke detector from the ceiling above the computer that the radio shop guys used and put a camera in so that the login and password could be captured. This information was wanted so the whomever gave him the order to put the camera up could change the GPS location of our vehicles through the radio. We were talking about David Henderson (former employee listed as retired Chief) when this came up.

The only non-employee that may be of interest is Jerry of Trailer Specialist. Jerry was added to this list because he owns the tire shop that we do business with as The Knox County Sheriff's Office. Josh stated that they have done a lot of work at the home off Emory Road that belongs to Jerry.

We will interview Josh again due to him telling us that he has plenty of things that he could tell us but he wants to be sure that his lawyer is Okay with him talking to us. I have placed a call to Josh Headrick, whom is his lawyer, and I'm waiting on a return call to set up a time that we can both go.

# Conclusion

In Conclusion, investigators with The Office of Professional Standards, Sergeant Schlosshan and Sergeant Champion have interviewed the subject of the investigation and witness employees. The findings of the investigation are as follows:

A **SUSTAINED** violation of general order 2-001 subsection I1.11 Knowledge of Laws and Regulations which reads:

*Every Member will establish and maintain a working knowledge of all pertinent laws and ordinances, as well as all policies, procedures and general orders of this agency. In the event of improper action or breach of discipline, it is presumed that the member was familiar with the law, rule, or policy in question.*

Mr. Hurst violated this general order when during our interview he stated that he could have an inmate work for him personally once they are no longer an inmate. Mr. Hurst also violated this order by not knowing the Tennessee Code Annotated law with regards to the sale of donated scrap metal by governmental entities.

**Tennessee Code Annotated (T.C.A.) 62-9-111 Sales of donated scrap metal by governmental entities** was violated when Mr. Hurst hauled scrap metal to a metal recycling center and returned with cash. The law clearly states:

*(a) Nothing contained in this chapter shall be construed to prevent a governmental entity, regulated landfill or solid waste processing facility owner from selling any scrap metal donated to it or otherwise lawfully obtained by it without compensation.*

*(b) Payment for scrap metal sold by a governmental entity or regulated landfill owner shall be:*

(1) *Made by check or money order to the governmental entity or the owner of the landfill or solid waste processing facility;*

(2) *The check or money order shall be mailed to the business address of the governmental entity or the owner of the landfill or solid waste processing facility; and*

(3) *The payee on the check shall be in the name of the governmental entity or the owner of the landfill or solid waste processing facility.*

By not following this law, the results are a **SUSTAINED** violation.

General order 2-001 subsection II2.01 Gifts and gratuities which reads: *members shall not accept gifts or gratuities from organizations, business concerns, or individuals were such gifts or gratuities will in any manner, directly or indirectly, interfere with the efficient performance of his/her duties. Similarly, while members are not prohibited from accepting personal or business favors such as social courtesies or discounts, this shall not influence their actions or decisions as representatives of this agency. It is particularly important that all members guard against any relationship which might be construed as evidence of favoritism, coercion, unfair advantage, or collusion.*

A **SUSTAINED** violation of this general order occurred when Mr. Hurst accepted an air conditioning unit from Black Oaks Church for some work that inmates had done removing brush from around some land that the church had acquired.

In the Knox County Sheriff's Office Employee manual Chapter 4 subsection A: Professional conduct and responsibility it reads:

*12. Code of Ethics <4-ALDF-7C-02>*

*The Knox County Sheriff's Office maintains a written code of ethics that is provided to all employees. The code:*

- a. prohibits staff, contractors, and volunteers from using their official positions to secure privileges for themselves or others*
- b. prohibits staff, contractors and volunteers from engaging in activities that constitute a conflict of interest*
- c. prohibits staff, contractors and volunteers from accepting any gift or gratuity from, or engaging in personal business transactions with and inmate or an inmate's immediate family*
- d. defines acceptable behavior in the areas of campaigning, lobbying or political activities.*

*NOTE: All staff, contractors and volunteers are held accountable for compliance with the code of ethics.*

A **SUSTAINED** violation of this code occurred when Mr. Hurst secured privileges for himself (air conditioning unit) and also by accepting the air conditioning unit as a gift.

In the Knox County Sheriff's Office Employee manual Chapter 4 subsection B: Personal Conduct it reads:

### *3. Fraternization with Inmates*

*a. Members of the Sheriff's Office will not:*

*i. Become personally or physically involved with an inmate while on or off duty*

*ii. Become in any way financially involved with an inmate or his/her family*

*iii. Accept gifts, gratuities or favors from an inmate or his/her family*

*iv. Loan, borrow, or trade money or any other items with an inmate or his/her family*

- v. Discuss personal information about themselves or other members of the Sheriff's Office with an inmate or his/her family*
  - vi. Give an inmate, or an inmate's family, his/her personal contact information*
  - vii. Use his/her position with the Sheriff's Office to influence or aid in the release of an inmate*
- b. If a member is related to an inmate, or wishes to date a former inmate, it will be the responsibility of that member to notify his/her supervisor of the relationship as soon as possible.*
- c. All members of the Knox County Sheriff's Office will adhere to the above directives during the inmate's incarceration or upon his/her release. Failure to comply will result in disciplinary action.*

Mr. Hurst has a **SUSTAINED** violation of this order by admitting that he not only gave Steve Lawson his phone number but also agreed to pay Steve Lawson \$300 to do personal work for him once he was no longer an inmate. Both of these things happened while Steve Lawson was an inmate and Mr. Hurst admitted that he did not know Steve Lawson before he was an inmate of The Knox County Sheriff's Office.

In the Knox County Sheriff's Office Employee manual Chapter 4 subsection A: Professional conduct and responsibility it reads:

#### *14. Unbecoming Conduct*

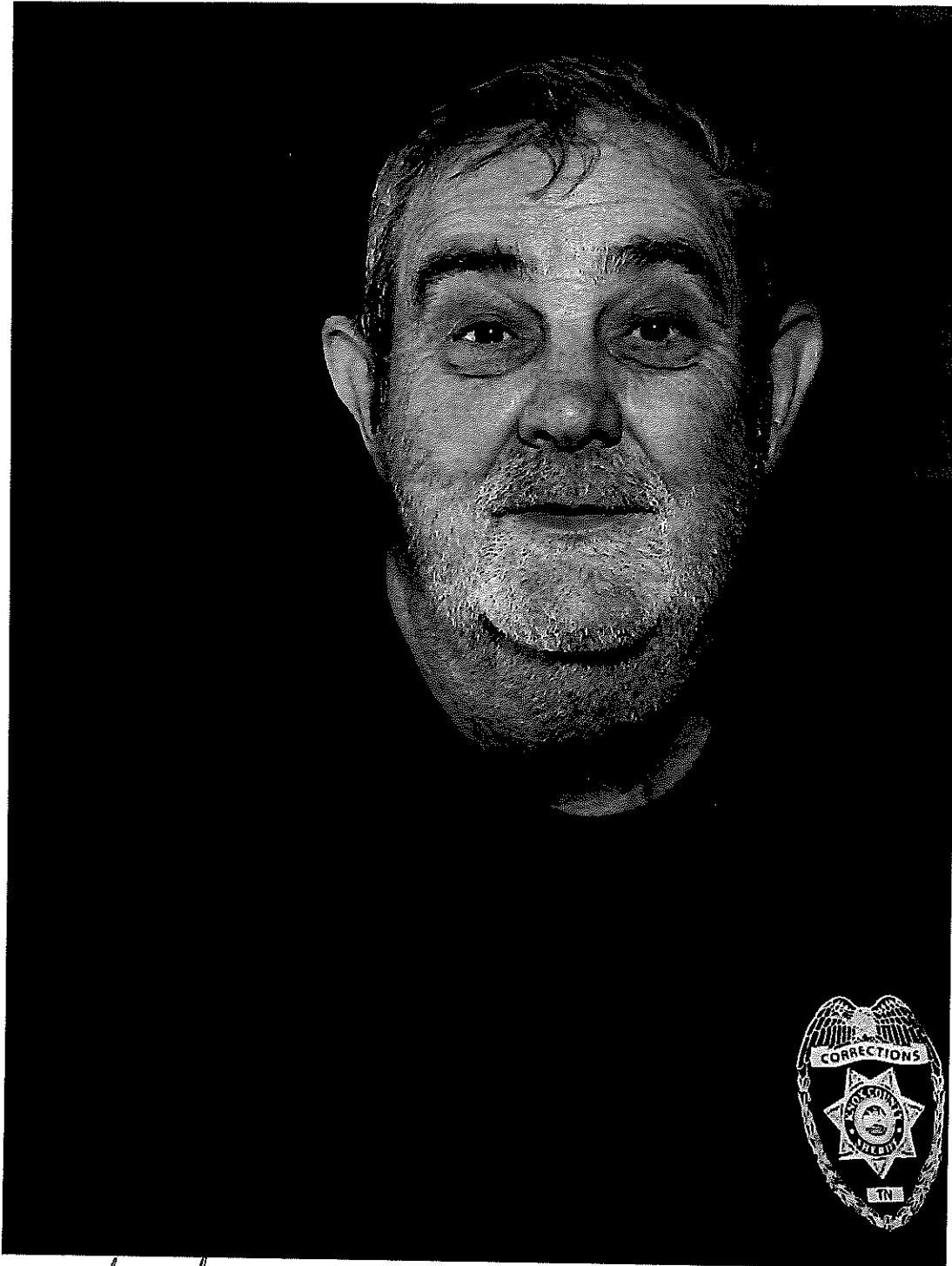
*Members of the Sheriff's Office shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the Sheriff's Office. Conduct unbecoming an employee shall include actions/conduct which:*

- a. brings the Sheriff's Office into disrepute*

*b. reflects discredit upon the employee as a member of the Sheriff's Office*

*c. impairs the operation of efficiency of the Sheriff's Office or employees*

By admitting that he used inmates to work on property that he personally owned and by not knowing if he used Knox County funds to purchase duct work for a personally owned air conditioning unit, Mr. Hurst has a **SUSTAINED** violation of this order.



*[Handwritten signature]*

Police Personnel and Certification System - Personnel Information  
10/26/2020 15:05

-----PERSON INFORMATION-----

PERSONNEL ID #: 014503      PAY ROLL #: 14905      DEPT: CIVILIAN      STATUS #: 01  
 NAME: HURST, LARRY      BIRTH PLACE: [REDACTED]      POST CERT#: [REDACTED]  
 DATE OF BIRTH: [REDACTED]      AGE: [REDACTED]      EMAIL: LARRY.HURST@KNOXSHERIFF.ORG  
 SOCIAL SEC#: [REDACTED]      SEX: M      RACE: W      ETHNICITY:  
 ADDRESS: [REDACTED]  
 CITY/STATE/ZIP: [REDACTED]      DL-  
 DRIVER LICENSE: [REDACTED]      STATE: [REDACTED]      EXP:  
 HIRE DATE: 02/14/2011      RESIGNED: //  
 TERMINATED: //      RE-ASSIGNED: //

-----PROMOTINAL INFORMATION-----

DATE: //      PAY GRADE:  
 DESCRIPTION:

-----CONTACT INFORMATION-----

HOME ADDRESS:  
 CITY/STATE/ZIP: ,  
 WORK #: [REDACTED]      EXT #:  
 HOME #:  
 CELL #:  
 EMERG. CONTACT: [REDACTED]      PHONE #: [REDACTED]  
 EMERG. ADDRESS:  
 CITY/STATE/ZIP: ,  
 BLOOD TYPE:



-----INDIVIDUAL TRAINING-----

DATE/TIME	SUBJECT	CLASS	SCORE	HOURS	INSTRUCTOR	DRILL
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-----CERTIFICATION / EDUCATION-----

CERT./EDU.	DEGREE	DATE CERT.	EXP. DATE	HOURS	MAJOR/SUBJECT
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-----ASSIGNMENT HISTORY-----

DATE	STATUS	LOCATION	SHIFT	JOB CODE
NOTES				
5/03/2016	01	ADMIN	DAYS	7134-00001
2/14/2011	01	INM	DAYS	7134-00001

-----REMINDERS-----

REM. DATE	OFFICER	STATUS	REMINDER
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-----NOTES-----

DATE OF NOTE	NOTE TYPE	NOTING OFFICER
NOTES		

-----SEPARATION HISTORY-----

DATE OF SEPARATION	STATUS
NOTES	

OFFICE OF PROFESSIONAL STANDARDS

GARRITY ADMONITION

(Garrity v. New Jersey, 385 U.S. 483 87 S.Ct. 616, 1967)

I wish to advise you that you are being questioned as part of an official investigation of the Knox County Sheriff's Office. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office.

You are entitled to all the rights and privileges guaranteed by the laws and the constitution of the United States, including the right not to be compelled to incriminate yourself.

I further wish to advise you that if you refuse to truthfully answer questions relating to the performance of your official duties or fitness for duty, you will be subject to disciplinary action, which could result in your dismissal from the Knox County Sheriff's Office.

If you do answer, neither your statements nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings. However, these statements may be used against you in relation to subsequent disciplinary action.

X Larry H. Hunt  
Signature

X 014507 LARRY H HUNT  
Print name Employee #

Location Given: O.P.S. Conference Room

Date and Time: October 24, 2020 @ 12:10 pm

Witness: Sgt. Matt Solosien

Witness: Stacy Chang

Knox County Sheriff's Office  
Office of Professional Standards

Confidentiality Order

Whereas discussion of professional standards investigations is disruptive to the efficient operation of the Knox County Sheriff's Office, hinders the proper investigation of complaints, is harmful to reputations, fosters rumors and may prevent the investigator's ability to obtain the truth of the matter, the following is ordered:

Any employee who is a participant in a Professional Standards Investigation including the subject of the investigation, and any witnesses in the investigation are hereby ordered not to discuss or disclose any information, regarding the investigation including but not limited to, the identity of the employee under investigation, the facts of the investigation, the nature of the questions asked, information obtained or revealed, or documents furnished in connection with the investigation.

Professional Standards Investigators are permitted to discuss an investigation within the Professional Standards Offices and with the Chief Counsel, Chief Deputy, and Sheriff.

Any Employee who violates this order shall be subject to discipline up to and including Termination.

I have received and understand this written order:

*L. James H. Hume*  
Employee

*X 10-29-20*  
Date

*Sgt. Marc Schlessel*  
Professional Standards Investigator

*10-29-20*  
Date

OFFICE OF PROFESSIONAL STANDARDS

GARRITY ADMONITION

(Garrity v. New Jersey, 385 U.S. 483 87.S.Ct.616, 1967)

I wish to advise you that you are being questioned as part of an official investigation of the Knox County Sheriff's Office. You will be asked questions specifically directed and narrowly related to the performance of your official duties or fitness for office.

You are entitled to all the rights and privileges guaranteed by the laws and the constitution of the United States, including the right not to be compelled to incriminate yourself.

I further wish to advise you that if you refuse to truthfully answer questions relating to the performance of your official duties or fitness for duty, you will be subject to disciplinary action, which could result in your dismissal from the Knox County Sheriff's Office.

If you do answer, neither your statements nor any information or evidence which is gained by reason of such statements can be used against you in any subsequent criminal proceedings. However, these statements may be used against you in relation to subsequent disciplinary action.

*Brandon Heck*  
Signature

Brandon Heck                      13855  
Print name                                      Employee #

Location Given: OPS Interview Room

Date and Time: 11-9-2020 0954

Witness: Sgt. T. Champion

Witness: Sgt. Marshall Gibson

7

D

**Knox County Sheriff's Office  
Office of Professional Standards**

**Confidentiality Order**

Whereas discussion of professional standards investigations is disruptive to the efficient operation of the Knox County Sheriff's Office, hinders the proper investigation of complaints, is harmful to reputations, fosters rumors and may prevent the investigator's ability to obtain the truth of the matter, the following is ordered:

Any employee who is a participant in a Professional Standards Investigation including the subject of the investigation, and any witnesses in the investigation are hereby **ordered not to discuss or disclose any information**, regarding the investigation including but not limited to, the identity of the employee under investigation, the facts of the investigation, the nature of the questions asked, information obtained or revealed, or documents furnished in connection with the investigation.

Professional Standards Investigators are permitted to discuss an investigation within the Professional Standards Offices and with the Chief Counsel, Chief Deputy, and Sheriff.

Any Employee who violates this order shall be subject to discipline up to and including Termination.

I have received and understand this written order:

  
\_\_\_\_\_  
Employee

11-9-20  
\_\_\_\_\_  
Date

  
\_\_\_\_\_  
Professional Standards Investigator

11-9-2020  
\_\_\_\_\_  
Date



# KNOX COUNTY SHERIFF'S OFFICE EMPLOYEE MANUAL

Sheriff Tom Spangler

## CHAPTER 4

### CODE OF CONDUCT

#### RELATED STANDARDS:

ALDF	CORE	Gen. Order	TCI	TCA
7C-02		2-001, 2-002, 5-009		

#### POLICY

**Policy:** The Knox County Sheriff's Office will establish policy and procedures outlining the conduct of all members, concerning their performance of duty, their relationship with fellow members and their relationship with the public.

Members of the Sheriff's Office, whether on or off duty, shall be governed by the ordinary and reasonable rules of good conduct and behavior and shall not commit any negligent, malicious or criminal act, which may bring reproach or discredit upon themselves or the Sheriff's Office.

#### SUB-SECTION A:

#### PROFESSIONAL CONDUCT AND RESPONSIBILITY

<General Order 2-001>

In order to further the purpose of the Knox County Sheriff's Office and to enforce the general responsibilities of its members, the following Code of Conduct will consist of:

1. Obedience to Orders

Members assigned to various divisions and sections of the Sheriff's Office are subject to the lawful directions of all supervisory personnel and shall complete their assignments within a reasonable time. Should any member be given an order that is in conflict with any previous order or directions, the member shall call the conflict to the attention of the supervisor giving the order. If a supervisor requires that the order still be carried out, the employee shall comply.

2. Insubordination

The failure or deliberate refusal of any member to obey a lawful order given by a supervisory employee shall be termed insubordination. Disregarding the authority of the supervisor by disrespect or by disputing a supervisor's orders, as well as disrespectful, mutinous, insolent, abusive language, or abusive conduct toward a supervisor is also insubordination.

3. Unlawful or Unjustifiable Orders

Supervisory personnel shall not knowingly issue any order which is in violation of any law, ordinance, agency order, or rule.

4. Dereliction of Duty

Improper performance of, or failure to perform, a required law enforcement duty will be deemed dereliction of duty.

5. Knowledge of Rules and Regulations

Every member will establish and maintain a working knowledge of all pertinent laws and ordinances, as well as all policies, procedures and General Orders of this Agency. In the event of improper action or breach of discipline, it is presumed that the member was familiar with the law, rule, or policy in question.

6. Assistance

Any officer who fails to take appropriate law enforcement action or who fails to aid and protect fellow officers in time of danger or under circumstances where danger might be impending, except when actually incapacitated, is deemed to be in gross dereliction of his/her duties.

7. Emergency Duty

Upon the receipt of notification that an emergency situation exists, members who are off duty will promptly report for duty, if requested.

8. Reporting for Duty

Employees shall report for duty at the time and place required by assignment or orders and shall be physically and mentally fit to perform their duties.

9. Reporting Change of Address and/or Telephone Number

a. Members of the Sheriff's Office shall keep the Sheriff's Office informed of their correct address and telephone number. All members shall report any change in their residence and/or phone numbers to their immediate supervisor within forty-eight (48) hours after such change. Such reports of notification must be in writing.

b. It will be the responsibility of the supervisor to forward the original to the Personnel Office and a copy to the employee's immediate supervisor.

**NOTE:** It is the absolute responsibility of all members of this Agency to comprehend each and every component of General Order 2-001.

10. Possession and Use of Drugs <General Order 2-002>

a. All members of this Sheriff's Office who, at any time while on duty, carry a weapon,

drive an automobile, van or bus or have the care, custody and control of inmates entrusted to them shall, at all times, inform their supervisor, in writing, of the taking of any mind altering or psychotropic drug whether by prescription or otherwise. It is the responsibility of the supervisor to make sure the information given is carried through the chain of command to the Chief Deputy.

- b. A violation of this order shall result in severe discipline up to and/or including dismissal.
- c. The Sheriff's Office reserves the right to randomly drug test members at any time.

11. Use of Alcohol on Duty or in Uniform <General Order 2-002>

- a. Members of the Sheriff's Office, either on-duty or a minimum of eight (8) hours prior to an assigned tour of duty, shall never consume any alcoholic beverage unless serving in a specialized capacity and/or specialized training as approved by the Sheriff.
- b. Members shall not bring into any county facility or store in any vehicle on county property, alcoholic beverages which are not held as evidence and stored in accordance to departmental procedure
- c. Members shall not consume any alcoholic beverage while on duty or in uniform.

12. Code of Ethics <4-ALDF-7C-02>

The Knox County Sheriff's Office maintains a written code of ethics that is provided to all employees. The code:

- a. prohibits staff, contractors, and volunteers from using their official positions to secure privileges for themselves or others
- b. prohibits staff, contractors and volunteers from engaging in activities that constitute a conflict of interest
- c. prohibits staff, contractors and volunteers from accepting any gift or gratuity from, or engaging in personal business transactions with and inmate or an inmate's immediate family
- d. defines acceptable behavior in the areas of campaigning, lobbying or political activities.

**NOTE:** All staff, contractors and volunteers are held accountable for compliance with the code of ethics.

13. Work Stoppage <Policy 5.09>

Members of the Sheriff's Office shall not engage in any strike. "Strike" includes the concerted failure to report for duty, willful absence from one's position, unauthorized holidays, and the stoppage of work or the abstinence in whole or in part from the full, faithful and proper performance of the duties of employment for the purposes of inducing, influencing, or

coercing a change in conditions, rights, compensation, privileges or obligations of employment.

14. Unbecoming Conduct

Members of the Sheriff's Office shall conduct themselves at all times, both on and off duty, in such a manner as to reflect most favorably on the Sheriff's Office. Conduct unbecoming an employee shall include actions/conduct which:

- a. brings the Sheriff's Office into disrepute
- b. reflects discredit upon the employee as a member of the Sheriff's Office
- c. impairs the operation of efficiency of the Sheriff's Office or employees

15. Abuse of Leave Privileges

- a. Members shall not falsely report themselves ill or injured or otherwise deceive or attempt to deceive any official of the Sheriff's Office as to the condition of their health.
- b. Members shall not falsely deceive, or attempt to deceive, any official of the Sheriff's Office in any situation pertaining to military leave, compassion leave or any other leave privileges permitted by the Sheriff's Office.

16. Use of Force <General Order 5-007> <Policy 6.09>

Officers of the Knox County Sheriff's Office are authorized to use the force which is objectively reasonable, under the circumstances known to the officer to enable him/her to defend others, defend himself/herself, or to effectuate a stop or arrest.

17. Abuse or Loss of Equipment

Members shall not intentionally abuse, deface, alter or damage any departmental equipment or property. Lost equipment shall be reported to the appropriate supervisor, as soon as possible, per departmental policies.

18. Leaving Duty Post

Members shall not leave their assigned duty posts during a tour of duty, except when authorized by proper authority.

19. Religious Discussions

Members of the Sheriff's Office shall not, while on duty, engage in religious discussions that might adversely affect discipline in the Sheriff's Office.

20. Telephone Courtesy

When a member of the Sheriff's Office answers a telephone while on duty, the member shall respond promptly in a courteous and helpful manner by giving the unit to which they are attached,

followed by their rank/title and surname.

Example: "Roger D. Wilson Detention Facility, Knox County Jail or Sheriff's Office  
(Title/Rank) John Doe, How May I help you?"

21. Interfering or Obstructing Departmental Efficiency

Members shall not enter into a conspiracy, combination or agreement with the purpose of interfering with or obstructing the efficient conduct or operation of the Knox County Sheriff's Office.

22. Attorney and Bail Bondsman Services

Members shall not suggest, recommend, advise or otherwise counsel any inmate concerning the retention of an attorney or bail bondsman. This does not apply when a relative or friend of the member seeks such service or advice.

23. Violations of Rules and Orders

Members of the Sheriff's Office shall report to their immediate supervisor any violations of the rules and regulations, Policy and Procedures and General Orders of the Knox County Sheriff's Office. Failure to do so may result in disciplinary action being taken against that employee as well as the violator.

24. Members Identification (For Undercover Purposes)

Members of the Sheriff's Office, in uniform, shall not speak to or otherwise recognize members of the Sheriff's Office in civilian clothes, unless the member in civilian clothes speaks to them first.

25. Corrections Officer's Conduct in Arresting and the Processing of Law Violators

On occasion the Sheriff/designee may call upon correctional personnel to perform the duties of a patrol officer or may have to assist an officer in an arrest. Therefore, it is important to know the rules/regulations that apply to certified officers of the Sheriff's Office. A link these rules can be found on the intranet under Documentation > General Order Link.

26. Strengthening of Community Relations

- a. It is expected that every member of this Sheriff's Office is keenly aware of the fact that public support and cooperation is essential if we are to effectively fulfill our police responsibilities. It is known that the extent to which the public will cooperate with the Sheriff's Office is dependent upon its respect for, and confidence in, the Sheriff's Office.

In any effort to strengthen the citizen-police officer relationship, the personal conduct and attitude of the members of the Sheriff's Office is of paramount importance. Each member of the Sheriff's Office must understand that the basis of a correct attitude is a desire and a willingness to serve the public.

## SUB-SECTION B: PERSONAL CONDUCT

### 1. Ridicule or Criticism of the Sheriff's Office

Members of the Sheriff's Office shall not publicly criticize or ridicule the Sheriff's Office, its policies or other employees, by talking, writing or expressing in any manner, where such talking, writing or expression is:

- a. Defamatory
- b. Obscene
- c. Unlawful
- d. Tends to impair the operation of the Sheriff's Office by interfering with the ability of supervisors to maintain discipline
- e. Made with reckless regard for the truth

### 2. Conduct/General

Members shall conduct their private lives in such a manner as to avoid bringing discredit upon themselves or this Agency. Members shall not conduct themselves in an immoral, indecent, lewd, or disorderly manner or in a manner that might be construed by an observer as immoral, indecent, lewd or disorderly. Members shall not commit acts of misconduct, or conduct unbecoming a member and a citizen, even though such conduct is not specifically set forth in this order.

### 3. Fraternalization with Inmates

- a. Members of the Sheriff's Office will not:
  - i. Become personally or physically involved with an inmate while on or off duty
  - ii. Become in any way financially involved with an inmate or his/her family
  - iii. Accept gifts, gratuities or favors from an inmate or his/her family
  - iv. Loan, borrow, or trade money or any other items with an inmate or his/her family
  - v. Discuss personal information about themselves or other members of the Sheriff's Office with an inmate or his/her family
  - vi. Give an inmate, or an inmate's family, his/her personal contact information
  - vii. Use his/her position with the Sheriff's Office to influence or aid in the release of an inmate
- b. If a member is related to an inmate, or wishes to date a former inmate, it will be the responsibility of that member to notify his/her supervisor of the relationship as soon as possible.
- c. All members of the Knox County Sheriff's Office will adhere to the above directives during the inmate's incarceration or upon his/her release. Failure to comply will result in disciplinary action.

### 4. Conduct Towards the Public <General Order 2-001>

- a. All members shall be courteous and orderly in their dealings with the public. They shall perform their duties quietly, remaining calm regardless of provocation to do otherwise. Members shall be attentive to and take suitable action on reports and complaints by a private person except when circumstances make it necessary for them to report the matter or refer the complaint to the appropriate agency. Members shall fulfill proper requests for information or assistance, or they shall aid the person otherwise obtaining the requested information or assistance. When requested to do so, they shall give their names and badge numbers in a respectful, courteous manner.
- b. Members shall be quiet, orderly, attentive, and shall exercise patience and discretion in the performance of their duties.
- c. Members shall refrain from harsh, violent, coarse, profane, sarcastic or insolent language. Members, in their conversations with individuals or when speaking to a group, shall avoid the use of terms which might be interpreted as derogatory or having racial or ethnic overtones.
- d. A member receiving a request to participate in any type of personnel or oral interview board shall instruct the requesting party to forward a written request to the Sheriff, Chief Deputy, Chief Counsel or Assistant Chief Deputy.
- e. No member shall willfully depart from the truth either in giving testimony or in connection with any legal official order received by the member or in official duties.

### **SUB-SECTION C: UNAUTHORIZED ITEMS/EQUIPMENT**

1. All persons, to include employees and visitors, and their belongings, are subject to search as a condition of entry to any Knox County Correctional Facility. Any person who refuses to comply with any search procedure will not be permitted entry into the facility.
2. Members of the Knox County Sheriff's Office will **not** carry on their person, or have in their possession, while in any Knox County Sheriff's Office Corrections Facility, any equipment not authorized by the Sheriff/designee. These items include, but are not limited to:
  - a. Cameras
  - b. Video cameras
  - c. Personal computers or tablets
  - d. Computer disks or thumb drives not intended for official use
  - e. Handheld electronic game systems
  - f. Cellular telephones, unless county issued or authorized.
  - g. Laser pointers
  - h. Tape recorders or any other audio/visual recording device(s)
  - i. Any unauthorized weapons
  - j. Tobacco, tobacco products or e-cigarettes/vapor cigarettes
3. Subject to search, items permitted beyond the Checkpoint include but are not limited to:
  - a. Items listed on a Correctional Staff Member's Post Order

- b. Personal set of vehicle/house keys
- c. Wallets
- d. Other personal items that do not jeopardize the safety and security of the facility.

**Note:** Please refer to Policy 9.5 "Checkpoint Security Procedures" for specific screening and search procedures.

# KNOX COUNTY SHERIFF'S OFFICE

## GENERAL ORDER-NUMBER 2-001

Subject: CONDUCT OF ALL MEMBERS

Effective Date: 09/01/2018

Distribution: ALL PERSONNEL

Revision Date: 02/15/2019

The purpose of this order is to establish the policy and procedures for the conduct of all members of this Agency concerning their performance of duty, their relationship with fellow members, and their relationship with the public.

### I. PROFESSIONAL CONDUCT AND RESPONSIBILITY

#### 1.00 General Responsibilities of Members

Members of this Agency whether on or off duty (including Social Media), shall be governed by the ordinary and reasonable rules of good conduct and behavior, and shall not commit any intentional, malicious, or criminal act which may bring reproach, disparage or discredit upon this Agency or the Knox County community.

#### 1.01 General Responsibilities of Law Enforcement Officers

Officers shall at all times take prompt and effective law enforcement action, when appropriate, within Knox County in regards to the protection of life and property, preservation of peace, prevention of crime, detection and arrest of violators of the law, and enforcement of those laws of the United States, the State of Tennessee, and the ordinances of Knox County.

#### 1.02 Service to Public

All members shall respect and protect the rights of individuals and perform their services with honesty and integrity.

#### 1.03 Duty and Responsibility of Members

It shall be the duty and responsibility of each member to fulfill, to the greatest extent possible, the mission and functions of this Agency and the division and/or section to which he/she is assigned.

#### 1.04 Obedience to Orders

Members of this Agency assigned to the various divisions and sections are subject to the lawful directions of all supervisory personnel, and shall complete their assignments within a reasonable time. Should any member be given an order which is in conflict with any previous order or direction, the member shall call the conflict to the attention of the supervisor giving the order. If a supervisor requires that the order still be carried out, the employee shall comply.

- 1.05 Unlawful or Unjustifiable Orders  
Supervisory personnel shall not knowingly issue any order which is in violation of any law, ordinance, agency order or rule.
- 1.06 Ridicule/Criticism of the Agency  
Members shall not publicly criticize or ridicule this Agency, its policies, or other members by talking, writing, or expressing in any other manner, where such talking, writing, or expression:
- A) is defamatory;
  - B) is obscene;
  - C) is unlawful;
  - D) impairs the operation of the agency by interfering with the ability of supervisors to maintain discipline; or
  - E) made with reckless disregard for the truth.
- 1.07 Insubordination  
The failure or deliberate refusal of any member to obey a lawful order given by a supervisory employee shall be termed insubordination. Disregarding the authority of the supervisor by disrespect or by disputing a supervisor's orders, as well as disrespectful, mutinous, insolent, abusive language, or abusive conduct toward a supervisor is also insubordination.
- 1.08 Dereliction of Duty  
Improper performance of, or failure to perform, a required law enforcement duty will be deemed dereliction of duty.
- 1.09 Job Abandonment  
Absence from the employee's assigned job for more than three (3) consecutive days without explanation is considered job abandonment and is grounds for termination.
- 1.10 Information Concerning Duties  
Members of this Agency who are in doubt as to the nature or details of their assignment shall seek clarification from their immediate supervisor. Failure on their part to do so, resulting in improper performance or omission of their duty, may result in disciplinary action.
- 1.11 Knowledge of Laws and Regulations  
Every member will establish and maintain a working knowledge of all pertinent laws and ordinances, as well as all policies, procedures and General Orders of this Agency. In the event of improper action or breach of discipline, it is presumed that the member was familiar with the law, rule, or policy in question.

1.12 Respect Between Members of this Agency

Employees shall treat all members of this Agency with the courtesy due to them as a fellow member.

Members shall not engage in or convey gossip detrimental to other personnel or this Agency.

1.13 Assistance

Any officer who fails to take appropriate law enforcement action or who fails to aid and protect fellow officers in time of danger or under circumstances where danger might be impending, except when actually incapacitated, is deemed to be in gross dereliction of his/her duties.

1.14 Emergency Duty

Upon the receipt of notification that an emergency situation exists, members who are off-duty will promptly report for duty if requested.

1.15 Law Enforcement Service Off-Duty

Officers, while off-duty, shall perform necessary law enforcement service within Knox County whenever or wherever they are aware of a criminal offense, or a present threat to life, if they can tactically do so without undue risk of harm to themselves and/or others. When there is no urgent or immediate need for law enforcement action or service, they shall call for the services of on-duty officers.

1.16 Special Assignments not Exclusive Duty

Notwithstanding the fact that an officer may be detailed to specific duties, the officer is not considered relieved from taking proper law enforcement action when the occasion requires.

1.17 Cooperation

Cooperation between ranks and units of this Agency is essential to effective law enforcement. All members are strictly charged with establishing and maintaining a high level of cooperation within this Agency.

1.18 Carrying of Agency Identification and Weapon Off-Duty

All officers, when off-duty and in Knox County, unless impractical, shall carry or have in their immediate possession their agency identification. Off-duty officers are encouraged, but not required, to carry an approved weapon with which they are qualified.

## II. PERSONAL CONDUCT

- 2.00 Members shall conduct their private lives in such a manner as to avoid bringing discredit upon themselves or this Agency. Members shall not conduct themselves in an immoral, indecent, lewd, or disorderly manner or in a manner that might be construed by an observer as immoral, indecent, lewd or disorderly. Members shall

not commit acts of misconduct, or conduct unbecoming a member and a citizen, even though such conduct is not specifically set forth in this order.

2.01 Gifts and Gratuities

Members shall not accept gifts or gratuities from organizations, business concerns, or individuals where such gifts or gratuities will in any manner, directly or indirectly, interfere with the efficient performance of his/her duties. Similarly, while members are not prohibited from accepting personal or business favors such as social courtesies or discounts, this shall not influence their actions or decisions as representatives of this Agency. It is particularly important that all members guard against any relationship which might be construed as evidence of favoritism, coercion, unfair advantage, or collusion.

2.02 Political and Religious Discussions

Members shall not, while on duty, in uniform, or in attire that readily identifies him/her as a member of the Knox County Sheriff's Office, engage in political or religious discussions which might adversely affect discipline in this Agency.

2.03 Interfering with or Obstruction of Agency Efficiency

Members shall not enter into a conspiracy, combination, or agreement with the purpose of interfering with or obstructing the efficient conduct or operation of this Agency.

2.04 Judicial Interference

Members shall not become involved with the judicial cases of other members without approval and assistance from the Attorney General's Office. In addition, members shall not interfere with the judicial cases of other members except by consent of involved members.

2.05 Agency Related Services

Members shall not, while on duty, recommend, advise, or otherwise counsel concerning the retention of the services of any agency, firm, company or individual to any person inquiring about such services as a result of any agency business.

2.06 Violations of Rules and Orders

Members shall report to their immediate supervisor personal knowledge of any violations of the rules or orders of the Knox County Sheriff's Office by any other member of this Agency. Any failure to comply with the requirements of these General Orders will result in discipline up to and including termination.

2.07 It is the responsibility of members of this Agency to respond truthfully when interviewed by supervisors or investigators in connection with an official inquiry.

2.08 Members will observe the chain of command regarding inquiries or requests of those higher in rank.

- 2.09 In referring to or addressing a supervisory officer, the appropriate rank (title) of the member addressed or referred to shall be used. Supervisory members in addressing members of this Agency below the rank of Corporal on official business shall use the prefix "Officer" for certified law enforcement officers. Civilian employees will be referred to as "Mr./Mrs./Ms." and their surname.
- 2.10 Courtesy in engaging in conversation between members of this Agency promotes discipline and tends to produce mutual respect. Due courtesies shall be practiced between members and extended to the public as warranted.
- 2.11 All personnel will work and cooperate fully with all other law enforcement, judicial or corrections agencies to assist them in any manner during official law enforcement functions.
- 2.12 Members Identification (For Undercover Purposes)  
Members in uniform shall not speak to or otherwise recognize members of this Agency in civilian clothes unless they are spoken to first by the member in civilian clothes to prevent the identification to the public of members who may be assigned to undercover investigations through open recognition by members of this Agency in uniform.

### III. CONDUCT TOWARD THE PUBLIC

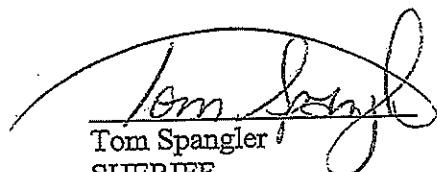
- 3.00 All members shall be courteous and orderly in their dealings with the public. They shall perform their duties quietly, remaining calm regardless of provocation to do otherwise. Members shall be attentive to and take suitable action on reports and complaints by a private person except when circumstances make it necessary for them to report the matter or refer the complaint to the appropriate agency. Members shall fulfill proper requests for information or assistance, or they shall aid the person in otherwise obtaining the requested information or assistance. When requested to do so, they shall give their names and badge numbers in a respectful, courteous manner.
- 3.01 Members shall refrain from harsh, violent, coarse, profane, sarcastic, or insolent language. Members, in their conversations with individuals or when speaking to a group, shall avoid the use of terms which might be interpreted as derogatory or having racial or ethnic overtones.
- 3.02 Members shall respond without delay to all calls for assistance from citizens or other members. Emergency calls take precedence; however, all calls shall be answered as soon as possible consistent with normal safety precautions and agency policy.
- 3.03 When answering an agency telephone, all members of this Agency shall respond promptly by giving the members rank (title) and surname.

- 3.04 Members shall always be alert to assist lost, helpless, injured or ill persons.
- 3.05 A member receiving a request to participate on any type of personnel or oral interview board shall instruct the requesting party to forward a written request to the Sheriff, Chief Deputy or Chief Counsel.
- 3.06 All members shall be truthful when giving testimony and in connection with the performance of all official duties.
- 3.07 Members shall avoid engaging in conversations concerning obscene subjects. They shall avoid public discussions on racial, religious, political or other controversial subjects while on-duty, in uniform, or in clothing that readily identifies him/her as a member of this Agency. They shall refrain from the public discussion of the demerits of any law, ordinance, policy, procedure or General Order of this Agency.
- 3.08 Members of this agency shall not engage in "Racial" profiling. Racial profiling is defined as:

The detention or interdiction of an individual in traffic contacts, field contacts, or asset seizure and forfeiture efforts solely on the basis of the individual's actual or perceived race, color, ethnicity, or national origin.

#### IV. Representation of this Agency during Public Forums

- 4.00 Any Officer of the Knox County Sheriff's Office that is requested by any outside agency to provide information as part of an in-service, speech or any program should notify their supervisors prior to participating in such event. The supervisor shall then obtain approval from the Administration prior to any officer participating in the event wherein the officers' participation tends to indicate the official approval of this Agency.
- 4.01 This general order does not apply to officers participating in programs, meetings or other activities in their personal capacities. This order applies any time the appearance of the officer indicates the official sponsorship or approval of the Knox County Sheriff's Office.

  
Tom Spangler  
SHERIFF

## **2010 Tennessee Code**

### **Title 62 - Professions, Businesses and Trades**

#### **Chapter 9 - Scrap Metal Dealers**

#### **62-9-111 - Sales of donated scrap metal by governmental entities, regulated landfills and solid waste processing facilities Payment requirements Registration of governmental entities, regulated landfills, or solid waste processing facilities as scrap metal dealers.**

**62-9-111. Sales of donated scrap metal by governmental entities, regulated landfills and solid waste processing facilities Payment requirements Registration of governmental entities, regulated landfills, or solid waste processing facilities as scrap metal dealers.**

**(a)** Nothing contained in this chapter shall be construed to prevent a governmental entity, regulated landfill or solid waste processing facility owner from selling any scrap metal donated to it or otherwise lawfully obtained by it without compensation.

**(b)** Payment for scrap metal sold by a governmental entity or regulated landfill owner shall be:

(1) Made by check or money order to the governmental entity or the owner of the landfill or solid waste processing facility;

(2) The check or money order shall be mailed to the business address of the governmental entity or the owner of the landfill or solid waste processing facility; and

(3) The payee on the check shall be in the name of the governmental entity or the owner of the landfill or solid waste processing facility.

(c) Nothing contained in this chapter shall be construed to prohibit a governmental entity, regulated landfill or solid waste processing facility owner from registering as a scrap metal dealer as provided in this chapter and coming within § 62-9-112.

[Acts 2008, ch. 690, § 1.]

**Disclaimer:** These codes may not be the most recent version. Tennessee may have more current or accurate information. We make no warranties or guarantees about the accuracy, completeness, or adequacy of the information contained on this site or the information linked to on the state site. Please check official sources.

Report Pre-fix:PC

Report Number: 20020 000

Report Date: 10/29/2020 :

Report Type: I

Address: 05001 MALONEYVILLE RD

District/Zone: 200

Supervisory Entry: 14013 - CHAMPION, DALANTHONY

Entry Date: 10/29/2020

Case Monitor: 14013 - CHAMPION, DALANTHONY

Follow Date: 10/29/2020

Action 1: 014503 - HURST, LARRY

Follow Date: 10/29/2020

Charges:

-----Charge 1:-----

Charge Type: 006 - ADMIN REVIEW

Disposition: -

Location: 05001 MALONEYVILLE RD

Date: 10/28/2020 15:00

District: -

Comments: MISCONDUCT

-----Person 1:-----

Person Type: CIVILIAN EMPLOYEE

Person Name: LARRY H HURST

Date of Birth: [REDACTED]

Age: [REDACTED]

Social Security: [REDACTED]

Sex: M

Race: W

Ethnicity: [REDACTED]

Hair Color: [REDACTED]

Eyes: [REDACTED]

Height: [REDACTED]

Weight: [REDACTED]

Address: [REDACTED]

Phone: [REDACTED]

Email: [REDACTED]

Driver License: [REDACTED]

State: [REDACTED]

Narrative:

On October 28, 2020 at approximately 1500 hours Sergeant Scholsshan and I (Sergeant Champion) went to the Anderson County Corrections Complex to interview Joshua Haynes about an arrangement that he had with Scott Moore upon his release from incarceration. The arrangement was that Joshua would stay in a rental home that Scott owns and in return Joshua would renovate the property (this deal was made while Joshua was an inmate at The Knox County Sheriff's Office Work Release Facility). During this interview the name Larry Hurst, an employee with the Knox County Sheriff's office, came up in regards to work that Joshua had done on equipment privately on by Hurst. Joshua make claims that he helped restore, recondition, and fabricate duct work for a heating and air unit owned by Hurst. The claim is also made by Joshua that he rewired and built some ramps for a car hauler owned by Hurst. The accusations made were that these things were done while Joshua was an inmate and that Knox County tools and materials were used to work on this private property.