

Memphis Police Department Master Personnel

MPD-46R6S93 / ml4681 - 1/30/2023 10:16:22 AM

Employee Num: 13941		ID Num:		Badge Num:		Image:	
Last: HEMPHILL		First: PRESTON		Middle: R		Suffix:	
Address:						Phone 1:	
City:		State:		Zip:		Phone 2:	
Driver License:		Officer Name:				Phone 3:	
Birth Date:		Agency: MPD - Memphis Police Department				Date Hired: 03/05/2018	
SSN:		Division:				Commission:	
Religion:		Station:				Next Eval:	
Race: W - White/Non Hispanic		Shift:				Seniority:	
Gender: M		Department:				Pay Class:	
Height:		Assignment: TRAINING ACAD				Emp Class:	
Weight:		Rank: PST - 17				Budget Pos:	
Marriage Date:		Rank Date:				Labor Org:	
Marital Status: S - Single		Inactive:				Retirement:	
Status: PERM						Terminated:	
Parent							
Name:		Phone:					
Address:		Spouse:					
City:		State:		Zip:		Birth date:	
Remarks: PIIP BADGE#6311							

Administration Event Detail					
Sequence #	Date	Supervisor	Code	Explanation	
1	3/5/2018		PERM	EMPLOYED(PST)EFF 03-05-18	
2	4/14/2018		TRAN - Transfer of Duty	TRAFFIC-C EFF 04-14-18	
3	8/3/2019		TC - Title Change	RECRUIT(130TH)& EFF 08-03-19	
4	8/3/2019		TRAN - Transfer of Duty	TRAINING ACADEMY EFF 08-03-19	
5	8/30/2019		WREP - Written Reprimand	EFF 08-30-19	
6	11/19/2019		TC - Title Change	PST & EFF 11-19-19	
7	11/19/2019		TRAN - Transfer of Duty	TRAFFIC-B(PST'S)EFF 11-19-19	
8	3/28/2020		TC - Title Change	RECRUIT & EFF 03-28-20	
9	4/28/2020		TRAN - Transfer of Duty	TRAINING ACADEMY EFF 03-28-20	

10	7/23/2020	TC - Title Change	PIIP EFF 07-23-20 30-20
11	8/13/2020	TRAN - Transfer of Duty	RIDGEWAY STATION-C EFF 08-13-20 33-20
12	8/29/2020	TRAN - Transfer of Duty	RIDGEWAY STATION-B EFF 08-29-20 35-20
13	8/29/2020	TRAN - Transfer of Duty	ON SO#35-20 RESCIND #13941 TR-RWS-B EFF 08-29-20 36-20
14	10/24/2020	TRAN - Transfer of Duty	RIDGEWAY STATION-A EFF 10-24-20 43-20
15	7/23/2021	TC - Title Change	PII EFF 07-23-21 29-21
16	7/31/2021	TRAN - Transfer of Duty	RIDGEWAY STATION-D EFF 07-31-21 30-21
17	10/30/2021	TA - Temporary Assignment	RIDGEWAY STATION-B.2 EFF 10-30-21 43-21
18	1/29/2022	RET - Returned to Permanent Position	RIDGEWAY STATION-D EFF 01-29-22 04-22
19	3/27/2022	WREP - Written Reprimand	& REMEDIAL DRIVER TRAINING EFF 03-27-22 14-22C
20	5/28/2022	TRAN - Transfer of Duty	RIDGEWAY STATION-C EFF 05-28-22 21-22
21	10/1/2022	TRAN - Transfer of Duty	OCU (SCORPION) EFF 10-01-22 39-22
22	1/8/2023	ROD	RELIEVED OF DUTY EFF 01-08-23 2-23C

V

**MEMPHIS POLICE DEPARTMENT
PII PERFORMANCE EVALUATION**

[X] REGULAR REPORT [] TRANSFER OF OFFICER [] TRANSFER OF SUPERVISOR

EVALUATED OFFICER: Hemphill, Preston

IBM: 13941

ASSIGNMENT:

RATING SUPERVISOR: Lt. A. King

IBM: 6902

REPORTING PERIOD

FROM: 01/01/2021 TO: 12/31/2021

1. JOB KNOWLEDGE

Displays knowledge of law, procedures, policies, and techniques as related to the officer's job tasks.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Officer Hemphill has a good knowledge of the state laws, city ordinances, and policies which govern his duties as an officer. He is familiar with the Memphis Police Departments policy and procedures and understands the elements needed to place charges in both felony and misdemeanor offenses.

2. JUDGEMENT

Analytic assessment of a situation and taking necessary and appropriate action after consideration of alternative approaches.

☐ Meets Job Requirements

☒ Needs Improvement

☐ Exceeds Expectations

Officer Hemphill is improving daily when making decisions based on the facts presented to him. However, he was issued a negative OBR for the mishandling of a call involving parental custodial issues. Officer Hemphill uses his TCA and TIBRS manuals on the scenes to aid him in his decisions while on the scene.

3. DEALING WITH THE PUBLIC

Ability to deal with the public in a respectful and tactful manner while acting within the scope of the Officer's duty and the law.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Officer Hemphill deals well with the public. He is polite, cordial, yet firm. He maintains control on all his scenes and can easily extinguish a volatile situation. When on the scene he has an approachable demeanor, and responds in a polite manner when addressing citizens.

4. RELIABILITY

Dependability in job attendance, punctuality and acceptance of responsibility.

☐ Meets Job Requirements

☐ Needs Improvement

☒ Exceeds Expectations

Officer Hemphill always arrives to work on time and is prepared to start his tour of duty as soon as roll call is done. He can be relied upon to work his shift, or any other shift that needs assistance. He is very reliable in the field, making good arrests, performing enforcement duties and is one of the shift leaders in monthly productivity. Officer Hemphill has ten (10) Positive OBR's in this category.

5. COMMUNICATION

Displays the ability to effectively express ideas clearly in both oral and grammatically correct written form. Includes the necessary and relevant information when completing reports.

☒ Meets Job Requirements

☐ Needs Improvement

☐ Exceeds Expectations

Officer Hemphill's reports are clear, concise, chronological, and correct. He includes all required information in report. He speaks well on the radio and uses proper terminology.

**MEMPHIS POLICE DEPARTMENT
PII PERFORMANCE EVALUATION**

5. WORK ATTITUDE

Demonstrates initiative and interest in service to the public by the performance of their job.

☐ Meets Job Requirements ☐ Needs Improvement ☒ Exceeds Expectations

Officer Hemphill maintains a positive attitude in the field, and with his fellow officer. He gladly assists other officers when needed and is always willing to learn new methods that can improve his job performance.

7. COMPATIBILITY

Ability to work with fellow officers in mutual decision making while taking an equal share of the work load.

☒ Meets Job Requirements ☐ Needs Improvement ☐ Exceeds Expectations

Officer Hemphill works very well with his coworkers. He takes his duties seriously and treats everyone with respect. He is not afraid to keep working until the problem is solved.

8. RECEPTIVENESS

Shows willingness to receive information, follows orders, and accepts counseling from supervisors.

☒ Meets Job Requirements ☐ Needs Improvement ☐ Exceeds Expectations

Officer Hemphill responds to constructive criticism very well. He takes what is said and acts upon it accordingly and always respectfully. He does not argue with his coworkers or supervisors and has a very approachable demeanor.

9. APPEARANCE

Personal and professional pride shown by neatness, grooming, and uniform appearance.

☒ Meets Job Requirements ☐ Needs Improvement ☐ Exceeds Expectations

Officer Hemphill is well groomed and upholds the department's grooming standards. His uniform is neat and clean.

10. USE OF EQUIPMENT

Displays knowledge, care, and skill in the use of all issued equipment.

☒ Meets Job Requirements ☐ Needs Improvement ☐ Exceeds Expectations

Officer Hemphill is very familiar with all equipment assigned to him and the policies mandated by the department for use. He takes care of his equipment, and returns it in good condition. He maintains his squad car, shotgun, pda and body camera.

SUPERVISOR'S COMMENTS: Officer Hemphill came off of probation in 2020 and he hit the ground running. He is one of our top performers on the shift, and he has a great attitude. In a few years, he can provide veteran leadership for junior officers.

EXPECTATIONS FOR UPCOMING EVALUATION PERIOD: I would like to see Officer Hemphill continue his upward trajectory, further his career by becoming a CIT officer, an FTO. He should attend more schools, and take advantage of training offered by the Memphis Police Department.

SUPERVISOR RECOMMENDATIONS FOR ADDITIONAL TRAINING AND CAREER DEVELOPMENT: Officer Hemphill should be given the opportunity to attend more classes to gain valuable training to advance his career.

**MEMPHIS POLICE DEPARTMENT
PII PERFORMANCE EVALUATION
(Circle Rating)**

RATING SUMMARY:

1. JOB KNOWLEDGE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
2 JUDGEMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations
3. DEALING WITH THE PUBLIC	Meets Job Requirements	Needs Improvement	Exceeds Expectations
4. RELIABILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
5. COMMUNICATION	Meets Job Requirements	Needs Improvement	Exceeds Expectations
6. WORK ATTITUDE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
7. COMPATIBILITY	Meets Job Requirements	Needs Improvement	Exceeds Expectations
8. RECEPTIVENESS	Meets Job Requirements	Needs Improvement	Exceeds Expectations
9. APPEARANCE	Meets Job Requirements	Needs Improvement	Exceeds Expectations
10. USE OF EQUIPMENT	Meets Job Requirements	Needs Improvement	Exceeds Expectations

RATING SUPERVISOR SIGNATURE Lt. J. L. [Signature] IBM 6902 DATE 2/2/22

REVIEWING COMMANDER SIGNATURE [Signature] IBM 5549 DATE 2/1/22

EVALUATED OFFICER: I acknowledge that I have reviewed and received a copy of this evaluation and that I may appeal the results. I have received advice regarding the results of this evaluation, expectations for the upcoming year, and career advice regarding advancement and additional training that may be available.

APPEAL: YES ☐ NO ☒ CIRCLE DIMENSION(S) FOR APPEAL: 1 2 3 4 5 6 7 8 9 10

EVALUATED OFFICER'S COMMENTS:

(If appealing, address dimensions to be appealed using factual and relevant information)

SIGNATURE [Signature] IBM 13941 DATE 2-4-22 Continue on back if needed.

ch Person Transfer

Transfer
Hemphill,
Preston :
Review

PH

Name Hemphill, Preston

Assignment Number E65736

Position Recruit.Police...140105.00548

Location

Person Number 65736

Job Police Recruit

Department

Manager

Basic
Details

Transfer Date 11/19/2019

Transfer Action Transfer

Transfer Reason

Job
Details

Attribute	Current Value	Proposed Value
Position	Recruit.Police...140105.00548	Tech.Police Service...140502.00119
Job	Police Recruit	Police Service Tech
Grade	Spec Mkt 4.00D	Spec Mkt 4.00E
Department		140502-Traffic Bureau

Work
Measure
Details

Current Value	Value	Unit
Proposed Value	Value	Unit

Location
Details

Attribute	Current Value	Proposed Value
Location		146311-POL Traffic B (PST's)

Manager
Details:
Assignment

Name	Assignment Number	Assignment Status	Type
Rudolph, Anthony	E2936	Active - Payroll Eligible	Line manager
Name	Assignment Number	Assignment Status	Type
Jenkins, Angela	E3881	Active - Payroll Eligible	Line manager

Grade
Step
Details

Grade Ladder	Grade	Step	Increment Number
Grade Ladder	Grade	Step	Increment Number
	Spec Mkt 4.00E	SM4_00E_Entry	

Collective
Agreement

Attribute	Current Value	Proposed Value
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Manage
Direct
Reports
Manage
Direct
Reports
Details

Manage Direct Reports Effective Date 11/19/2019
Manage Direct Reports Action Manager Change
Manage Direct Reports Reason Transfer of Manager

Add
Direct
Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation
Details

	Current Value	Proposed Value
Start Date	8/3/2019	11/19/2019
End Date	11/18/2019	
Action	Transfer	Transfer
Action Reason		
Salary Basis	Biweekly	Biweekly
Salary Amount		
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.00D	Spec Mkt 4.00E
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other
Compensation
Proposed
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Current
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Roles

Add
Rules

Role Name	Provisioning Method
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Comments

12/3/2019 10:23 AM
Nata
Employee is
being
reclassified
from Recruit to
PST
(retention/rec...
process) eff
11/19/19. NG
12/3/19

Approvers

Attachments

recruit to pst ...

Search Person Transfer

13043

NG

Transfer Hemphill, Preston : Review

PH

Name Hemphill, Preston
Assignment Number E65736
Position Tech.Police Service...140502.00119
Location 146312-POL Traffic C (PST's)

Person Number 65736
Job Police Service Tech
Department 140502-Traffic Bureau
Manager

Basic Details

Transfer Date 8/3/2019
Transfer Action Transfer
Transfer Reason

Job Details

Attribute	Current Value	Proposed Value
Position	Tech.Police Service...140502.00119	Recruit.Police...140105.00548
Job	Police Service Tech	Police Recruit
Grade	Spec Mkt 4.00E	Spec Mkt 4.00D
Department	140502-Traffic Bureau	

Work Measure Details

Current Value

Value	Unit
-------	------

Proposed Value

Value	Unit
-------	------

1 Full-time equivalent

Location Details

Attribute	Current Value	Proposed Value
Location	146312-POL Traffic C (PST's)	

Manager Details: Assignment

Current Value

Name	Assignment Number	Assignment Status	Type
Jenkins, Angela	E3881	Active - Payroll Eligible	Line manager

Proposed Value

Name	Assignment Number	Assignment Status	Type
Rudolph, Anthony	E2936	Active - Payroll Eligible	Line manager

Grade Step Details

Current Value

Grade Ladder	Grade	Step	IncrementNumber
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Proposed Value

Grade Ladder	Grade	Step	Increment Number
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Collective Agreement

Attribute	Current Value	Proposed Value
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Manage Direct Reports

Manage Direct Reports Details

Manage Direct Reports Effective Date 8/3/2019

Manage Direct Reports Action Manager Change
Manage Direct Reports Reason Transfer of Manager

Add Direct Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation Details

	Current Value	Proposed Value
Start Date	7/1/2019	8/3/2019
End Date	8/2/2019	
Action	Allocate Workforce Compensation	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		D)
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.00E	Spec Mkt 4.00D
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other Compensation

Proposed Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Current Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Roles

Added Roles

Role Name	Provisioning Method
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Comments

Attachments

8/9/2019
10:43 AM Natalie.
Employee is being reclassified from PST to Recruit (Retention/Recy... process- there is no additional paperwork/docu. for this process) eff. 8/3/2019 (130th session)NG 8/9/2019

Approvers

Person Transfer

Transfer
Assignment
Position
Review

Fugate

PH

Name Hemphill Preston

Assignment Number E65736

Position Recruit.Police...140105.00590

Location

Person Number 65736

Job Police Recruit

Department

Manager

Transfer Date 7/23/2020

Transfer Action Transfer

Transfer Reason

Job
Details

Attribute	Current Value	Proposed Value
Position	Recruit.Police...140105.00590	Officer.Police.II_Prob...140312.00240 ✓
Job	Police Recruit	Police Officer II_Prob
Grade	Spec Mkt 4.00D	Spec Mkt 4.00C
Department		140312-Police Precinct Personnel
Working Hours	0	40

Work
Measure
Details

Value	Unit
0	Full-time equivalent

Value	Unit
1	Full-time equivalent

Location
Details

Attribute	Current Value	Proposed Value
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Manager
Details:
Assignment

Name	Assignment Number	Assignment Status	Type
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Name	Assignment Number	Assignment Status	Type
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Grade
Step
Details

Grade Ladder	Grade	Step	IncrementNumber
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Grade Ladder	Grade	Step	Increment Number
--------------	-------	------	------------------

Collective
Agreement

Attribute	Current Value	Proposed Value
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Direct
Reports
Details

Manage Direct Reports Effective Date 7/23/2020
Manage Direct Reports Action Manager Change
Manage Direct Reports Reason Transfer of Manager

Add
Direct
Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation
Details

	Current Value	Proposed Value
Start Date	3/28/2020	7/23/2020
End Date	7/22/2020	
Action	Transfer	Transfer
Action Reason		
Salary Basis	Biweekly	Biweekly
Salary Amount		1 Biweekly
Conversion Rate		
Adjustment Amount		
Adjustment Percentage		
Annual Salary		10
Annualized Full-Time Salary		30
Next Salary Review Date		
Grade Name	Spec Mkt 4.00D	Spec Mkt 4.00C
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other
Compensation
Proposed
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status

Current
Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status

Roles
Added
Roles

Role Name	Provisioning Method
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Comments

8/3/2020 11:43 AM
Natali
Employee is being reclassified from Recruit to PIMP upon completion of initial training eff. 7/23/20 (132nd session)
NG 8/3/20

Approvers

Attachments

132nd sessio...

Search Person Transfer

Transfer Hemphill, Preston Review

PH **Name** Hemphill, Preston **Person Number** 65736
Assignment Number E65736 **Job** Police Officer II_Prob
Position Officer.Police.II_Prob..140312.00240 **Department** 140312-Police Precinct Personnel
Location **Manager** Lanier, Kathleen

Basic Details

Transfer Date 7/23/2021 **Transfer Action** Transfer **Transfer Reason**

Job Details

Attribute	Current Value	Proposed Value
Position	Officer.Police.II_Prob..140312.00240	Officer.Police.II..140312.00604
Job	Police Officer II_Prob	Police Officer II
Grade	Spec Mkt 4.00C	Police.10

Work Measure Details

Current Value

Value	Unit
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Proposed Value

Value	Unit
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Location Details

Attribute	Current Value	Proposed Value
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Manager Details: Assignment

Current Value

Name	Assignment Number	Assignment Status	Type
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Proposed Value

Name	Assignment Number	Assignment Status	Type
------	-------------------	-------------------	------

Grade Step Details

Current Value

Grade Ladder	Grade	Step	IncrementNumber
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Proposed Value

Grade Ladder	Grade	Step	Increment Number
Police 10 Ladder	Police.10	Pol10_1-2Yrs	

Collective Agreement

Attribute	Current Value	Proposed Value
Bargaining Unit	9999 - Non-represented	0018 - MPA

Direct Reports

Direct Reports Details

Manage Direct Reports Effective Date

7/23/2021

Manage Direct Reports Action

Manager Change

Manage Direct Reports Reason

Transfer of Manager

Add Direct Reports

Direct Report	Current Manager	Proposed Manager	Proposed Manager Type
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Compensation Details

	Current Value	Proposed Value
Start Date	7/1/2021	7/23/2021
End Date	7/22/2021	
Action	Change Salary	Transfer
Action Reason	Cost of Living Adjustment	
Salary Basis	Biweekly	Biweekly
Salary Amount		weekly (
Conversion Rate	1.00	1.00
Adjustment Amount		
Adjustment Percentage		
Annual Salary		
Annualized Full-Time Salary		
Next Salary Review Date		
Grade Name	Spec Mkt 4.00C	Police.10
Salary Range		
Compa-Ratio		
Salary Range Position		
Quartile		
Quintile		

Other Compensation

Proposed Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Current Compensation

Plan	Option	Start Date	End Date	Value	Units	Award Frequency	Status
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Roles

Added Roles

Role Name	Provisioning Method
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Comments

Attachments

Approvers

https://eeim.fa.us2.oraclecloud.com/hcmUI/faces/FuseWelcome?_adf.ctrl-state=1qsfmz7c5_649

2/2

000696

EMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES

0623-19

PAR

PST Hemphill, Preston
Name/ Rank

13941
Employee #

July 22, 2019
Date

Traffic PST Charlie
Assignment

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:

D. R. # 803

Rough or Careless Handling of Equipment

- Written Reprimand

Date of Occurrence: June 21, 2019

Brief Statement of Particulars: On June 21, 2019 at approx. 17:41 hrs. PST Hemphill advised he was at completing a crash report. PST Hemphill advised he took his assigned ticket printer (Brother Rugged Jet Printer-48, out of his vehicle to issue a traffic citation. Once he completed the citation PST advised he left his ticket printer on the trunk of his vehicle P#4203 and pulled off. PST Hemphill looked for the ticket printer and could not locate it and returned back to the crash location. PST Hemphill located the damage ticket printer on the ground where he was parked.

Your actions place you in violation of **DR-803 Rough or Careless Handling of Equipment** which states:

A member shall use due care in handling City, State, County or Federal government equipment, or property issued to them in the performance of their duties. A member shall immediately report any damaged, lost or unserviceable equipment or property in their care. A member shall not willfully or negligently lose, alter, damage, or destroy City, State, County or Federal government issued equipment or property in their care.

Written Response Ordered:

☒ Yes ☐ No

Issuing Officer

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.

Signature of Officer

Was officer relieved of duty?

☐ Yes

☒ No

Reviewed by:

☒ Deputy Director

☒ Dep. Chief

☒ Work Station Commander

Delegated to:

☐ Deputy Chief

☒ Station/Bureau

Major/Lt Colonel/Colonel

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT
Vs.

DATE: 7-22-2019

Hemphill, Preston/PST/Traffic/Charlie/13941
NAME, RANK, ASSIGNMENT, IBM#

IAB #: 0623-19

I. ALLEGATION

On Friday 06/21/2019 at 17:41hrs, PST P. Hemphill #13941 was operating P#4203 at completing a crash report. PST Hemphill, laid your departmental issued Ticket Printer-48 on top of your PST car P#4203 and drove off, damaging the printer.

II. RULES, REGULATIONS, OR ORDERS VIOLATED

DR # 803: ROUGH OR CARELESS HANDLING OF EQUIPMENT (A)

III. HEARING

Date: 8/30/19, Time: 1100 hrs

Place: _____

You are entitled to representation during this hearing.

SERVED BY: Andre Nelson, Lt, PST-0620, 2224
NAME, RANK, ASSIGNMENT, IBM#

DATE: 8/27/19 TIME: 1245 hrs

SERVICE REFUSED: N/A

SIGNATURE OF OFFICER: [Signature]

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 AT 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 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

#0623-19

Hearing:

8-30-2019

Date

1100 hours

Time

Location: Traffic Station

Attended by: PST Preston Hemphill, IBM# 13941
Lt. B. McNamee, IBM# 5137

Hearing Officer: Major A. Jenkins #4350

Statement of Hearing Officer: On Friday, August 30, 2019, at 1100 hours, a hearing was held in regard to Statement of Charges #0623-19, where PST Hemphill was charged with violating DR-803, ROUGH OR CARELESS HANDLING OF EQUIPMENT. On June 21, 2019, at approximately 17:41 hours, PST Hemphill advised that he was at [redacted] completing a crash report. He took his assigned ticket printer out of his vehicle to issue a traffic citation. He completed the citation and left the ticket printer on the trunk of his vehicle P# 4203 and pulled off. He returned to the crash location and located the damaged ticket printer on the ground where he was parked.

Action Ordered: Written Reprimand.

Major A. Jenkins # 4350

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 appealable 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.

8/30/2019

Date

X Preston Hemphill 13941

Employee Signature

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

DR-803 SUSTAINED WITH A WRITTEN REPRIMAND ORDERED

The Statement of Charges was read to PST Hemphill and he stated that he understood the Statement of Charges.

PST Hemphill advised that he made a mistake leaving the MPD property on the car, and stated he wished that he could take that mistake back, but he realized that he could not.

Lt. McNamee stated that honesty states a lot for PST Hemphill's character, he could have lied but he did not about what actually happened to the printer.

Major Jenkins, in turn, advised PST Hemphill that he was responsible for City issued equipment damaged, lost or stolen and that he will be held accountable for all assigned equipment. Major Jenkins advised PST Hemphill that he had come a long way from being a PST and now a Police Recruit, and to keep in mind of being cautious while handling City Equipment.

PST Hemphill's Disciplinary Resume' revealed that he had no other charges. Therefore DR-803 ROUGH AND CARELESS HANDLING OF EQUIPMENT was SUSTAINED with a (Written Reprimand issued).



**MEMPHIS POLICE DEPARTMENT
MEMORANDUM**



**To: Colonel K. Watson
CC: Chief M. Hardy
LTC D. Bernard**

Subject: Summary Hearing

From: Major A. Jenkins

Date: August 30, 2019

On August 30, 2019, at 1100 a.m. I held a hearing on #0623-19, on PST Preston Hemphill, IBM# 13941. His infraction was involving DR-803 ROUGH or CARELESS HANDLING of EQUIPMENT. The charge was sustained with a WRITTEN REPRIMAND issued.



MEMPHIS POLICE DEPARTMENT

(Traffic)

Written Reprimand



Date: August 30, 2019

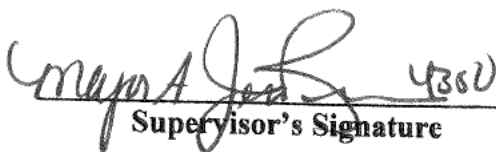
Employee's Name: **Preston Hemphill** IBM: 13941 Rank: PST

Policy Number Violated: DR-803 Rough or Careless Handling of Equipment

Statement of Charge Number: #0623-19

Circumstances: June 21, 2019, you stated that you was at _____, completing a creash report. You took your assigned ticket printer out of your vehicle to issue a traffic citation. You completed the citation and left the ticket printer on the trunk of our vehicle P# 4203 and pulled off. You returned to the crash location and located the damaged ticket printer on the ghround where yhou were parked. The printer was tally destroyed. You were issued Statement of Charges.

You were advised that it is your responsibility to use due care while handling MPD City of Memphis issue equipment during the performance of your duties, and while off duty.


Supervisor's Signature


PST Signature



MEMPHIS POLICE DEPARTMENT
EQUIPMENT REPLACEMENT REQUEST

DUTY ASSIGNMENT: Traffic PST C

DATE: 6-21-19

REASON FOR REQUEST (CHECK ONE)

LOST: ☐ STOLEN: ☐ DAMAGED: ☒ OFFENSE REPORT #: _____

To: Lt. Gregory

I was issued Printer TP 48 and after working a
crash I accidentally left the printer on top of the
car and drove off. I then returned back and found that
the printer was damaged.

I respectfully request that I, Preston Hemphill, be issued a replacement.

Respectfully submitted:

PST P. Hemphill 13941
Rank/Name/IBM#

Select uniform store for item pick-up:

☐ Accurate Law Enforcement
334 West Olive Ave

☐ At-Work Uniforms
4692 American Way

☐ Mid-South Solutions
4210 Altruria, Ste 124

☐ Shapiro Uniforms
3929 Summer Ave

Supervisor's Comments: Please issue an electronic printer to
replace the damaged printer.

☐ REPLACEMENT DENIED (item will be replaced at cost of officer)

☒ APPROVED FOR REPLACEMENT

LIEUTENANT: Lt. Gregory #3726

MAJOR/ LT COLONEL: [Signature]

COLONEL: [Signature]

DEPUTY CHIEF: [Signature]

DATE: 6/26/19

DATE: 7/3/19

DATE: 7/29/19

DATE: 8/7/19

FINANCE MANAGER: _____

FORWARDED TO OFFICER'S DUTY STATION:

DATE: _____

FAXED TO UNIFORM COMPANY:

DATE: _____



MEMPHIS POLICE DEPARTMENT SUBROGATION AGREEMENT

I, Preston Hemphill, IBM# 13941, hereby acknowledge that I am responsible for any damage, loss or theft of any Memphis Police Department issued firearm, body armor or other equipment.

I specifically agree to assign any proceeds to or reimburse the City of Memphis Police Department from the proceeds of any recovery from a third party or parties, through a settlement or compromise, to the full extent of the cost of said firearm, body armor or equipment.

Dated and signed this 21 day of June, 20 19.

Preston Hemphill 13941
Signature of Police Employee IBM #



MEMPHIS POLICE DEPARTMENT MEMORANDUM



(STATION/UNIT NAME GOES HERE)

To: Lt. Gregory

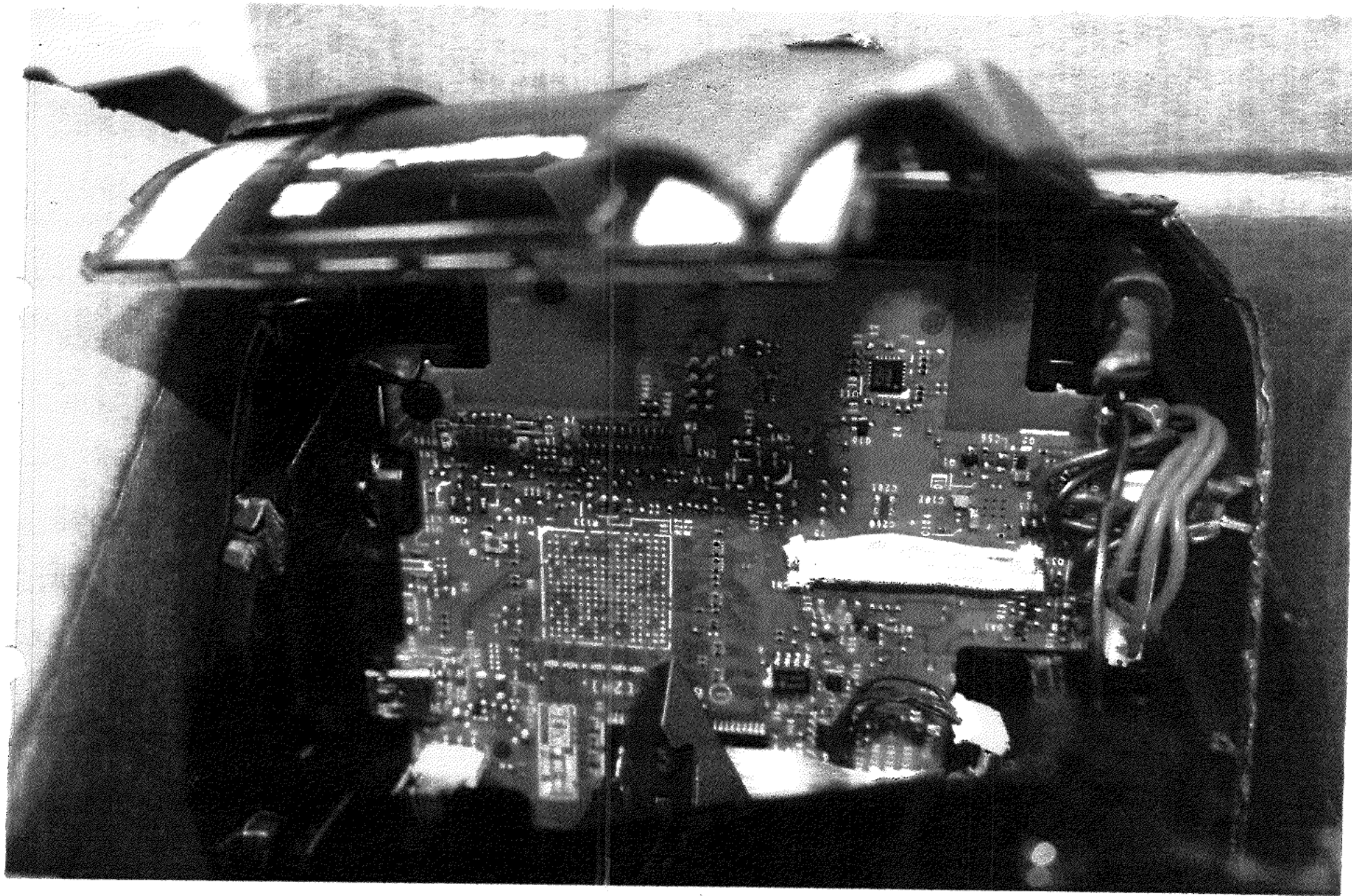
Subject: Printer

From: PST P. Hemphill 13941

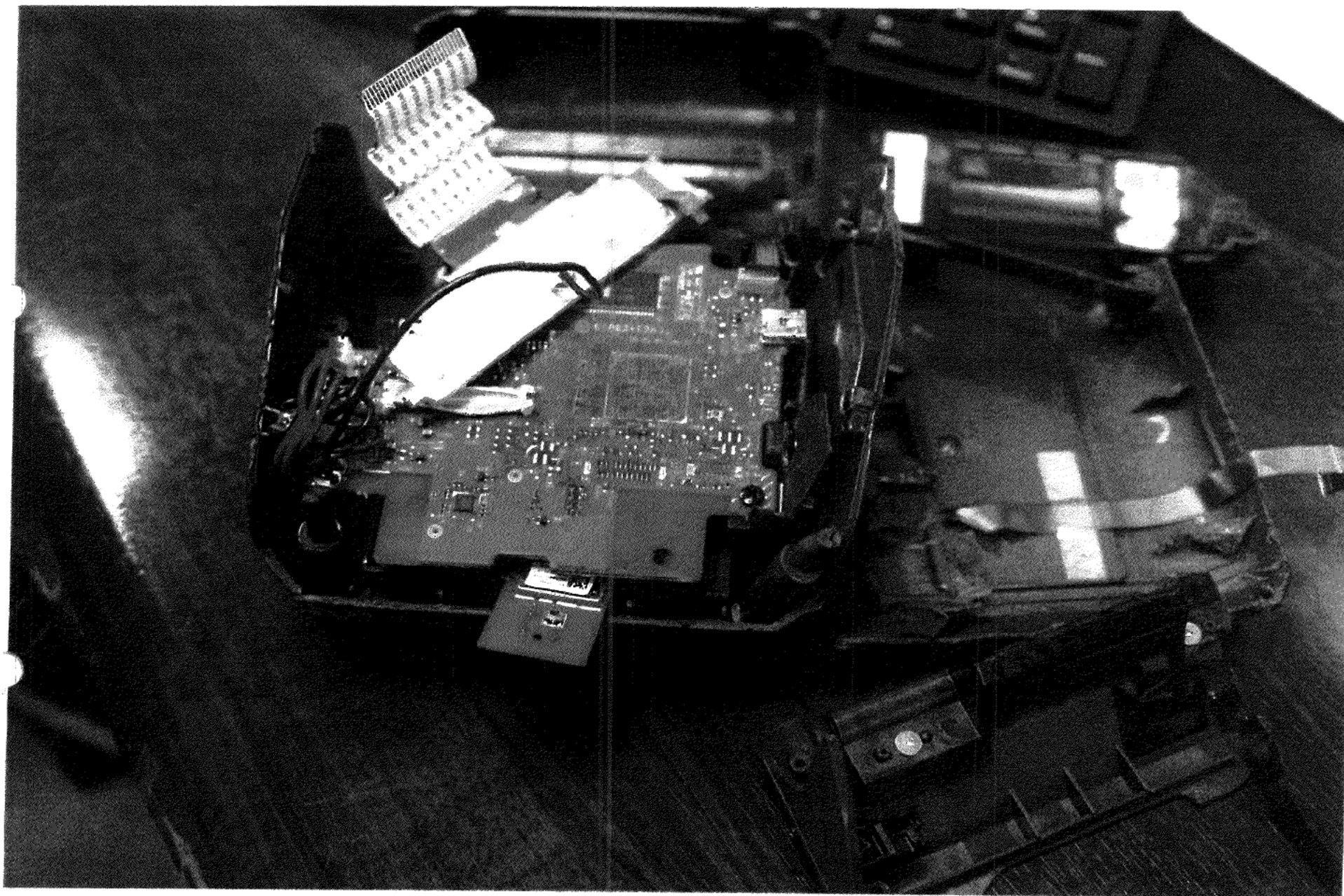
Date: 6-21-19

I was working on a crash at St and . St. I then printed out the tickets for my Partner to issue to the drivers and sat Printer TP-48 on top of the car. After finishing up on the scene I sat back in the car and completely forgot the printer on top of the car, and drove away. Once I realized I did not have the printer we went back to the intersection and found that the printer had been destroyed.

Preston Hemphill









MEMPHIS POLICE DEPARTMENT
STATEMENT OF CHARGES

Preston Hemphill/PII
Name/ Rank

13941 Memphis Police Dept.
Employee # Human Resources

February 8, 2022
Date

Station Delta Shift
Assignment

MAR 31 2022

SOC#: 0114-22 PAR

RECEIVED

Notice is hereby given that you are being charged with violation(s) of Policy, Law, or Regulations as shown below:

D. R. # 904(A)

DAMAGE TO MOTOR VEHICLES

SUSTAINED - Written Reprimand
8 hrs Driving School

Date of Occurrence: January 30, 2022

Brief Statement of Particulars: On Sunday, January 30, 2022, at approximately 1852 hours, you were involved in a crash while operating P#9162, a . This crash occurred at Rd. while you were responding to a shooting call, in emergency mode. You attempted to turn northbound on from westbound . You took the turn too short and ran into a ditch to the right of the roadway. This impact caused the vehicle to receive damage to the front driver's side rim and underneath the front bumper cover. The vehicle appeared to run fine, but had to be taken out of service because mud covered the front grill and it was unknown at the time if there was any undercarriage damage. You also advised that there were no lights at the intersection and the pavement appeared to be part of the roadway. There were two barrels in the ditch next your squad car which you stated appeared to have been moved prior to you striking the ditch. You advised that you were not injured. You were found to be at-fault for this crash and issued a citation for Failure to Maintain Proper Control, Citation #U840267. This crash puts you in violation of: **DR 904 Damage to Motor Vehicles Section A:** which states in part, all members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of, or damage to motor vehicles or other property.

(The Officer's disciplinary resume will be Reviewed and become part of this file)

Written Response Ordered:

☐ Yes ☐ No

Lt. T. New #1077
Issuing Officer

Lt. Det. Reed #2009
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.

Preston Hemphill 13941
Signature of Officer

Was officer relieved of duty? ☐ Yes ☐ No

Reviewed by: DEC 1585 3/21/22 3-18-21 ☒ Deputy Director ☒ Dep. Chief ☒ Work Station Commander Col D. McNeil 3-7-22

Delegated to: ☐ Deputy Chief ☒ Station/Bureau Major/Lt. Colonel/Colonel Major/Lt. Colonel/Colonel #5652

Revised 3/11/08

Ridgeway

ADMINISTRATIVE SUMMONS

MEMPHIS POLICE DEPARTMENT

DATE: February 8, 2022

vs.

Peston Hemphill, PII. Delta, #13941
NAME, RANK, ASSIGNMENT, IBM#

SOC #: 0114-22

I. ALLEGATION

On Sunday, January 30, 2022, at approximately 1852 hours, you were involved in a crash while operating P#9162, a . This crash occurred at s Rd. while you were responding to a shooting call, in emergency mode. You attempted to turn northbound on d. from westbound . You took the turn too short and ran into a ditch to the right of the roadway. This impact caused the vehicle to receive damage to the front driver's side rim and underneath the front bumper cover. The vehicle appeared to run fine, but had to be taken out of service because mud covered the front grill and it was unknown at the time if there was any undercarriage damage. You also advised that there were no lights at the intersection and the pavement appeared to be part of the roadway. There were two barrels in the ditch next your squad car which you stated appeared to have been moved prior to you striking the ditch. You advised that you were not injured. You were found to be at-fault for this crash and issued a citation for Failure to Maintain Proper Control, Citation #U840267. This crash puts you in violation of: **DR 904 (A) Damage to Motor Vehicles.**

II. RULES, REGULATIONS, OR ORDERS VIOLATED

DR 904 (A) Damage to Motor Vehicles

III. HEARING

Date: Sunday March 27, 2022 Time: 1730 hrs

Place: Station

You {Enter either ARE or ARE NOT} entitled to representation during this hearing.

SERVED BY: R. NORRIS LT RWS 1077
NAME, RANK, ASSIGNMENT, IBM#

DATE: 3/22/2022 TIME: 1913 hrs.

SERVICE REFUSED: _____

SIGNATURE OF OFFICER: [Signature] 13941

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 AT 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 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

#0114-22

Hearing:

3/27/2022

Date

1730 hrs.

Time

Location: _____

Station _____

Attended by: PII P. Hemphill #13941

Lt. A. McGowan #4770

Hearing Officer: Maj. M. Mitchell #5652

A. Statement of Hearing Officer: On Sunday, January 30, 2022, at approximately 1852 hours, you were involved in a crash while operating P#9162, a _____ . This crash occurred at _____ Rd. from westbound _____. You took the turn too short and ran into a ditch to the right of the roadway. This impact caused the vehicle to receive damage to the front driver's side rim and underneath the front bumper cover. The vehicle appeared to run fine, but had to be taken out of service because mud covered the front grill and it was unknown at the time if there was any undercarriage damage. You also advised that there were no lights at the intersection and the pavement appeared to be part of the roadway. There were two barrels in the ditch next to your squad car which you stated appeared to have been moved prior to you striking the ditch. You advised that you were not injured. You were found to be at fault for this crash and issued a citation for Failure to Maintain Proper Control, Citation #U840267.

B. **Action Ordered D.R. 904 Damage To Motor Vehicles. Written Reprimand**

8 hours Defensive Driving

Maj. M. Mitchell #5652
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.

3-28-22

Date

[Signature] 13941
Employee Signature

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

- B. All commissioned officers are *ultimately* responsible for the care and maintenance of any departmental equipment issued to them. *Being at fault for an accident in a Memphis Police Department issued vehicle places you* in violation of DR 904, **Damage To Motor Vehicles** which states: **All members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of, or damage to motor vehicles or other property.**

Officer Hemphill was asked if he would like to make a response to the allegation, and he replied yes. He stated that he takes full responsibility for the accident and that he was in emergency mode enroute on a shooting call.

Lt. McGowan stated that Officer Hemphill is a good officer on the shift and that he was just recently officer of the month at RWS.

After considering all of the attached information and listening to his explanation during the hearing, the following judgment was rendered. Officer Hemphill did take responsibility for his actions in causing his vehicle to be involved in an accident and he will never let it happen again. The charge of violating DR 904 Damage To Motor Vehicles was sustained. Officer Hemphill's disciplinary resume was reviewed and he has had no other chargeable incidents regarding Damage To Motor Vehicles. For violating DR 904 Damage To Motor Vehicles, it was determined that the charge would be sustained. Officer Hemphill was reminded that he should be more careful and alert when operating a vehicle. He was also advised any future incidents of this nature could result in more severe progressive disciplinary action being taken.

Officer Hemphill's corrective discipline will be as follows:

Written Reprimand
8 hours Driving School



MEMPHIS POLICE DEPARTMENT
() Station)

Written Reprimand



Date: March 27, 2022

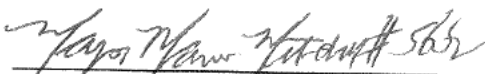
Employee's Name: Preston Hemphill IBM: #13941 Rank: PII

Policy Number Violated: DR 904, Damage To Motor Vehicles

Statement of Charge Number: 0114-21

Circumstances:

- A. On Sunday, January 30, 2022, at approximately 1852 hours, you were involved in a crash while operating P#9162. a . This crash occurred at . Rd. from westbound . You took the turn too short and ran into a ditch to the right of the roadway. This impact caused the vehicle to receive damage to the front driver's side rim and underneath the front bumper cover. The vehicle appeared to run fine, but had to be taken out of service because mud covered the front grill and it was unknown at the time if there was any undercarriage damage. You also advised that there were no lights at the intersection and the pavement appeared to be part of the roadway. There were two barrels in the ditch next to your squad car which you stated appeared to have been moved prior to you striking the ditch. You advised that you were not injured. You were found to be at fault for this crash and issued a citation for Failure to Maintain Proper Control, Citation #U840267. All commissioned officers are *ultimately* responsible for the care and maintenance of any departmental equipment issued to them. *Being at fault for an accident in a Memphis Police Department issued vehicle places you* in violation of **DR 904, Damage To Motor Vehicles** which states: **All members shall operate City, State, County or Federal government motor vehicles in a careful and prudent manner in order to avoid involvement in traffic accidents resulting in the loss of, or damage to motor vehicles or other property.**


Supervisor's Signature

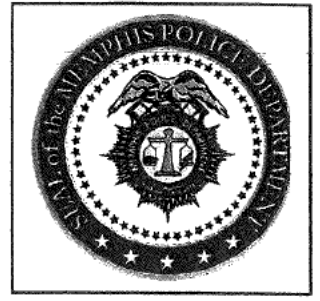

Officer's Signature

08-08krp



Memphis Police Department Suspension Letter

Date: March 27, 2022



Officer Preston Hemphill #13941
Uniform Patrol Officer
Station "Delta Shift"
Memphis, Tennessee

Re: Written Reprimand
8 hours Defensive Driving

On Sunday, March 27, 2022 an administrative hearing was held at the station regarding charges filed against you for violation of DR 904 Damage To Motor Vehicles

After careful consideration of all information pertinent to this case, the above charge of DR 904 Damage To Motor Vehicles was SUSTAINED.

I am therefore ordering a written reprimand and 8 hours defensive driving class for this charge. This action will allow you the opportunity to apply corrective measures with the understanding that future occurrences may result in more severe disciplinary action.

A copy of this letter is being placed in your personnel file for review.

Respectfully,

Major Marcus Mitchell #5652
Major Marcus Mitchell

Station
Shift Commander



MEMPHIS POLICE DEPARTMENT MEMORANDUM



Station

To: Colonel D. McNeil

Subject: Hearing Status #0114-22

From: Maj. M. Mitchell #5652

Date: March 27, 2022

On 3/27/2022, at 1730 hours a disciplinary hearing was held for Officer P. Hemphill (#13941) at _____ Station, for violation of DR 904 Damage To Motor Vehicles. Lt. A. McGowan (#4770) was present during this hearing.

The aforementioned charge was sustained. Officer Hemphill was reminded that he should be more careful and alert when operating a vehicle. He was also advised any future incidents of this nature could result in more severe progressive disciplinary action being taken.



Memphis Police Department Incident Report
Ridgeway Station Delta Shift

To: Colonel D. McNeil, LTC L. Armstead

Cc: Major C. Capps, 402C

From: Lt. D. Reed #2009, 904D

Date: Sunday, January 30, 2022

Subject: Squad Car Crash, P#9162

Location:

Nature of Incident/R&I #: Squad Car Crash/Crash Report # WC2202802

Driver #1: Preston Hemphill, M/W (Not Injured)

Scene Units: 951D, 964C, and 974C

Bureau Notified: STIS T34

In Custody: NA

Vehicle #1:

CAD: P220301680

Description of Incident: On Sunday, January 30, 2022 at 1852 hours at Officer P. Hemphill's squad car left the roadway. Officer Hemphill advised that he was responding to a shot person call at Dr. He stated that when he turned N/B onto from Rd. the pavement ended before it connected to the roadway and his vehicle went into a large sunken area filled with water just to the right of the road. The squad car received possible damage to the under carriage and was taken out of service. The damaged area next to the roadway had two traffic barrels lying in the sunken area as if they had been moved. The Squad car never made contact with the barrels and the Officer was not able to see them. STIS, Traffic #34, Sgt. P. Jones made the scene to investigate the crash. The Officer was not injured. The Writer advised Dispatch to notify the proper authorities of this road hazard. The Officer was issued citation #U840267 for failure to maintain a safe lookout. The squad car was tow to the Station Precinct. Major C. Capps 402C, was advised.

End of Report



Memphis Police Department

Traffic Division



Vehicle Crash Review Board -Recommendation-

Name: Preston Hemphill

IBM: 13941

Rank: PII

Bureau or Station: _____

Location: _____

Date and Time: January 30, 2022 at 1854 hours

Comments: On 01/30/2022, at 1854 hours, Officer Preston Hemphill, IBM # 13941 was operating P-9162 at the above location. The Officer was in a marked 2016 Dodge in emergency mode at the time of the crash. Officer Hemphill stated he was en route to a Shooting call when he turned right, left the roadway, and drove into the construction hole on the right side of the street. Officer Hemphill stated the construction barrels were already down and he did not see the hole until it was too late.

There were no injuries, but disabling damage was done to the MPD vehicle.

Officer Hemphill was written a citation for Failure to Maintain a Safe Lookout. Lt. D. Reed, IBM#2009, Car#904-D made the scene and Traffic Sgt. P. Jones, IBM#6898, Car#TR-34 is the lead investigator.

Upon review of this incident by the "Vehicle Crash Review Board", the Board determined that Officer Hemphill's actions placed him in violation of D. R. # 904 Damage to Motor Vehicles.

Lieutenant Colonel
Angela Jenkins
5603
Recommending Officer
Colonel Q. M. N. Y.
Bureau/ Station Commander

Colonel [Signature]
MAR 07 2022
Traffic Division Commander
[Signature] 3-8-2022
Deputy Chief

RECEIVED

MAR 08 2022

DEPUTY CHIEF
UNIFORM PATROL-DISTRICT 1

KN

#38 January 30, 2022
1854 hours

P# 9162

MPD-V#1, in Emergency Mode en route to a Shooting call, turned right, left the roadway, and drove into the construction hole on the right side of the street

No Injuries / Disabling Damage

MPD-D#1 stated the construction barrels were already down and he did not see the hole until it was too late.

MPD-D#1 was cited for Failure to Maintain a Safe Lookout

