

# **Metropolitan Police Department**

*Nashville-Davidson County, Tennessee*

## **Training Academy**



### ***Basic Police Curriculum***

*Ethics, Law, Community & Fitness*

**2025**

# Introduction

The Metropolitan Police Department Training Division is a highly structured organization whose operation is guided by law, policy, procedure, rules and regulations, and the Police Officer Code of Ethics.

Consistent with the Department's Mission, the primary role of the Training Division is the operation of a Police Training Academy where, through the training of officers in law, ethics, fitness, and community service, the highest level of professional law enforcement performance is achieved. A basic police-training program is the foundation upon which the career of all officers begins.

The basic police-training program is guided by minimum requirements established by the Peace Officer Standards and Training Commission, the governing agency of law enforcement training on behalf of the State of Tennessee. The Metropolitan Police Department's commitment to the citizens of Nashville demands that only the highest caliber individual serve as a Police Officer. Under the guidance of a committed chain of command, the goal of building a professional team of officers is entrusted to the staff of the Police Training Academy.

The staff of the Academy provides the basic police training program to those candidates who have completed the rigorous application process. The basic training program is designed to challenge the trainee-both mentally and physically. The curriculum is developed with the goal of providing Nashville with the most qualified officers.

At the completion of the Academy, the training continues with a Field Training Program under the supervision of veteran officers who have volunteered to serve as Field Training Officers. At the completion of the training program, officers are produced who, through community service and technology, will provide Nashville with the best-qualified person to serve the city as police officers. The details herein describe the basic police-training program for latest session of the Metropolitan Police Training Academy.

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# Curriculum Summary

<b>Block of Instruction</b>	<b>POST Required Hours</b>	<b>MNPD Basic 2025 Hours</b>
Firearms	48	97
Emergency Medical Training	10	26
Patrol Procedures	120	217
Interpersonal Communications	25	27
Professional and Ethical Conduct	3	4
Physical Defense Tactics	48	191
Criminal and Constitutional Law and Procedures	50	99
Written Communications	10	18
Human Relations	30	40
Criminal Justice System	11	12
Law Enforcement Stress	9	12
Administration	6	101
Emergency Vehicle Operations	48	48.5
Community Policing	16	17
<b>TOTAL</b>	<b>480</b>	<b>909.5</b>

# **Firearms**

Total: 97 Hours (POST 48 Hours)

## **Firearms**

80 Hours

Law enforcement effectiveness depends upon community respect and confidence. Law enforcement effectiveness requires public trust and confidence. Diverse communities must have faith in the fairness and impartiality of their police. Adherence to the Law Enforcement Code of Ethics is essential to this role.

Police officers conduct their duties pursuant to a grant of limited authority from the community. Therefore, officers must understand the laws defining the scope of their enforcement powers. Police officers may only act in accordance with the powers granted to them and in accordance with policy and law.

Police officers must also maintain a level of personal and professional fitness. This includes not only the health and wellness to fulfill their assigned duties, but also encompasses professional fitness. Professional fitness includes maintaining proficiency with all assigned equipment, understanding and an ability to apply the law in a fair and just manner, working with an understanding of the diverse community in which they serve and strive everyday to improve their knowledge, skills and abilities to effectively and safely serve.

A police officer's ability to perform his or her duties is dependent upon the respect and confidence communities have for the officer and law enforcement officers in general. Police officers must conduct themselves in a manner consistent with the integrity and trustworthiness expected of them by the public. Police officers, as stewards of the community they serve, must always apply the principles of community service. Essential to safe and effective community service is learning the skills that enable officers to apply these principles and develop and maintain positive relationships; while treating all members of the public courteously and with respect. Police officers are the most visible form of local government. Therefore, police officers must make a positive impression when interacting with the public and each other. For a community to have faith in its police officers, officers must avoid conduct that does or could cast doubt upon the impartiality of the individual officer or the Department.

This thorough, and in depth, training is conducted through progressive instruction and learning, with safety being the upmost daily objective. The nomenclature as the initial block of instruction leading into basic sight picture, trigger pull, ensuring finger remains on the pistol frame until just prior to discharging firearm. Conducting training where the trainee verbally challenges the target for compliance helps with the repetition of the verbal command level of the Use of Force continuum, as well as additional practice of verbal de-escalation tactics learned during Verbal Defense & Influence. A portion of the training is conducted in low light times of the day (evening). Aspects include, but are not limited to: safe weapon handling, marksmanship, tactics, cover shooting, reloading procedures, malfunction procedures, shooting from vehicle, long range shooting, position shooting, shooting multiple targets, shooting on the move, shooting moving targets, and partner shooting

**Pistol Issuance & Draw strokes**

8 Hours

At the conclusion of the training, the student will know: 1) The four firearms safety rules, 2) How to draw and reholster their issued firearm, 3) When the proper time to put their finger on the trigger is, and 4) Proper shooting stance, grip, sight alignment, sight picture, trigger press, follow through and breathing.

The training will consist of lecture and hands-on practice.

**Shotgun Issuance**

8 Hours

This block of instruction is the dissemination of the shotguns to the trainees along with the nomenclature of the item. During this block the trainee will take apart the shotgun and put it back to a fully functional weapon. This will be conducted numerous times throughout the block of instruction for familiarity purposes.

**Weapon Familiarization**

1 Hour

The instruction is intended to be a familiarization where the attendees are able to be exposed to different types of firearms platforms as well as get hands on experience and instruction in safe handling and clearing of those systems. While it is impossible to include every make/model and type firearm due to the overwhelming variety that exist as well as new technology evolving every day it is emphasized that if not familiar with a weapon type or how to safely handle and clear to seek expert assistance/advice prior to handling, transport or evidence processing.

# **Emergency Medical Training**

Total: 26 Hours (POST 10 Hours)

## **Bloodborne Pathogens**

1 Hour

Upon completion of this class, students will know how to identify Blood borne Pathogens; the effects and treatment for exposures; use of personal protective equipment and the concept of universal precautions; the Hepatitis B Vaccine; how to identify other potentially infectious materials; a review of MNPD Manual 2.20, 2.50, 2.70, 13.30, 15.10; and a review of Civil Service Rule 4.8.

## **CPR/ First Aid**

8 Hours

The overall objective of this course is to provide trainees with basic first responder skills in order to render basic lifesaving, CPR, and related emergency medical skills. The “First Responder” uses a limited amount of equipment to perform initial assessment and intervention and is trained to assist other EMS providers. The goal of this training is to improve the quality of emergency medical care provided by members of this department.

## **Naloxone (Narcan) Procedure**

1 Hour

This block of instruction involves the education to the student of what is Naloxone, how it is effective in reversing the affects of an overdose, and the application of the Naloxone to someone who is unresponsive and someone who has potentially overdosed on narcotics. It also presents the proper procedures of not only administering the spray, but also how to document the incident.

## **Tactical Emergency Casualty Care, TECC**

16 Hours

The purpose of this block of instruction is to familiarize personnel with the basic skills necessary to respond to and care for patients in a civilian tactical environment. It is designed to decrease preventable deaths in a tactical situation.

## **Patrol Procedures**

Total: 217 Hours (POST 120 Hours)

### **Adult Sex Crimes**

.5 Hours

This block of instruction will instruct trainees on the proper response to adult sexual assaults. Trainees will be taught investigative procedures and techniques necessary to successfully develop criminal cases and prosecute offenders.

### **Aviation**

.5 Hours

This block of instruction will familiarize trainees with Air One, its capabilities, and how to properly utilize Air One when on patrol.

### **Basic Communications Procedures (DEC)**

1 Hour

The instructor will discuss radio etiquette, ten codes, priority identifiers, and classification codes that are used during dispatch transmissions. There will be basic MDC training to include how the officers can self initiate calls and check themselves out, how they can change their statuses, and look up information. We will review the email policy and the importance of using the computers for work related issues only.

### **Basic Fingerprint Training for Patrol Officers**

2 Hours

The objective of this block of instruction is to communicate procedures for the use of latent fingerprint kits for patrol officers responding to minor property crime calls and procedures for submitting latent prints to the Identification section.

### **Basic Investigations**

1 Hour

This block of instruction will help trainees understand basic field investigations, obtaining information to better help detectives, and proper documentation of information within reports.

### **Body Worn Camera**

4.5 Hours

This objective of this block of instruction is to make the trainee aware of how to operate body worn and in car camera systems and make them aware of department policy regarding the use of these systems.

### **Child Sexual Abuse**

3 Hours

During this block of instruction, the trainee will develop a working knowledge of the basic psychological profiles applicable to child sexual abusers. The trainee will also learn the proper procedure for the initial response to a child sexual abuse call. The trainee will be presented with many of the investigative procedures and techniques that are necessary to successfully develop a criminal case and prosecute the abuser.

### **Crime Scene Investigation and Protection**

2 Hours

Police Officer Trainees learn how to respond to a crime scene and secure and protect victims, witnesses, and evidence. They learn the resources necessary to investigate the scene and document their findings, then communicate with responding resources, and implement the guidelines set forth in the MNPD Manual concerning Crime Scenes Protection and Investigation

**Drug Education**

1 Hour

The purpose of this course of instruction is to familiarize trainees with commonly encountered drugs, concealment methods, modes of transportation, the use of a field test kit and the different methods of drug enforcement used by the Police Department. During this class the trainee will be instructed in the basic identification of street and upper level drugs and how to safely handle calls for service involving those subjects who may be under the influence of such drugs.

**Domestic Violence**

9 Hours

The purpose of this block of instruction is to explain state, civil and criminal domestic violence laws. Trainees will be instructed on departmental policy and procedure regarding the handling and investigation of domestic violence calls for service. An emphasis is placed on conducting a proper investigation, assisting the victim with prosecution, explaining victim's rights, the importance of proper documentation, and providing access to community resources.

**Domestic Violence, Reality Based Training**

4 Hours

The students will participate in Reality Based Training for responding to potential Domestic Violence situations. They will use what they learned in your law, Domestic Violence training, MNPD IDMM to guide their response.

**Foot Pursuits**

8 Hours

This block of instruction prepares the trainee for the art of foot pursuits. It exposes them to the dangers, how to utilize the radio during these events, reminders of location, descriptions, and watching for evidence, weapons etc. In addition, they are reminded of the importance of physical training in order to be prepared to move from a sedentary state to full blown activity in short order.

**General Exams/Reviews**

3 Hours

Each class in Patrol Procedures is tested through at least 2 general exams and all questions are based off of each individual class's lesson plan. The questions for the final P.O.S.T. exam are taken from the general exams.

**Hazardous Devices Unit / Weapons of Mass Destruction**

2 Hours

The purpose of this instruction is to provide the trainee with an overview of the Hazardous Devices Unit as a responding unit to assist the patrol officer. Particular emphasis is placed on departmental policy and procedure, which govern the duties of the unit in response to calls for service. An emphasis is also placed on officer response to calls for service and officer/citizen safety in the handling of calls involving hazardous devices and threat calls.

**K-9 Operations**

1 Hour

This block of instruction will familiarize trainees with the MNPD's Canine Unit.

**Managing Civil Actions in Threat Incidents (MCATI)/Mobile Field Force** 16 Hours

The purpose of this course is to provide trainees with the knowledge and skills necessary to prepare for and successfully mitigate threat incidents involving civil disorder and to protect lives and property. This course combines classroom instruction with practical exercises to allow trainees to practice concepts and tactics in a controlled environment.

**Mounted Patrol** .5 Hours

This block of instruction will familiarize trainees with the MNPDP's Mounted Patrol Unit.

**Officer Survival Instruction Total Hours: 3 Hours**

Officer Survival: 10 Deadly Errors .5 Hour

Pre-attack indicators and danger cues. Characteristics of murdered officers. Characteristics of police attackers.

Officer Survival: Awareness Spectrum .5 Hour

Color awareness spectrum: white, yellow, orange, red, black.

Officer Survival: Introduction to Officer Survival 2 Hours

Concept of how stress affects the human body: thought distraction, physical distress, sensory distortion, and awareness lapse. Techniques of relaxation under stress: deep breathing, positive self-talk, visualization, and crisis rehearsal.

**POST Final Exam/Review** 2 Hours

Each class is tested with a final POST exam and all questions are based off of each individual class's lesson plan. The questions for the final POST exam (required per POST) are taken from the general exams.

**Property and Evidence** 2 Hours

This block of instruction will provide trainees with detailed information on how to properly collect, package, and submit property and evidence into the Property Room. This will include hands-on training so trainees can practice properly categorizing and packaging evidence.

**Radio Issuance & Usage** 1 Hour

This block of instruction will be used to familiarize the trainees with the departmental policy and procedure regarding radio communications. This will include instruction on the police radio code utilized by this department. During practicums each trainee will be required to participate in sending and receiving radio communications.

**Real Time Crime** 1 Hour

This block of instruction will familiarize trainees with the Real Time Crime Center (RTCC) and what its purpose and capabilities are. The RTCC is a great resource that offers immediate assistance to officers in critical incidents where time is of the essence. The RTCC is able to tap into a host of cameras across the county to provide live updates to the location of a suspect, as well as review footage for evidence.

**Role of the FTO (Field Training Officer) and OIT (Officer in Training)** 1 Hour

This block of instruction is to introduce the trainee to the role of the Field Training Officer in the training process. Particular emphasis is placed on the "Officer in Training" handbook and proper documentation required during the FTO program.

**Tactics Total Hours: 92 Hours**

Tactics: Active Killer, Classroom & Reality Based Training 24 Hours  
Provide lecture and presentation for basic recruits on how to respond to Active Shooter calls at schools and businesses. It also includes training where the trainees will physically apply the techniques taught in the lecture. This incorporates Reality Based Training also.

Tactics: Characteristics of Armed Individuals (COAI) 1 Hour  
The course is designed to provide Basic Recruits with the tools to help detect concealed firearms based on visual cues and physical actions of subjects carrying firearms. The training should not be viewed as an all-inclusive summary of every characteristic, nuance, or behavioral pattern associated with armed individuals, but rather as one that provides a Basic Recruit a mental “checklist” of those physical and behavioral indicators often associated with individuals carry concealed weapons. The course was developed by the BATF to combat gun crime in the Washington DC area.

Tactics: Incident Perimeters 1 Hour  
This block of instruction teaches recruits how to properly set up and control a perimeter through an interactive lecture utilizing a PowerPoint presentation.

Tactics: Reality Based Training 16 Hours  
This time is devoted to challenging the trainees in fact-based role-play scenarios wherein they are required to deal with the “public” in various call-for-service situations. They must apply their skills in a dynamic fashion as the scenarios unfold. Trainees are given a scenario via being dispatched by radio and must deal with the call as if it were the real thing. Simunition ammunition is used in the scenarios which might involve use of force. Trainees must be able to assess each scenario based on law and policy and apply each to the resolution. They must also complete the proper paperwork that is required for the call. Trainees also experience scenarios where they must choose what type of force needs to be applied and improve fundamentals of firearms training. These are decision making scenarios shoot/don’t shoot situations. Practical exercise scenarios include Traffic stops, High Risk Traffic Stops, Foot Pursuits, Active Killer and various Patrol Calls for Service.

The training adapts the Police Executive Research Forum (PERF) model of Integration of Communication and Tactics (ICAT) to the MNPd. The MNPd named our version the MNPd Incident Decision Making Model (MNPd IDMM).

The training focus on providing the Basic Recruit a decision making guide to properly handle incidents. PERF’s ICAT was designed specifically for contact with individuals with mental illness or intellectual disabilities. The focus of this RBT is two-fold. It focuses on de-escalation and responding to individuals with mental illness.

The training focuses on deescalating incidents involving a person with a mental crisis, emotional crisis, intellectual disability, or medical condition that impedes the person’s ability to understand, interact, or willing comply with an officer.

Tactics: Rescue Task Force 16 Hours

The purpose of this block of instruction will teach facts from past mass casualty incidents where there were complications in rescuing injured persons and a delay on getting them medical treatment. This will help paint a clearer picture as to how much quicker, safer and more efficient this new process is and its capability to save more lives in a mass casualty incident

Tactics: Room Clearing

16 Hours

Patrol officers will search many homes and business during her/his career. There are not many things more dangerous than searching for an offender who may be laying in wait for an officer. The student will learn current search methods and apply them against role players later in the training. They will demonstrate how to “slice the pie” of a door frame from the hallway. Looking for target indicators of a person prior to entry. They will learn how to make entry using the Strong Wall/Points of Domination methods, moving laterally down the walls once inside the room. This allows multiple guns on target at same time. They will learn how to apply these techniques in a three man team or more. It is highly recommended that patrol officers do not make entry unless they have at least three or more persons with them.

The key issues addressed will be: 1) Safety of the officer, citizens and the offender, 2) Use of force escalation and de escalation, 3) Weapon selection, 4) Hidding areas and how to clear them, and 5) Attics.

Tactics: Tactical Behavioral Analysis for LEO

2 Hours

Trainees will learn how to assess a situation and environment quickly upon arriving. They will learn who to direct their attention to and speak with regarding a situation so they are not generalizing or stereotyping. They will be able to articulate and develop reasonable suspicion to address an individual who is an anomaly and have the skills to talk to people. Trainees would interact with persons from all different backgrounds and be taught to apply their law and policy in situations. Additional hours were spent in this area due to inclement weather causing a need for Webex based instructions.

Tactics: Traffic Stops

16 Hours

The class will train MNPB Training Division Basic Recruits on the basics of conducting traffic stops in order for Basic Recruits to confidently conduct traffic stops and felony traffic stops with a Field Training Officer (FTO) after graduation.

The basics will include: Why MNPB performs traffic stops; Interacting with the public in a manner that maintains the citizen’s dignity, respect, and procedural justice; Employing de-escalation, Verbal Defense & Influence (VDI), and Management of Aggressive Behavior (MOAB); Tactics to enhance officer safety and decrease likelihood of violent encounters; and Conducting felony traffic stops in a manner that reduces risk to the public, officers, and potential offenders.

**Traffic Total Hours: 48 Hours**

Direction & Control/Crash Investigations

16 Hours

The objective of this block of instruction is to introduce the trainee to the principles of collision investigation. The trainee will learn proper procedure for investigating a traffic collision including

driver interviews, scene observation, identifying and documenting physical evidence from the vehicle and the roadway, and other essential information necessary for the proper investigation and documentation of a collision. In addition, participants will learn to apply basic principles of physics and mathematical equations to determine the drag factor of a surface and to estimate vehicle speed from skid marks and scuffmarks. The trainee will also be introduced to safe methods for the direction and control of traffic at collision and other traffic incidents. The course will review departmental policy and procedure regarding collision investigation and applicable departmental and State of Tennessee reports.

#### **DUI Detection & Standardized Field Sobriety Testing**

28 Hours

This block of instruction is to provide the trainee with a working knowledge of the impaired driver and provide the skills and abilities to detect impaired drivers and enforce applicable laws. Detection techniques, the proper administration of the three National Highway Traffic Safety Administration's standardized Field Sobriety Tasks (FST), recognizing the standard clues of the field sobriety tasks, and properly recording the results of the FST on MNP Form 132 will be covered. The student will be certified in the Horizontal Gaze Nystagmus Test through the NHTSA. The trainee will learn and discuss the limiting factors of the FST and methods for the successful prosecution of impaired drivers. The trainee will demonstrate a working knowledge of the laws pertaining to chemical testing and review the procedures for obtaining chemical tests. The trainee will also review departmental policy, procedures, and applicable law on blood and breathe testing.

#### **DUI Wet Lab**

4 Hours

This block of instruction will provide the trainee with a reality based training environment where their skills will be tested in relation to DUI Detection & Standardized field sobriety testing. This event consists of citizen and public officials who volunteer for controlled impairment. The trainees will demonstrate a working knowledge of the SFST's which is then verified through chemical tests.

#### **Water Survival & Water Responses**

4 Hours

This block of instruction familiarizes recruits with policy and proper survival techniques when introduced into a body of water or near a body of water. Recruits participate in a practical portion of training where they are immersed in a pool with body armor and other gear on their persons, and must successfully remove the equipment and swim to safety.

#### **Weapons of Mass Destruction**

4 Hours

This block of instruction is to provide trainees with general knowledge of weapons capable of harming large populations in given areas.

## **Interpersonal Communications**

Total: 27 Hours (POST 25 Hours)

### **Effective Police Communications**

4 Hours

This block of instruction will teach trainees how to create clear and concise narratives, beginning with trainee operations paperwork and documentation. The trainee will also learn to verbally communicate effectively, including a short autobiography speech at the beginning of a session as well as a persuasion speech at another time in the Academy as practice.

### **Essential Information Serving People with Varying Degrees of Hearing Loss**

2 Hours

The trainees will learn about federal and state laws regarding professional interpreters, the American with Disabilities Act, aspects of the Deaf culture, American Sign Language (ASL), and strategies for communicating with people with varying degrees of hearing loss.

### **MNPD Incident Decision Making Model (IDMM)**

1 Hour

The recruits were educated on the decision model in an effort to understand the circular ideals of this model. It includes gathering information, assessing threats and risks, determining police powers/actions/policies, determine course of action, act on decision and reassess situation. This is all while considering sanctity of life, proportionality, ethics, and values.

### **Social Media for Law Enforcement**

2 Hours

Technology in the 21st century has grown at such an exponential rate that we have not implemented enough safety measures to keep up. The way we communicate has changed and more people feel more comfortable socializing Online than in traditional face to face encounters. This affects the way police interact with citizens and each other. An overview of our Social Media Policy and best practices as it pertains to Officer's personal Social Media accounts

### **Spanish for Law Enforcement**

4 Hours

During this block of instruction the trainee will be taught basic Spanish phrases that an officer may need to make an arrest, issue a traffic citation, or take a report from a Spanish speaking person. Also covered will be information on Spanish culture that could impact an officer's daily encounter with individuals from the Hispanic community.

### **Verbal Defense and Influence**

10 Hours

The objective of this instruction is teaching students how to gain voluntary compliance with the use of words. The students will learn the eight step traffic/interview stop outline. The students will also learn when and how to use the five step hard style technique in conjunction with our use of force continuum.

### **Verbal Defense and Influence RBT**

4 Hours

Trainees participate in reality based scenarios to demonstrate their knowledge of Verbal Defense and Influence.

## **Professional and Ethical Conduct**

Total: 4 Hours (POST 3 Hours)

### **Code of Ethics/ Oath of Office**

1 Hour

Trainees will go over the Code of Ethics and Oath of Office and acknowledge their understanding of each.

### **Office of Professional Accountability**

1 Hour

The conduct of officers is examined during the block on instruction. The adherence to the policies of the department, the fair and impartial treatment of citizens, and individual conduct on and off duty are stressed along with the MNPD Mission Statement and Department Values.

### **Professional and Ethical Conduct**

2 Hours

Trainees are provided with the IACP Code of Ethics, the Police Code of Ethics, and the Mayor's Executive Order on Ethics. The ethical principles found in these documents are reviewed and discussed in class. The trainees are expected to maintain a working knowledge of these principles and demonstrate them throughout their training period and ultimately their career. The evaluation of these ethical obligations is constant as the staff monitors their performance during practical exercises and interactions with each other, instructors, and the community.

**\*Ethics, one of the four guiding principles of the Training Academy, is stressed throughout the training curriculum. The role of ethical conduct on the part of a public safety/law enforcement officer is stressed by explanation and example in all phases of training.**

## **Physical Defensive Tactics**

Total: 191 Hours (POST 48 Hours)

### **In Custody Death Syndrome**

2 Hours

The objective is to inform the student of the meaning of restraint asphyxia and toxic delirium. The class will teach them the proper way to restrain suspects during arrest and transporting them.

### **MNPD Defensive Tactics; Total Hours: 112**

Several specific aspects of self-defense and physical hands on actions which are required of trainees to benefit them during their course of action throughout an on-duty day to day activity. This includes tactical stances with citizens, physical tactics when encounters resist persons, and activities which are required to place suspects into custody.

#### *Baton*

8 Hours

The objective of this instruction is for students to be taught the necessary techniques and understanding to correctly and tactically deploy and strike with their ASP baton in accordance to current policies and procedures of the Metropolitan Police Department.

#### *Edged Weapon Defense*

8 Hours

This instruction exposed the recruits to how quick edged weapons attacks can occur, as well as what tools are appropriate to defend against these types of attacks. Recruits will be instructed through both class room and “hands on” activities.

#### *Ground Work*

16 Hours

This period of instruction is to accompany other techniques learned in defensive tactics. It is not the only way to control subjects. The goal is to give officers an additional way to control offenders. It is not recommended to be knocked down onto your back in a confrontation. If this does happen this instruction will offer the student techniques in controlling the subject while on the ground, or how to fight their way back up to their feet. This block also includes techniques to utilize on subjects involving various striking techniques with both hands and feet.

#### *Handcuffing & Subject Control*

16 Hours

The objective of the course is to have the student learn how to safely handcuff and search high-risk offenders with or without a partner in conditions including Prone Handcuffing and hobble restraints.

#### *Hobble Restraint*

8 Hours

The trainee will learn the purpose and application (both placement on and removal of) process of the hobble restraint. This includes the safe application of the apparatus on a suspect and then the escort/transport process to a different location with the hobble restraint applied.

#### *Introduction to Defensive Tactics*

4 Hours

This block of instruction will introduce the trainees to defensive tactics. It includes the Field Interview Stance, Use of Force Continuum and as well as intro to all types of defensive tactics.

### *DT Practicals*

16 Hours

This period of instruction allows the student to practice previously taught skills and techniques through repetition and refreshers.

### *Search & Frisk*

8 Hours

This period of instruction will provide the student with techniques and approaches to search subjects. This include cursory (patdown) searches as well as thorough searches conducted search incident to arrest keeping in mind officer safety awareness.

### *Stances and Approach*

4 Hours

A Police Officer's first response to a situation is their presence. An officer in the Field Interview stance demonstrates they they are ready and able to perform the task at hand with confidence, which shows Command Presence. The Field Interview stance will assist the officers Visual Control, which is the officer's ability to see both the subject's hands and be certain that they hold no weapons.

The Basic Recruits will learn the following about the Field Interview Stance: 1) the stance gives the Officer a Command Presence, 2) the stance assists Officers in quickly recognizing and reacting to sudden threats, 3) the proper stance, 3) the three Zones of Contact (Personal Contact, Field Interview, & Field Contact), 4) relative positioning is and how to utilize it during field interviews and contact with the public, 5) angles of approach and directions to approach individuals, 6) how to obtain documents such as identifications from persons while not compromising officer safety, **7) *methods of interacting with the public in a non-threatening manner, while maintaining officer safety principals***, and 8) ***how communication plays an important role deescalating a situation and assessing an individual's threat level.***

### *Firearms Retention and Disarming*

8 Hours

The student will learn to effectively disarm a handgun and long gun (rifle or shotgun) yielding subject, when the use of an officer's firearm may not be immediately appropriate.

### *Defensive Tactics Written/Practical Review and Exam*

8 Hours

The trainee will be instructed to demonstrate a particular exercise to the instructors' approval. After the trainee has completed all the exercises, they will also be subjected to a written test that consists of 50 questions on defensive tactics.

### *Strategic Striking*

8 Hours

This block of instruction will provide basic striking techniques to utilize during situations where an escape from a physical confrontation is most effective, or to subdue, or control, a combative subject. This is specific to hands, feet, elbows, and knees (i.e.: personal weapons). An emphasis of utilizing the minimal amount of force necessary to conduct the techniques effectively.

### **OC/Chemical Spray**

4 Hours

The goal of this course is for the student to gain the knowledge and skills to correctly deploy aerosol chemical weapons in the field. The student will learn where and when to use the chemical

weapon in the force continuum. Tactics and procedures of deploying and knowing the proper treatment and aftercare to provide the subject will also be instructed.

**Physical Fitness Training**

57 Hours

The objective of the Physical Fitness Program is to emphasize the importance of proper physical fitness and good diet. This program is also designed to prepare the trainee for physical aspects of being a successful police officer. During these periods of training, the trainee will be evaluated regularly to determine if they are making satisfactory progress in the areas of physical endurance, flexibility, and body strength. Weight training is also included in the physical training program to increase overall body strength and conditioning.

**TASER**

8 Hours

The trainee will be instructed in the use and after care when a TASER is deployed to arrest a violent suspect. Instruction will be provided regarding department policy on the use of a TASER device. All TASER training will be conducted in accordance with established TASER training and updates.

**Use of Force Review**

4 Hours

The objective is to review how escalation and de-escalation is appropriate and within policy.

**Vehicle Extraction**

4 Hours

This course instructs trainees how to extract suspects from the driver or passenger seat of a vehicle. This includes proper vehicle placement against a suspect's vehicle, as well as the safety of all parties involved. This includes blocking of roadways, if possible, prior to application of technique, as well as the use of de-escalation techniques for suspect compliance. Ensuring proper searches are conducted legally and medical aid is summoned, if needed, immediately when time is most appropriate.

## **Criminal & Constitutional Law**

Total: 99 Hours (POST 50 Hours)

The Criminal Law Course is divided into five (5) blocks. There is a test at the end of each block and a comprehensive final exam at the end of the course.

<b>Law Block I (Introduction to Law)</b>	9 Hours
<b>Law Block II (Statutory Law)</b>	28 Hours
<b>Law Block III (Use of Force)</b>	14 Hours
<b>Law Block IV (Constitutional Restrictions)</b>	30 Hours
<b>Law Block V (Practical Applications)</b>	9 Hours
<b>Law Final Comprehensive Review &amp; Exam</b>	6 Hours

### **Law Block I 9 Hours**

#### **Introduction to Law**

- I. Levels of Proof
- II. Arrest Power
- III. Criminal Procedure
- IV. Review and Exam

### **Law Block II 28 Hours**

#### **Statutory Law**

- I. Construction of the Criminal Code
- II. Grading of Offenses
- III. Criminal Statutes
- IV. Domestic Abuse
- V. Review and Exam

### **Law Block III 14 Hours**

#### **Use of Force**

- I. Self Defense / Defense of Others
- II. Civil Liability (hours counted in Criminal Justice System)
- III. Handgun Permits
- IV. MNPDP Use of Force Policy
- V. MNPDP Firearms Policy
- VI. Legal Articulation
- VII. Review and Exam

**Law Block IV** **30 Hours**

**Constitutional Restrictions**

- I. Fourteenth Amendment
- II. Fourth Amendment and Tenn. Constitution Article I § 7
- III. Fifth Amendment and Tenn. Constitution Article I § 9
- IV. Sixth Amendment
- V. Review and Exam
- VI. Composing Affidavits
- VII. Reality Based Training Scenarios of application of proof of law

**Law Block V** **9 Hours**

**Practical Applications**

- I. First Amendment
- II. Traffic Enforcement
- III. Juvenile Provisions
- IV. Review and Exams

**Final Comprehensive Exam** **6 Hours**

(Geared toward application of law to actual police factual scenarios)

(Material from the five blocks was often integrated into one comprehensive question).

- I. Review of Material
- II. Exam

**Courtroom Testimony** **2 Hours**

A panel consisting of an experienced assistant district attorney, a victim witness counselor, a detective and a sergeant, will give their tips for effective testimony. At the conclusion of the class, the student will be able to understand these key issues: 1) An officer must review and be familiar with all reports prior to testimony and, if needed, they should contact the victim/witness counselor or district attorney for further information; 2) An officer must always be truthful; 3) Body language is important. Officers must dress appropriately and conduct themselves in a manner that inspires trust and confidence, and 4) Officers need to remain calm during hostile cross-examination by attorneys. Officers need to answer the question posed and remain professional.

**Warrant Screening Process** **1 Hour**

This course will help the student understand when and how to use (and educate the public) the warrant screening process.

## **WRITTEN COMMUNICATIONS**

Total: 18 Hours (POST 10 Hours)

### **CJIS (Affadavit Writing)**

2 Hours

This block of instruction will look at an example of a call and how the affidavit should be written, in comparison to the arrest report and incident report. The student will also look at examples of good and bad affidavits as learning examples. Affidavits are the baseline for evidence presentation and for acquiring warrants; therefore, it is paramount for them to be done accurately.

### **Report Writing / Writing Skills**

8 Hours

The trainee will be instructed in the proper selection and the correct procedure for completing the various report forms utilized by the department. The trainee will be instructed on the use of reports in investigations and as the official memory of the department. They will be instructed on the methods of gathering, arranging, examining, interpreting, and recording useful and practical information concerning a definite problem or condition. The trainee will receive instructions on the proper procedure for completing all MNPD Forms:

### **TITAN Report Training**

8 Hours

The trainee will learn proper procedure for investigating a traffic collision including driver interviews, scene observation, identifying and documenting physical evidence from the vehicle and the roadway, and other essential information necessary for the proper investigation and documentation of a collision.

## **Human Relations**

Total: 40 Hours (POST 30 Hours)

### **Autism & Developmental Disabilities**

1 Hour

This course is designed to teach Tennessee Law Enforcement personnel how to effectively respond to individuals with Autism Spectrum Disorders (ASD). The course emphasizes the impact that the characteristics of ASD have on individuals, their communication, and their interactions with the world around them. During this course the students will learn the importance of working with people with ASD ethically.

### **Dementia**

1 Hour

This block of instruction will expose the trainees to symptoms and signs of Dementia. Learning the best practices of how to handle community members who may be suffering from Alzheimer's/Dementia will improve community policing efforts due to understanding.

### **Diversity and Inclusion**

1 Hour

This block will cover Federal Title VI/VII (Civil Rights Act of 1964). It will present the material of the seven protected classes (race, color, origin, gender, age, religion, and disability). The class will discuss the importance of creating and maintaining an inclusive work environment.

### **Domestic and International Terrorism**

2 Hours

The purpose of this block of instruction is to provide the trainee with an understanding of the ideology, common tradecraft and street level investigative relative to Patrol Officers as it relates to the issue of the current domestic and international terrorist threats.

### **Drug Free Workplace Policy Training**

1 Hour

This block of instruction is mandated by the Metropolitan Nashville government to ensure all personnel are aware of the signs of drug side effects and behaviors in an effort to indentify personnel who may be unable to perform their duty safely.

### **Family Safety Center**

1 Hour

This block of instruction will familiarize trainees with the Family Safety Center (FSC) and also offer victims volunteering with the FSC some time to tell trainees their stories. This interaction will help trainees understand the plight of domestic victims they may come into contact with on the job and help the trainees better empathize and relate to the victims in an effort to better serve the victims.

### **Fair and Impartial Policing**

8 Hours

Police officers are faced with multiple situations that could end up a variety of ways depending on how their ethics lead them. With such a diverse population in Nashville, they will come in contact with a variety of cultures that have many different norms and values. All people, even well-intentioned people, have biases. Policing based on stereotypes can be unsafe, ineffective, and unjust. This course is designed to help officers become aware of their own biases and prevent biased based policing.

**Law Enforcement Response to Mental Illness** 6 Hours

This block of instruction will consist of an overview of the various mental illnesses and their characteristics. Also discussed will be developmental disabilities, interacting with individuals in custody, attitudes and beliefs, community resources, and scenarios/role playing. The various laws applicable to mental illness and developmental disabilities such as The Americans with Disabilities Act, The Protection and Advocacy for Individuals with Mental Illness Act, and The Developmental Disabilities Act are covered. An emphasis is placed on the role of the law enforcement officer while interacting with mentally ill or developmentally disabled persons.

**Mobile Diversity Tour** 8 Hours

The Basic Recruits visit different groups of the community. The emphasis is on learning different cultures of the communities of Nashville, to include, but not limited to: the Hispanic community, the Muslim community, and the Gay & Lesbian community. There is a strong emphasis on understanding the community's perspective of police – whether that perspective is positive or negative.

**Nashville Gang Culture** 2 Hours

The course will cover criminal street gangs in Nashville, the emergence of hybrid gangs in Middle Tennessee, how to report gang related and gang motivated crimes, and how to identify gangs and gang members.

**NIMS (ICS 100 & 700)** 4 Hours

The purpose of this course is to familiarize trainees with the Incident Command System (ICS) and NIMS principles to manage incidents. This course prepares the trainees to coordinate with response partners from all levels of government and the private sector. IS-100 provides information on ICS, which is part of the National Incident Management System (NIMS). IS-700 provides more information on NIMS.

**Sexual Harassment** 1 Hour

This block of instruction will review the most current policy of the Metro Police Department and Metro Government concerning sexual harassment, Diversity, & Substance Abuse. Also covered is Title 7 of the Civil Rights Act that specifically prohibits employment discrimination.

**Victims of Crime** 3 Hours

Trainees are provided information regarding the various resources that are available to victims of crime. This course is designed to increase their knowledge and understanding of the “trauma response” of victims and methods to assist them. This course also provides information on the Victim Intervention Program (V.I.P.).

## **CRIMINAL JUSTICE SYSTEM**

Total: 12 Hours (POST 11 Hours)

### **CJIS – Civil Process (Law Block V)**

1 Hour

This block of instruction is covered in both law block I and law block V and covers. In block II trainees will learn the process of Order's of Protection and how to obtain them. In block V they will learn landlord/tenant laws and procedures. In addition to landlord/tenant, mental health and mandatory committal process is presented.

### **CJIS – Court Structure/Role of the Courts (Law Block I)**

2 Hours

This course is taught during law block I instruction and includes the process of presenting to a magistrate all the way up to the Tennessee Supreme Court.

### **CJIS – Courtroom Security (Law Block II)**

2 Hours

This course is covered in Law Block II. The trainees learn about weapons possession within judicial structures. It also includes the difference between possession while acting in a professional capacity versus as a private citizen. This information was taught during law block II instruction.

### **National Crime Information Center (N.C.I.C)**

4 Hours

During this course the trainee will be instructed on the information available from the department's computer system. Basic skills needed to inquire into the National Crime Information Computer (NCIC), National Law Enforcement Telecommunications System (N.L.E.T.S.) and Tennessee Information Enforcement System (TIES) will be covered. Trainees, at the completion of this training, will be certified as query users on these sources of information.

### **CJIS – Role of the Correctional System (Law Block I)**

1 Hour

During this block of instruction, which was taught during law block I, the trainees learn the three distinct theories for incarceration.

### **CJIS – Role of Various Agencies (Law Block I)**

2 Hours

This block of instruction is covered in law block I and will explain to basic recruits in the MNPD Training Division how the elements of the Criminal Justice system relate to each other. As a result of this instruction, the student will be able to understand the roles of: 1) Municipal agencies in Davidson County; 2) Davidson County Sheriff's Office (DCSO); 3) State Agencies; 4) Correctional System; 5) Civil Process; 6) Courtroom security; and 7) the Courts.

## **LAW ENFORCEMENT STRESS**

Total: 12 Hours (POST 9 Hours)

### **Alcohol/Substance Abuse and Addiction Among Law Enforcement** 1 Hour

Participants will increase their knowledge of alcohol and substance abuse in the family and in the workplace, learn ways that are helpful or harmful when supporting someone becoming sober and will be given resources in the community to help address substance abuse issues.

### **Critical Incident Stress Management (CISM)** 1 Hour

The purpose of this instruction is to illustrate the emotional state an officer may experience immediately following a police related critical incident. This course will address the various critical incidents including officer-involved shootings. This block of instruction will provide insight into the emotional factors that occur during a critical incident and provide coping skills for those involved. This segment also explains critical incident stress management procedure and departmental policy.

### **Death Notification** 1 Hour

This course provides information on the emotional support provided to victims of crime through the chaplain program. Departmental policy and procedure regarding death notification are highlighted.

### **Fortifying Police Families** 1 Hour

This course will help police trainees increase their knowledge on the rescuer personality as it relates to the police officer's paradox, learn founding building blocks of functional relationships, learn Gottman's "Four Horsemen of the Apocalypse" as well as marriage tips, increase understanding of police stress on support systems, and identify ways to mitigate the impact of the policing profession and promote officer/family wellness.

### **Intro to Behavioral Health Services & Police Advocacy Support Services** 1 Hour

The recruit class will learn about BHS and what all services they provide, to both themselves and their families. Participants will increase their understanding of Metro Nashville Police Department's Peer Support Program (PSP). Participants will increase understanding of the Behavioral Health Services' collaborative triad, PSP goals, utilization of peer supporters, issues and limitations of confidentiality, required personal skills and helpful clinical and assessment tools.

### **Resiliency** 1 Hour

Trainees will learn about the physiological and psychological impact of stress and its behavioral manifestations in the workplace and at home. Strategies for stress management will be shared and demonstrated (i.e., breathing exercise). This course provided recruits with the opportunity to learn the basics of Anger Management. It also introduces them to the physiological and the emotional components of anger and the relationship between fear and anger. The course briefly reviewed the occupational hazards of unmanaged anger. It concludes with a detailed model for controlling anger by use of Rational Emotive Techniques.

**Wellness and Nutrition**

1 Hour

This course emphasizes the components of a well-balanced diet and nutrition during academy training and when they become officers. Students are instructed in the importance of fitness in everyday lives and the impact it will have on their job performance daily.

**Officer Involved Critical Incidents**

2 Hours

The purpose of this period of time is to familiarize trainees with what to expect and what resources are available if they are involved in a shooting. Investigators and Officers who have been involved in shootings discuss the investigative procedures and the physical and mental effects of being involved in a shooting. Trainees are given the opportunity to ask questions.

**Officer Wellness Panel**

1 Hour

This block of instruction will introduce the stresses from progressing from officer trainee to Police Officer I. The panel will consist of current sworn personnel who will discuss personal impact they experienced during the transition from trainee to POI to solo Police Officer II.

**Alcohol/Substance Abuse/Addictions**

1 Hours

Participants will increase their knowledge of substance abuse in the family and in the workplace, learn ways that are helpful or harmful when supporting someone becoming sober and will be given resources in the community to help address substance abuse issues.

**Suicide Prevention**

2 Hours

Nationally, we continue to lose more officers as a result of suicide than in the line of duty deaths. Early identification of warning signs and risk factors can help in preventing suicide. The police culture can prohibit quick and effective interventions and so we must create new avenues to provide resources and support when needed.

**Family Day**

0 Hours

Voluntary event conducted at Training Division during last weekend before graduation. Although it is voluntary for family members, the event usually lasts most of the day, between 4-5 hours.

During this time families and friends only are invited to attend an event that is an orientation that is structured and educational. The Chief of Police or a Deputy Chief attends and will participate in a discussion about the MNPd, the training their loved one completed, and what their loved one will experience in the future.

There is a panel discussion of current training staff members. The guests are encouraged to ask questions.

Breakfast is served for the guests.

**Family Orientation**

0 Hours

This voluntary event is conducted on the first Saturday of the trainee recruit session for approximately hour 4 hours. It is opened to the families of the trainees and they are provided helpful information from the Training Division staff, as well as personnel from the Behavioral Health Services (BHS) and Profession Wellness Section (PWS). Providing families information

as to how they can better support their family members who are going through the recruit session and what to expect as a family member regarding the demands of the physical and academic requirements for success.

This is a very interactive question and answer session, along with helpful information provide by both MNP Training Division staff, BHS, and PWS. Breakfast is served for the guests.

**ADMINISTRATION**

Total: 101 Hours (POST 6 Hours)

Bethel University	0.5
Cellphone Issuance	1
Class Picture	1
Cleaning Details	1
Command Inspection	1
Cyber Security Awareness	2
Cyber Security Fundamentals	2
Department Manual	1
Drill & Ceremony	1
Final Gear Issuance	1
Flag Folding	1
FOP Presentation	1
FTO Meet & Greet	1
Graduation	4
Graduation Rehearsal	4
How to Learn	1
Intro/Orientation/Demographics/Class Pictures	1
Inventory	1
Instructor Time (to round out the days)	4
Mayor & Chief Address	0.5
MNPD Credit Union	0.5
MNPD Organization & Command Structure	1
MTSU	0.5
New Hire Benefits	2
Payroll	1
Roll Call	50.5
Shots	2
Trainee Handbook	1
Training Staff Introduction	1
Uniform Fitting	4
Urinalysis/DNA Collection	3
Vest Fitting	2
Voya	0.5
Wear & Care/Uniform Issuance	2

## **Emergency Vehicle Operations Course (EVOC)**

Total: 48.5 Hours (POST 48 Hours)

### **EVOC**

42.5 Hours

EVOC consists of the sub-segments below.

#### **Defensive Driving**

This block of instruction is broken down into two parts. The first is classroom instruction and the second is driving on a track. Both non-emergency and emergency driving issues are covered to provide the student with the proper attitude, knowledge, and skills to enable him/her to safely and legally operate a police vehicle under all operating conditions.

#### **Precision Driving & Maneuver Techniques (Covered Under Defensive Driving)**

This block of instruction is designed to familiarize the trainee with the departmental vehicle. The trainee will learn the basic concepts involved in performance driving, skid control, and the various forces applicable to high-speed emergency and pursuit driving. This course involves classroom presentation and practical driving scenarios involving the operation of a departmental emergency vehicle.

#### **Stinger Spike Strips**

During this block of instruction trainees will learn how, when and where to use the spike strips. They will also practice deploying and retracting the spike strip safely. They will participate in a live deployment on a vehicle and observe the effects of the spike strip on vehicle tires.

#### **Vehicle Pursuits: Policy & Safety**

This block of instruction is to provide the trainees with an overview of the departmental policy and procedure regarding police pursuits. An emphasis is placed on the guidelines for initiating a pursuit, the monitoring of pursuit conditions, the safety of the public, the safety of the officer, the guidelines for pursuit termination, and the proper documentation of a police pursuit. Also covered are methods of safely operating a police vehicle under pursuit conditions. The trainee is required to demonstrate a proficiency in applying the principles of the departmental policy and safe driving during the entire emergency vehicle operation block of training.

#### **Reality Based Training: Traffic Stops**

Trainees utilize their driving techniques during traffic stops (which includes felony traffic stops). This is a practical exercise where the trainees operate vehicles during situational training, which includes safe driving techniques in operating a vehicle while emergency equipment is activated. It also includes the utilization of other devices inside the vehicle during traffic stop initiation.

#### **Vehicle Blocking**

The scope of Vehicle Blocking for General Police Operations is to teach the student that vehicle blocks involve the planned positioning of a police vehicle in front of a suspect vehicle in such a way as to prevent the vehicle from going mobile. This includes decision making, planning, and execution of any plan involving the blocking of a motor vehicle.

**National Safety Council Defensive Driving Course (DDC6)**

6 Hours

The trainee will be required to successfully complete the defensive driving course as prescribed by the National Safety Council. This course is taught by Metro Human Resources training staff members.

## **Community Policing**

Total: 17 Hours (POST 16 Hours)

### **Civil Disturbance Equipment Fitting**

1 Hours

The purpose of this course to fit trainees for their equipment for managing civil disturbances.

### **Community Service Project**

2 Hours

Police officers, as stewards of the community they serve, must always apply the principles of community service. Trainees assist a community group with a project to engage with the community they are about to serve.

### **Duty to Intervene**

1 Hour

Trainees will be able to know and describe the ethical and legal responsibilities to intervene when witnessing wrongdoing. They will also have knowledge of MNPDP policy as it relates to their responsibility to intervene in and report incidents of wrong doing.

### **Force & De-Escalation Techniques/RBT**

8 Hours

The objective of this exercise is to evaluate the skills the officer has in all uses of force. The drill will test every skill the student has learned. The goal of this reality based training exercise is to ensure the trainee knows when to escalate and de-escalate the level of force utilized in different scenarios (with the emphasis of always trying to de-escalate and bring resolution utilizing the least level of force necessary). The officer trainee will also complete a use of force report on one of the drills and will be critiqued on their performance.

### **Force & De-Escalation Techniques/RBT Review**

4 Hours

The objective of this exercise is to review video from the Force & De-escalation Practical, debrief on the scenarios and trainee performance, and discuss proper reporting of use of force incidents.

### **Media Relations**

1 Hour

Students will have an understanding that the totality of their actions, on-duty and to an extent off-duty, will be evaluated by members of the public, often through media coverage, to gauge the overall credibility of the MNPDP. Students will have an understanding of the MNPDP's approach to media relations, the department's commitment to share information with the community about actions/investigations to promote public safety, and what to expect when encountering media representatives in the field or at the scenes of major incidents. A guest from the media profession will be in attendance to speak on the operation of a newsroom and to take any question class members have for a reporter.

## **Metropolitan Police Training Academy**

### **STAFF**

**Commander Tiffany Gibson**

**Director of Training**

Sergeant Chuck Rutzky  
Ms. Christine Davis  
Ms. Alma Brady

CALEA and Accreditation  
Administrative Support  
Special Commissions Unit

**Lieutenant Noble Taylor**

Sergeant Catherine Poole  
Officer Allen Hall  
Officer Luke Bridgeman  
Officer Douglas Smith  
Officer Casey Tomes  
Officer Gretta Ireland  
Officer Wesley McClelland  
Mrs. Ecko Johnson  
Ms. Carol Bolden

**Trainee Operations and Logistics Section**

Trainee Operations  
Trainee Operations  
Trainee Operations  
Trainee Operations  
Trainee Operations  
Trainee Operations  
Trainee Operations  
Trainee Operations  
Health & Fitness Unit  
Administrative Support

**Lieutenant John Robinson**

Sergeant Cary Briley  
Officer Eric Richardson  
Officer Jason Wong  
Ms. Tonetta Threadgill  
Sergeant Paul Goebel  
Ms. Amy Woerner

**Field Support Section**

In-Service & Advanced Training  
In-Service & Advanced Training  
In-Service & Advanced Training  
NCIC Training Coordinator  
FTO Coordinator  
CIT Training

**Lieutenant Mike Gilliland**

Mr. Tony Reed  
Mr. Oscar Valenzuela  
Sergeant Jim Reed  
Officer Alex Lampley  
Mr. Joe Daniels  
Mr. Mikey Lee  
Sergeant Justin Coker  
Officer Khalid Abbady  
Officer Stephen Waterman  
Officer Felipe Pereira  
Officer Micah Wright  
Officer Willie Reaves  
Officer Jose Salazar  
Officer Taylor Blackwelder  
Sergeant Daniel Johnson  
Officer Harold Willmore  
Officer Erik Schall  
Officer Joseph Progar  
Officer Richard Gilbert

**Confrontation Management**

Maintenance Team Lead  
Maintenance Team Lead  
Armorer/Gunsmith  
Armorer/Vault  
Armorer  
Vault  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Defensive Tactics  
Firearms  
Firearms  
Firearms  
Firearms  
Firearms

**Lieutenant Pat Shea**

**Quality Assurance/ Supply**

APPENDIX A – DE-ESCALATION COURSES.

1. The purpose of this appendix is to define the MNPDP’s term of de-escalation and provide information about the number of hours and courses taught to MNPDP Basic Recruit classes regarding de-escalation.
2. Merriam-Webster defines the word de-escalate as, “to decrease in extent, volume or scope. *Violence began to de-escalate. Tried to de-escalate the tension.*”<sup>1</sup>
3. The goal of the MNPDP is to serve the community well and reduce the instances and severity of uses of force through de-escalating situations.

The MNPDP Training Division fully believes in, “*De-escalation should be a core theme of an agency’s training program.*”<sup>2</sup>

4. To fully appreciate how de-escalation is operationalized for police officers, one must first understand “De-escalation starts with *effective communications.*”<sup>3</sup> It is best if MNPDP officers calm a situation before force needs to be considered as an option. When an individual has the means, ability, and the opportunity to injure himself/herself, another person, or the officer, when the officer obtains creates distance and obtains cover, the officer’s actions create the operational environment where effective communications can diffuse the situation.

De-escalation *is not a standalone class.* It is a theme that permeates much of the training in the MNPDP Training Division.

List of Courses which involve De-escalation and communication:

Dementia	1 Hour
Autism & Developmental Disabilities	1 Hour
Community Oriented Policing	1 Hour
Diversity & Inclusion	1 Hour
Spanish for Law Enforcement	4 Hours
Effective Police Communication	4 Hours
Family Safety Center	1 Hour
Domestic Violence	9 Hours
Domestic Violence, Reality Based Training	4 Hours
Essential Information Serving People with Varying Degrees of Hearing Loss	2 Hours
Fair & Impartial Policing	8 Hours
Law Enforcement Response to Mental Illness	4 Hours
Law Enforcement Response to Mental Illness RBT	2 Hours
MNPDP Incident Decision Making Model (IDMM)	1 Hour
Tactics – COAI	2 Hours
Tactics - Tactical Behavioral Analysis for LEO	2 Hours
Tactics - Traffic Stops	16 Hours

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<sup>1</sup> <https://www.merriam-webster.com/dictionary/de-escalate>

<sup>2</sup> *Guiding Principles On Use of Force*, Critical Issues in Policing Series (Washington, D.C.: Police Executive Research Forum, 2016), 54.

<sup>3</sup> *Ibid*, 56.

Verbal Defense & Influence classroom	11 Hours
Verbal Defense & Influence RBT	4 Hours
<hr/>	<hr/>
TOTAL:	77 Hours

- De-escalation does not stop with communication. An officer's decision to use force is predicated upon an individual's means, ability, opportunity, and intent to harm others. An individual's actions can lead a reasonable officer to believe force is necessary to affect a lawful arrest or prevent harm to others. When force is necessary, the MNPD seeks to calm the situation (by calming the situation it slows the situation down, which benefits the decision making process for the personnel) after the threat has been reduced, contained, or stopped.

List of Courses which involve De-escalation and the effective use of force, use of the appropriate level of force, and reduction of force:

Baton	8 Hours
Force & De-escalation Practical RBT	8 Hours
Defensive Tactics Practical and Written Review and Test	8 Hours
Edge Weapon Defense	8 Hours
Firearms Range Instruction	80 Hours
Ground Work Defense (Hand & Foot Strikes)	16 Hours
Introduction to Defensive Tactics	4 Hours
OC/Chemical Spray	4 Hours
Tactics: Active Killer, Rescue Task Force & RBT	16 Hours
Tactics: Reality Based Training	16 Hours
Tactics: Room Entry/Clearing	16 Hours
TASER Training	8 Hours
Vehicle Extractions	4 Hours
<hr/>	<hr/>
TOTAL:	196 Hours

- There is one training event that focuses equally on the communication and use of force facets of de-escalation equally. That event is Reality Based Training towards the end of the Basic Recruit Course. It is the culminating training event for the recruits during their time at the Training Division. This Reality Based Training event assess and coaches the students in the proper use of collecting information; assessing a situation, threat and risks; considering police powers and agency policy; identify options and determine best course of action; and acting, reviewing, and re-assessing.
- There are 32 unique classes (see #4 & #5 on pages 34 & 35) that involve a component of de-escalation.

## APPENDIX B – MENTAL ILLNESS RESPONSE

1. The purpose of this appendix is to define the scope of the training included for Mental Health Response and provide information about the number of hours and courses taught to MNPB Basic Recruit classes regarding Mental Health.
2. Merriam-Webster defines mental illness as, “any of a broad range of medical conditions (such as major depression, schizophrenia, obsessive compulsive disorder, or panic disorder) that are marked primarily by sufficient disorganization of personality, mind, or emotions to impair normal psychological functioning and cause marked distress or disability and that are typically associated with a disruption in normal thinking, feeling, mood, behavior, interpersonal interactions, or daily functioning.”<sup>4</sup>
3. Operationally, the MNPB uses a broader definition. The definition focuses more on the behavior of the individual and not the root cause. The MNPB realizes individuals may have “sufficient disorganization of personality, mind, or emotions to impair normal psychological functioning and cause marked distress or disability and that are typically associated with a disruption in normal thinking, feeling, mood, behavior, interpersonal interactions, or daily functioning”<sup>5</sup> due to a drug induced psychosis, intellectual disabilities, medical condition, or injury.

The MNPB focuses on behaviors because police officers are not trained mental health professionals making a clinical evaluation in a sterile environment with a person’s medical history readily available.

4. The MNPB provides Basic Recruit Training in the following areas so officers have the proper tools to de-escalate situations involving individuals with mental health needs who are in crisis.

Dementia	1 Hour
Autism & Developmental Disabilities	1 Hour
Fair & Impartial Policing	8 Hours
Law Enforcement Response to Mental Illness	4 Hours
Law Enforcement Response to Mental Illness RBT	2 Hours
Serving People with Varying Degrees of Hearing Loss	2 Hours
Suicide Prevention	2 Hours
Tactics: Reality Based Training	16 Hours
Verbal Defense & Influence	10 Hours
Verbal Defense & Influence RBT	4 Hours
<b>TOTAL:</b>	<b>50 Hours</b>

5. Classes that teach communication skills and decision making for de-escalation are included in the total number of hours for Mental Illness Response.

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<sup>4</sup> <https://www.merriam-webster.com/dictionary/mental%20illness>

<sup>5</sup> Ibid.

The reason is much of the MNPB Training Division’s instruction for decision making is based on PERF’s ICAT model. The ICAT model was developed specifically to respond to individuals involved in a mental crisis, emotional crisis, or intellectual disabilities.<sup>6</sup>

In order to de-escalate a situation involving a person in crisis, the responding officer *must communicate well*. When a police officer treats a citizen with dignity, respect, and fairness – the same communication skills an officer uses with a citizen to complete an incident report, interview a witness, calm a victim, or make a traffic stop are used as in dealing with a person in crisis or intellectual disabilities.

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<sup>6</sup> *ICAT: Integrating communications, assessment, and tactics. Training guide for diffusing critical incidents*, Critical Issues in Policing Series (Washington, D.C.: Police Executive Research Forum, 2016).

APPENDIX C – COMMUNITY DIVERSITY AWARENESS

1. The purpose of this appendix is to define the scope of the training included for Human Relations and provide information about the number of hours and courses taught to MNPB Basic Recruit classes regarding Diversity, Inclusion, and cultural awareness.
2. Merriam-Webster defines diversity as, “the state of being diverse, variety, a range of different things”. Furthermore they also define inclusion as, “the action or state of including or of being included within a group or structure”, or “a person or thing that is included within a larger group or structure”. Finally they define culture as, “the customs, arts, social institutions, and achievements of a particular nation, people, or other social group.
3. It is vitally important for the MNPB to be aware of the diverse community we serve. The citizens who reside, employ, or otherwise conduct themselves in Nashville-Davidson County come from different backgrounds and cultures. This includes immigrants, geographical transplants from other locations around the United States, as well as those who are native to the state of Tennessee and the greater Nashville area. All citizens need to feel safe and feel they have the ability to contact the MNPB to address their community concerns and/or needs. Thus it is very important new recruits are educated in the history of Nashville and how it played an important role in the civil rights movement and how that helped shape the Nashville of today.
4. Nashville is home to many different immigrants who relocated from nations far away, who have a true mistrust of the government, especially law enforcement. Being educated in their experiences and forming relationships and trust with those communities is extremely important for the MNPB to be effective in our day to day operations as well as our overall mission, to create community based police products so people can enjoy a safe and peaceful Nashville.
5. Presenting the history of law enforcement and how law enforcement played a role in creating distrust within the community has effected the trust in law enforcement today, even after decades from some of the worst atrocities to involve law enforcement.
6. The MNPB provides Basic Recruit Training in the following areas so officers have the proper tools and knowledge to more effectively serve the diverse community in Nashville-Davidson County.

Spanish for Law Enforcement	4 Hours
Community Oriented Policing	1 Hour
Diversity and Inclusion	1 Hour
Essential Information Serving People with Varying Degrees of Hearing Loss	2 Hours
Fair and Impartial Policing	8 Hour
MNPB Incident Decision Making Model	1 Hour
Mobile Diversity Bus Tour	8 Hours
Professional & Ethical Conduct	2 Hours
Community Service Project	2 Hours
Duty to Intervene	1 Hour
Autism & Developmental Disabilities	1 Hour

APPENDIX C – COMMUNITY DIVERSITY AWARENESS

Dementia	1 Hour
Verbal Defense & Influence	10 Hours
Verbal Defense & Influence RBT	4 Hours
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Total:	46 Hours

