TBI

INVESTIGATIVE REPORTS

NA-5U-000041

Officer Involved Shooting May 1, 2021

Jacob Griffin

Vol. 1 of 2

Table Of Contents

Case Number NA-5U-000041

Investigative Report

IR #	Description	Activity Date
1	Request for Investigation	05/01/2021
2	Preliminary Investigative Report	05/01/2021
3	Interview - Audio - Mathew Swindell	05/01/2021
4	Property Receipt - MNPD Equipment	05/02/2021
5	Property Release - MNPD Equipment	05/02/2021
6	Property Release - Griffin's Belongings	05/02/2021
7	Property Release - M4 Rifle	05/02/2021
8	Property Receipt - Bullet from Right Chest Cavity	05/02/2021
9	Investigative Activity - Autopsy - Jacob Griffin	05/02/2021
10	Interview - Telephone - Karen Griffin	05/02/2021
11	Document - Vanderbilt Patient Property Record	05/02/2021
12	Property Receipt - USB Drive with Body Camera Footage	05/03/2021
13	Request for Examination - Bullet from Right Chest Cavity	05/04/2021
14	Interview - Audio - Matthew Grindstaff	05/04/2021
15	Document - Statement on Use of Force - Matthew Grindstaff	04/05/2021
16	Departmental Report - M99 Report - Brentwood PD	05/04/2021
17	Departmental Report - M99 Report (2) - Brentwood PD	05/04/2021
18	Departmental Report - Incident Report (3) Jacob Griffin - Brentwood PD	05/04/2021
19	Document - 2009 IST Catalog - MNPD	05/07/2021
20	Document - 2010 IST Catalog - MNPD	05/07/2021
21	Document - 2011 IST Catalog - MNPD	05/07/2021
22	Document - 2012 IST Catalog - MNPD	05/07/2021
23	Document - 2013 IST Catalog - MNPD	05/07/2021
24	Document - 2014 IST Catalog - MNPD	05/07/2021
25	Document - 2015 IST Catalog - MNPD	05/07/2021
26	Document - 2016 IST Catalog - MNPD	05/07/2021
27	Document - 2017 IST Catalog - MNPD	05/07/2021
28	Document - 2018 IST Catalog - MNPD	05/07/2021
29	Document - 2019 IST Catalog - MNPD	05/07/2021
30	Document - 2020 IST Catalog - MNPD	05/07/2021
31	Document - Basic Academy Curriculum 2006 - MNPD	05/07/2021
32	Document - Inservice 2007-2014 - MNPD	05/07/2021
33	Document - Inservice 2015-Present - MNPD	05/07/2021
35	Document - Sworn Catalog 2008 - MNPD	05/07/2021
36	Departmental Report - Use of Force 10-209420 Grindstaff - MNPD	05/07/2021
37	Departmental Report - Use of Force 11-0568220 Grindstaff - MNPD	05/07/2021
38	Departmental Report - Use of Force 11-595878 Grindstaff - MNPD	05/07/2021
39	Departmental Report - Use of Force 12-401864 Grindstaff - MNPD	05/07/2021

20TH JUDICIAL DISTRICT

40	Departmental Report - Use of Force 12-427337 Grindstaff - MNPD	05/07/2021
41	Departmental Report - Use of Force 17-0296169 Grindstaff - MNPD	05/07/2021
42	Departmental Report - Use of Force 18-0295964 Grindstaff - MNPD	05/07/2021
43	Departmental Report - Use of Force 09-321186 Grindstaff - MNPD	05/07/2021
44	Property Release - M4 Rifle to MNPD	05/10/2021
45	Interview - Audio - Robert Doak	05/11/2021
46	Interview - Audio - Stephen Holland	05/11/2021
47	Interview - Audio - Ryan Lockwood	05/11/2021
48	Interview - Audio - Jason Duncan	05/11/2021
49	Document - Mental Health and Substance Abuse Service Form	05/11/2021
50	List of Exhibits	05/13/2021
51	List of Witnesses	05/13/2021
52	Summation of Investigation	05/18/2021
53	Property Release - USB Drive with Audio Interviews	05/21/2021
54	Departmental Report - Supplemental Reports - MNPD	05/24/2021
55	Document - ME Office Report - Jacob Griffin	05/02/2021
56	Lab Report - Firearm Analysis - TBI	05/06/2021
57	Lab Report - Forensic Biology - TBI	05/17/2021
58	Lab Report - Use of Force Report - TBI	05/21/2021
59	Lab Report - Latent Print - TBI	06/15/2021
60	Property Release - Crime Scene Photographs	08/19/2021

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 1

Author: Gooch, Tiffany

Case Agent: Gooch, Tiffany

SAC/ASAC: Craig, Joseph E

Description: Request for Investigation

Activity Date: 05/01/2021

Report Date: 05/13/2021

Approved By: Craig, Joseph E

(LE-O) MATTHEW PAUL GRINDSTAFF, W/M, D(
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB

This case is predicated on a request by District Attorney General 20th Judicial District, Glenn Funk on Saturday, May 1, 2021. General Funk requested agents from the Tennessee Bureau of Investigation (TBI) to investigate the facts and circumstances surrounding the Metropolitan Nashville Police Department (MNPD) officer–involved shooting that occurred at Road, Brentwood, Tennessee.

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 2

Author:	Gooch, Tiffany	**Activity Date:**	05/01/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Preliminary Investigative Report		

(LE-O) MATTHEW PAUL GRINDSTAFF, W/M,
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB. [redacted]

This case is predicated on a request by District Attorney General 20th Judicial District, Glenn Funk on Saturday, May 1, 2021. General Funk requested agents from the Tennessee Bureau of Investigation (TBI) to investigate the facts and circumstances surrounding the Metropolitan Nashville Police Department (MNPD) officer–involved shooting that occurred at 6708 Nolensville Road, Brentwood, Tennessee. General Funk will be following up with a written request on a later date.

On Saturday, May 1, 2021 at approximately 8:00 pm, Special Agent (SA) Tiffany Gooch was contacted by Assistant Special Agent in Charge (ASAC) Josh Savley and was notified to respond to 6708 Nolensville Road, Brentwood, Tennessee. SA Tiffany Gooch arrived on scene at approximately 9:00 pm and was briefed by Metropolitan Nashville Police Department (MNPD) SWAT team commander Jason Duncun. Also, ASAC Josh Savley, SA Charlie Belote, SA Jim Scarbro, and SA Billy Deering arrived on scene and walked through the crime scene. After walking through the crime scene, ASAC Josh Savley made the decision to call the TBI Violent Crime Response Team to respond to the scene for processing and evidence collections.

SA Tiffany Gooch was notified of the following preliminary information regarding the above case. On Saturday, May 1, 2021, Karen Griffin called 911 dispatch stating her son, JACOB GRIFFIN, had called her saying he had a gun and ammunition and was going to kill individuals inside the Goodwill on Nolensville Road. Mrs. Griffin notified the police that JACOB GRIFFIN lived in a homeless camp adjacent to the Goodwill parking lot and he used to be employed at this Goodwill. MNPD patrol units responded to the homeless camp close to Goodwill and made contact with JACOB GRIFFIN. The MNPD patrol officers noticed that GRIFFIN had a handgun and didn't want to come out of the homeless camp. During the conversation with the officers and GRIFFIN, officers attempted to tase GRIFFIN, but the connection failed. At some point GRIFFIN fired off a round with his handgun and patrol officers decided to contact MNPD SWAT for a barricaded subject.

MNPD SWAT and Mental Health Crisis arrived on scene to negotiate with GRIFFIN. SWAT and Mental Health Crisis negotiated with GRIFFIN for hours until GRIFFIN became more agitated and fired another round from his handgun. MNPD SWAT decided to activate a plan to safely get GRIFFIN out of the homeless camp and distract him from grabbing his handgun. This plan consists of deploying nonlethal rounds, distraction device, and releasing K9 in the direction of GRIFFIN followed by a team of SWAT members with lethal coverage. The plan was set in

20TH JUDICIAL DISTRICT

motion and K9 was able to latch onto GRIFFIN, but GRIFFIN was able to still grab his handgun and fired one round from his handgun in response MNPD Sergeant MATTHEW GRINDSTAFF returned fire striking GRIFFIN.

SA Tiffany Gooch was notified JACOB GRIFFIN was transported to Vanderbilt Medical Center where he later declared deceased. Also, SA Tiffany Gooch was informed that her liaison with MNPD Detective Curtis Hafley.

On Sunday, May 2, 2021 at approximately 12:30 am, TBI Violent Crime Response Team arrived on scene and released the scene to MNPD at approximately 6:00 am.

All investigative findings and supplemental reports will be submitted to the case file as they are developed.

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041
	IR # : 3

Author:	Scarbro, James H	**Activity Date:**	05/01/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/03/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Mathew Swindell		

(LE- O) MATTHEW PAUL GRINDSTAFF, W/M, [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DO

On May 1, 2021 at approximately 11:05 PM, Special Agent (SA) James Scarbro and SA Charlie Belote with the Tennessee Bureau of Investigation (TBI) interviewed MATHEW SWINDELL in the parking lot of the Goodwill store at 6708 Nolensville Road, Nashville, Tennessee. After proper identification and explanation for the purpose of the interview, Officer SWINDELL voluntarily provided the following information. This interview was audio recorded and that audio will be provided to the case agent. Below is a brief synopsis of the interview:

Officer SWINDELL advised that he has worked for the Metro Nashville Police Department (MNPD) as a patrol officer since 2019. He is currently assigned to the South Precinct. Officer SWINDELL explained that he and his partner, Officer Pena, received a call to conduct a "43" or welfare check on a person later identified as JACOB GRIFFIN. SWINDELL advised that the subject's mother called to the Murfreesboro emergency operations center which was transferred to Metro. SWINDELL explained the call text he received stated that the mother had received a text message from her son with a picture of a gun and ammunition and that he was making homicidal statements towards her and the Goodwill to shoot up the place. SWINDELL also received information that the subject was homeless and known to live in a homeless camp next to Goodwill.

SWINDELL advised that once they arrived on scene, they checked with Goodwill to determine if the subject had been in the store, but staff reported they had not seen him. SWINDELL then said he and his partner saw some people who appeared to be homeless near the wood line, so they asked them if they had seen the subject by showing them a picture of GRIFFIN that SWINDELL had on his phone. SWINDELL was directed to the homeless camp behind Goodwill and they located GRIFFIN sitting on a makeshift couch which was a bench seat inside the camp. SWINDELL said he told GRIFFIN that they were out there to check on him because people were concerned about him. He said he asked GRIFFIN if he was armed or had anything on him that they should be concerned about. At one point, he said GRIFFIN finally told him that he was not going to answer that question and that he was armed but he would not tell officers what he had. SWINDELL said GRIFFIN then reached around his back as if to reach for a weapon, so both officers pulled their weapons and ordered GRIFFIN to show them his hands, but he kept his right arm behind his back. SWINDELL advised that GRIFFIN was yelling at them at this time. After repeated commands to show his hands, SWINDELL said Officer Pena transitioned to his taser and tazed GRIFFIN. He said it did not work effectively. SWINDELL said as they attempted to taze GRIFFIN, they rushed in to gain control of the subject. They

20TH JUDICIAL DISTRICT

could not get control of GRIFFN, and he somehow rolled backwards off the makeshift couch. SWINDELL advised that is when he confirmed that GRIFFIN had a black pistol on him.

SWINDELL said when he saw the gun in GRIFFIN's hand, he drew his gun as GRIFFIN retreated further into the tree line and pointed the gun to his own head and told officers that if they came closer, he was going to shoot himself. SWINDELL advised that he and Officer Pena were pointing their guns at GRIFFIN but told him they were going to back off. SWINDELL said that is when they called for back-up and attempted to communicate with him. SWINDELL said GRIFFIN finally brought the gun down from his head, but told him that if officers came any closer, he would "end it".

SWINDELL said GRIFFIN made comments about the world being a better place without him in it and that he could just end it all. GRIFFIN kept the gun down at his side. SWINDELL advised that he continued asking GRIFFIN to put the gun down. SWINDELL said GRIFFIN made statements that indicated he may have been former military, so SWINDELL attempted to reason with GRIFFIN about military stuff since he was former military. While all this was going on, SWINDELL advised that he and Officer Pena were in the area where the wood planks were located just inside the entrance of the homeless camp and GRIFFIN was next to what he called the "shit pit" (this was a trench full of fecal matter).

SWINDELL said GRIFFIN talked about issues he had with Goodwill, how officers should arrest his mom, and then about some pharmaceutical company GRIFFIN planned to take over to then buy a controlling interest in Ford motor company. SWINDELL said GRIFFEN was calm while talking, but then he would get upset about officers being on his "property". SWINDELL said this back and forth talking between him and GRIFFIN went on for a few hours. At one point, SWINDELL said GRIFFIN stepped out a little bit toward the tent, but when he saw other officers, he retreated to the "shit pit".

SWINDELL said he eventually got GRIFFIN to put the weapon down, but it was only by his side which seemed that he could still maintain control over it. SWINDELL said a SWAT officer he only knew as "peanut" reassured GRIFFIN that they were not there to hurt him, but to keep him safe.

SWINDELL said GRIFFIN would come back around to being upset that police were there and at one point, he said GRIFFIN picked up the gun and sort of flung it and fired one round into the ground close by to his left knee. At that point, SWINDELL said, the conversation got a little more heated and the SWAT officer named "peanut" told GRIFFIN he needed to come out now. SWINDELL said GRIFFIN was sort of apologetic about firing the gun, and it looked to him like GRIFFIN had put the gun back on the ground. This came after SWAT told him that he did not need to do that again, because they were there to try and help him.

SWINDELL said a SWAT officer then told him that their plan was to distract GRIFFIN with a flash bang, engage him with non-lethal, and send in the K9 and SWAT to apprehend GRIFFIN. During this time, SWINDELL stated GRIFFIN got angry with all the additional police. SWINDELL said GRIFFIN was looking at them when he fired another round, but he didn't know if it was fired in their direction; he didn't think so, but the muzzle flash did appear to be in the direction of where officers were located. SWINDELL said a flash bang exploded, SWAT engaged him with K9, and SWINDELL said he heard another shot, then he was sure a small caliber shot, and then another round went off which was when he found out that GRIFFIN had been shot. SWINDELL said he thought GRIFFIN fired four times and maybe two shots from

20TH JUDICIAL DISTRICT

officers. SWINDELL clarified that during the commotion of what was going on, he could not recall correctly how many shots were fired.

SWINDELL was not wearing a body camera, but he knew SWAT had them. SWINDELL said GRIFFIN told him that he did have a phone, but SWINDELL said he never saw one. SWINDELL said he attempted to get GRIFFIN's phone number, but GRIFFIN would not give it and pointed in the direction of the bench seat as if to indicate the phone was near that area.

For further information, please refer to the complete audio recorded interview in the investigative case file.

JHS/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

Name: Mathew David Swindell
Race: White
Sex: Male
DOB:
Empl
OLN:
Work
Cell F

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 4

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Property Receipt - MNPD Equipment		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOB: [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB: [redacted]

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION

Document Seq. #, Document Title: P-REC-MNPD Equipment.pdf
Document Seq. #, Document Title: P-REC-MNPD Equipment.pdf
OIS\P-REC-MNPD Equipment.pdf

RECEIPT / RELEASE FORM

TBI Case # _____ (If Applicable) Date: 5-2-21

TBI CI # _____ (If Applicable)

On the above date, TIFFANY GOOCH (Print Name of Receiver), received from [illegible] (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation

No.	Quantity	Description of Items	Identifying Number
	1	TASER	
	2	SWAT SHIELDS	
	1	TRI POD SLOPE	

Continued on Additional Form ☐

20TH JUDICIAL DISTRICT

1. [signature] Released By: [signature] Released To:

SAFS Title (Print) [signature] 5:40AM Title (Print)

2. _____ Released By: _____ Released To:

_____ Title (Print) _____ Title (Print)

3. _____ Released By: _____ Released To:

_____ Title (Print) _____ Title (Print)

(Serial Stamp)

Original to Evidence Technician; Canary copy to Case File or CI Jacket; Goldenrod Copy to Agent; Pink Copy to Person
BI-0061 (Rev.8/94)

RDA Pending

TENNESSEE BUREAU OF INVESTIGATION
INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 5

Author: Gooch, Tiffany

Activity Date: 05/02/2021

Case Agent: Gooch, Tiffany

Report Date: 05/13/2021

SAC/ASAC: Craig, Joseph E

Approved By: Craig, Joseph E

Description: Property Release - MNPD Equipment

(LE-A) MATTHEW PAUL GRINDSTAFF, W/I
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

Document Seq: 2, Document Title: PREL-MNPD_Equipment.pdf
Preview Document: C:\NPD_Equipment\MCID\TiffanyGooch\Metro OIS\P-REL-MNPD Equipment.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # _____ (If Applicable) Date: 05/02/2021

TBI CI # _____ (If Applicable)

On the above date, Albert Wilson (Print Name of Receiver), received from TIFFANY GOOCH (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation.

No.	Quantity	Description of Items	Identifying Number
1	1	TASER	
2	2	SWAT SHIELDS	
3	1	TRIPOD SCOPE	

Continued on Additional Form

20TH JUDICIAL DISTRICT

1. Tiffany Gooch
Released By: @5:51am
SA 05/02/2021
Title (Print)

Released To:
SGT
Title (Print)

2. _____
Released By:
Title (Print)

Released To:
Title (Print)

3. _____
Released By:
Title (Print)

Released To:
Title (Print)

(Serial Stamp)

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TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 6

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Property Release - Griffin's Belongings		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DC
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

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Document Seq: Preview Document Title: PREL-Griffins Belongings.pdf
GIS\P-REL-Griffins Belongings.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # _____ (If Applicable) Date: 05/02/2021

TBI CI # _____ (If Applicable)

On the above date, TIFFANY GOOCH, received from Eric LAURY
Print Name of Receiver — Print Name of Releasor

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation.

No.	Quantity	Description of Items	Identifying Number
1		Sweatpants - Jacob Griffin	
2		Bible	

Continued on Additional Form

1. [signature] Released By: Police officer II Title (Print)
Tiffany Gooch Released To: SA 12:30 am Title (Print)

2. Tiffany Gooch Released By: @2:56 am SA 05/02/2021 Title (Print)
[signature] Released To: SAFS 5/2/21 Title (Print)

3. Released By: Title (Print)
Released To: Title (Print)

(Serial Stamp)

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TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 7

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Property Release - M4 Rifle		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, D:
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOE

20TH JUDICIAL DISTRICT

Document Seq: 4 Preview Document Title: P-REL-M4 Rifle to MNPD.pdf
Document Seq: 4 Preview Document Title: P-REL-M4 Rifle to MNPD.pdf
OIS\P-REL-M4 Rifle to MNPD.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # NA-SU-000041 (If Applicable) Date: 05/10/2021

TBI CI # _____ (If Applicable)

On the above date, TIFFANY GOOCH (Print Name of Receiver), received from _____ (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation

No.	Quantity	Description of Items	Identifying Number
1	1	M4 Rifle w/mag.	[redacted]
		(Sgt. Matthew Grindstaff MNPD)	

Continued on Additional Form ☐

1 T. Weston — Released By: _____ Title (Print)

Tiffany Gooch — Released To: @10:30am SA 05/10/2021 — Title (Print)

2 Tiffany Gooch — Released By: @10:51am SA — Title (Print)

[signature] — Released To: PLT — Title (Print)

3 _____ Released By: _____ Title (Print)

_____ Released To: _____ Title (Print)

(Serial Stamp)

20TH JUDICIAL DISTRICT

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BI-0061 (Rev.8/94)

RDA Pending

TENNESSEE BUREAU OF INVESTIGATION
INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 8

Author: Gooch, Tiffany

Activity Date: 05/02/2021

Case Agent: Gooch, Tiffany

Report Date: 05/13/2021

SAC/ASAC: Craig, Joseph E

Approved By: Craig, Joseph E

Description: Property Receipt - Bullet from Right Chest Cavity

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

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This confidential document is the property of TBI.
Its contents are not to be distributed outside of your agency.

Document Seq: 8, Document Title: P-REC-Bullet from right chest cavity.pdf
Preview, Document Title: P-REC-Bullet from right chest cavity.pdf
OIS\P-REC-Bullet from right chest cavity.pdf

TRANSFER RECEIPT

CaseNum: 21 1779 Decedent Name: Jacob Griffin

Container:	Item Barcode	Quantity	Item	Description	Date/Time
020000072700				Container Type: Clear Plastic Evidence Bag	
	010000391249	1	Bullet	from right chest cavity	5/2/2021 11:39:52AM

Notes:

FMMS Person: Stephen T Jackson

To Organization: TBI

To Person: Tiffany Gooch

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 9

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Investigative Activity - Autopsy - Jacob Griffin		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB: [redacted]

On Sunday, May 2, 2021 at 9:30 a.m., SA Tiffany Gooch attended the autopsy of JACOB GRIFFIN at the TN Department of Health and Environment Office of the Medical Examiner located at the 815 R.S. Gass Blvd. Nashville, TN.

The autopsy was performed by Dr. Feng Li, M.D., J.D., PH.D., CEO and Chief Medical Examiner for Davidson County. During the autopsy there were two gunshot wounds located on GRIFFIN'S body. The first bullet entered GRIFFIN's roof of his mouth and exited the crown of his head. A bullet was not recovered from this gunshot wound. This gunshot wound seems to be self-inflicted due to the soot on GRIFFIN'S teeth, gums, and the roof of his mouth. The second bullet entered GRIFFIN'S left upper arm fracturing his ribs and striking both of his lungs and heart. The bullet fragment was recovered from GRIFFIN'S right chest cavity. Dr. Li stated both gunshots wounds are fatal and the cause of the death would be multiple gunshot wounds and manner of death would be undetermined due to one gunshot wound being self-inflicted and the other being from MNPD.

Refer to autopsy report for final and correct conclusion regarding Cameron Wilson's death.

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 10

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Telephone - Karen Griffin		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

On Sunday, May 2, 2021, KAREN GRIFFIN was interviewed telephonically, [redacted] by SA Tiffany Gooch. After proper identification and explanation for the purpose of the interview, she voluntarily provided the following information:

JACOB GRIFFIN is my son and he has had some problems. JACOB would threaten to kill me every day but yesterday was different because he threatened to kill others. I knew he had a gun but I don't know where he got it. I don't know if JACOB would have killed anyone but I knew he was capable that it why I called the police because I didn't want anyone to get hurt. JACOB was diagnosed with schizophrenia but wouldn't take his medicine. JACOB took pride in living in that homeless camp in those conditions but he didn't have to live like that. I live maybe a mile from the homeless camp. JACOB started getting worse in the fall of last year after he was fired from Goodwill. He kept calling the health department on Goodwill saying they weren't clean and not meeting standards with poor working conditions. The health department would show up and there wouldn't be any issues so eventually Goodwill had to let him go because he was causing problems. I've tried to help him but he just wouldn't let me.

TGmcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Karen Deborah Griffin
RACE: White
SEX: Female
DOB: [redacted]
SSN: [redacted]
ADDRESS: [redacted]
CELL: [redacted]

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 11

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Vanderbilt Patient Property Record		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOB
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 12

Author:	Gooch, Tiffany	**Activity Date:**	05/03/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Property Receipt - USB Drive with Body Camera Footage		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

Document Seq: 7, Document Title: P-REC-USB Drive with body camera footage.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # _____ (If Applicable) Date: 05/03/2021

TBI CI # _____ (If Applicable)

On the above date, TIFFANY GOOCH (Print Name of Receiver), received from RYAN McMANAMAN (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation

No.	Quantity	Description of Items	Identifying Number
1	1	USB Drive	

Continued on Additional Form ☐

1. Released By: _____ Released To: _____ @ 9:08am

Title (Print): POLICE OFFICER Title (Print): SA 05/03/2021

2. Released By: _____ Released To: _____

Title (Print): _____ Title (Print): _____

3. Released By: _____ Released To: _____

Title (Print): _____ Title (Print): _____

(Serial Stamp)

Original to Evidence Technician; Canary copy to Case File or CI Jacket; Goldenrod Copy to Agent; Pink Copy to Person

BI-0061 (Rev.8/94)

RDA Pending

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 13

Author:	Gooch, Tiffany	**Activity Date:**	05/04/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Request for Examination - Bullet from Right Chest Cavity		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

Document Seq: 8, Preview Document Title: 6-ESIS Submitted Chest Cavity Bullet from Tiffany Gooch\Metro OIS\R-Exam-Bullet from rigth chest cavity.pdf

TENNESSEE BUREAU OF INVESTIGATION

Forensic Services Request for Examination – VCRT USE ONLY

Nashville	Knoxville	Memphis
901 RS Gass Blvd.	1791 Neals Commerce Ln	6325 Haley Rd.
Nashville, TN 37216-2639	Knoxville, TN 37914	Memphis, TN 38134
615-744-4000	865-549-7800	901-379-3400

COMPLETE ALL SECTIONS OF FORM EXCEPT SHADED AREAS

FROM: TIFFANY GOOCH
Requesting Officer (case assigned)

TBI
Requesting Agency

Address

City ZIP

Phone: (615) 917-1763

Officer Email: TIFFANY.GOOCH@tn.gov

Agency Case No: NA-5U-0000041

County of Offense: DAVIDSON

Type of Offense: OIS

Date of Offense: 05/01/2021

Other	Sex	Race	Date of Birth	Law Enforcement Officer	Sex	Race	Date of Birth
Jacob A. Griffin				atthew Grindstaff	M	W	

Statement of Facts: OIS at

LAB ONLY	Item Number	Description of Evidence	Where Recovered
		Bullet from (R) chest cavity	ME office

Examination Requested: Comparison – Firearms

Has other evidence been submitted on this case?

YES ☒ NO ☐ Lab No. _____

I certify this evidence is associated with a criminal or death investigation:

Signature: Tiffany Gooch

Submitted by: TIFFANY GOOCH

20TH JUDICIAL DISTRICT

FOR VCRT USE ONLY

Type of packaging:

☐ Contents NOT verified at the time of receipt _____ Initials/Date

☐ Gun Check OK _____ Initials/Date

Received by: _____

Received from: _____

Date Received: _____

FOR LABORATORY USE ONLY

Type of packaging: 1 slopb, med

Received by: T. Weston

Received from: Tiffany Gooch

Date Received: 5.4.21 1115

☐ ALC
☐ DI
☐ FAID ✓
☐ LP
☐ SERO
☐ TOX
MICRO ☐☐☐☐ ☐☐☐☐ ☐☐☐☐

☐ Package opened to retrieve request form

☐ Request form on outer packaging

☑ Contents NOT verified at the time of receipt tw 5.4.21 Initials/Date

☐ Gun Check OK _____ Initials/Date

☐ Explosives Check _____ Initials/Date

LAB # 211.008327

BI-0308

2407

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 14

Author:	Gooch, Tiffany	**Activity Date:**	05/04/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Matthew Grindstaff		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

On Tuesday, May 4, 2021, Sergeant MATTHEW GRINDSTAFF was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd., Nashville, Tennessee. Also, present for this interview was GRINDSTAFF's attorney, John Brown. GRINDSTAFF signed the TBI Statement on Use of Force form which will be submitted separately. After proper identification and explanation for the purpose of the interview, he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

I have worked for the Metropolitan Nashville Police Department (MNPD) for 15 years and I have been on SWAT for eight years. I was just promoted to patrol Sergeant at the North Precinct on A-detail.

We responding to SWAT call for service at the Goodwill Industry store located off of Nolensville Road. We had limited information when we first got the call out but when we arrived we were briefed by our field commander Jason Duncan. The brief that we received was we were dealing with a homicidal and suicidal subject. The individual made threats to his family and to the people inside the Goodwill Industry. He is a displaced individual and lived in the tree line just behind Goodwill Industries.

The initial SWAT officers attempted to make a perimeter around the subject so we could contain him and make sure he didn't go anywhere else or hurt anymore people. We quickly figured out that we needed more resources because the tree line was fairly thick meaning we had to get closer than we would have liked to. We were probably 12 to 15 yards away from the subject and if we would have backed up we wouldn't have been able to keep eyes on him. There was no cover out there so that made for a unique situation. Initially we were working through negotiation with Sergeant Melvin Brown and a patrol officer. We were asking him to drop the gun and safely come out so he could be evaluated by the counselors on scene. He refused to come out and the statements that he was making didn't make any sense.

At some point we were working up a plan and he loaded his pistol and fired off a shot. We made the decision we had to move a little bit quicker because we didn't have much cover and couldn't allow him to continue to fire off shots. Our goal was to peacefully get him into custody. The plan

20TH JUDICIAL DISTRICT

was to utilize the non-lethal 40 millimeter launcher, distraction device, and K9. The plan was to deploy the distraction device once he put down the gun which he did and then deploy the non-lethal 40 millimeter launcher and K9. These were used to distract him from picking up the gun again. We have used this plan before and it has worked. Unfortunately, this time it didn't work. When we were approaching I didn't see him pick up the gun but I heard the shot. I believed it was coming towards us and I heard the other officers say they couldn't see the gun so I moved around. I could see the gun in his hand and saw him coming up with the gun. That is when I yelled shot and fired one shot. I didn't fire anymore because I saw his arm go limp. We communicated with the other officers on scene to get the gun out of his hand. We had at least had two medics right there that started giving him first aid. They decided due to the situation that it was better to load him up on a litter and we brought him out to the wood line. Our medics continued to work on him until the ambulance we had staged arrived and they took him to Vanderbilt.

TG/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Matthew Paul Grindstaff
RACE: White
SEX: Male

[redacted]

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 15

Author:	Gooch, Tiffany	**Activity Date:**	04/05/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Statement on Use of Force - Matthew Grindstaff		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [redacted]

20TH JUDICIAL DISTRICT

Document Seq: 9, Document Title: DOC-Statement on Use of Force-Matthew Grindstaff.pdf
Preview Document Title: DOC-Statement on Use of Force-Matthew Grindstaff.pdf
Source: \\SD-DC-SFS\Subrosa\MCDA\Matthew Gooch\Metro

TENNESSEE BUREAU OF INVESTIGATION

STATEMENT ON USE OF FORCE

The Tennessee Bureau of Investigation has been requested by the District Attorney General to determine the facts of the use of force incident you were involved in on 05/01/2021 (Date) at approximately 8:30 pm (Time) in the vicinity of

Location/Address

This is not an administrative or disciplinary investigation. You are not being compelled to give any statement or answer any questions. Your cooperation is voluntary.

Signature of Interviewee

Signature of Special Agent

Witness: John M. C. Brown

Witness:

DATE: 05/04/2021 TIME: 10:03 am

Agent – Retain Original. Send Copy to TBI Case File.

File: _____ Serial: _____

BI-0291 (Rev. 12/18)

SW17

INTERNATIONALLY ACCREDITED SINCE 1994

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 16

Author:	Gooch, Tiffany	**Activity Date:**	05/04/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - M99 Report - Brentwood PD		

(LE-A) MATTHEW PAUL GRINDSTAFF, '
(O-A) JACOB ALEXANDER GRIFFIN, W

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # BPD-18-01558

Report # M99-18-00175

INCIDENT REPORT

INCIDENT

Description of Incident	Commonplace Name
M99 VOLUNTARY COMMITTAL	CROCKETT PARK

Address	Apt	City	State	Zip Code	Beat	District
1500 VOLUNTEER PKWY		Brentwood	TN	37027	S	9

Date Reported	Occurred From	Occurred To
05/27/18 - 0437 - Sun	05/27/18 - 16:37 - Sun	

OFFENSES

Offense
VOLUNTARY COMMITTAL

OFFICERS

Involvement Type	Officer Name	Date
Reporting	BREEDLOVE, ADRIAN [redacted]	01/24/2019 14:56:00

OFFICERS

Involvement Type	Officer Name	Date
Approving	ONEIL, DAVID [redacted]	01/28/2019 17:07:02

OFFICERS

Involvement Type	Officer Name	Date
Reporting	WEAKLEY, ANTHONY [redacted]	05/27/2018 20:06:00

OFFICERS

Involvement Type	Officer Name	Date
Approving	SURRE, NICK [redacted]	05/28/2018 12:57:46

INVOLVED PERSONS

Involvement Type: Complainant

Last Name	First Name	Middle Name	Suffix	Moniker

Date of Birth	Age	Race	Sex	Height	Weight	Hair Color	Eye Color

Main Address	Apartment	City	State	Zip Code

Business Name

Business Address	Suite / Unit	City	State	Zip Code

Home Phone	Cell Phone	Other Phone

License Number	License State	SSN	Email

INVOLVED PERSONS

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # **BPD-18-01558**

Report # **M99-18-00175**

INCIDENT REPORT

Involvement Type: Misc. Associated Names

Last Name	First Name	Middle Name	Suffix	Moniker
MORA FUENTES	ADRIAN	H		

Height Weight

City NASHVILLE

Email

INVOLVED PERSONS

Involvement Type: Victim of Incident

Last Name	First Name	Middle Name	Suffix	Moniker
GRIFFIN	JACOB	ALEXANDER		

Email

Involvement Type: Complainant

Last Name	First Name	Middle Name	Suffix	Moniker
WRIGHT	JOY			

Date of Birth	Age	Race	Sex	Height	Weight	Hair Color	Eye Color

Main Address	Apartment	City	State	Zip Code

Business Name
FEDERAL BUREAU OF INVESTIGATION

Business Address	Suite / Unit	City	State	Zip Code

Home Phone	Cell Phone	Other Phone

License Number	License State	SSN	Email

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # BPD-18-01558

Report # M99-18-00175

INCIDENT REPORT

VEHICLES INVOLVED

Plate Number	Plate State	VIN-Serial Number
[redacted]	TN	[redacted]

Year	Make	Model	Style	Color(s)
2016	KYMCO SCOOTERS & MOTORCYCLES			ORANGE

NARRATIVE

V1- Jacob Griffin

P1- Joy Wright

P2- Adrian Mora Fuentes

On Sunday 05/27/2018 at approximately 4:37 PM I (Officer Weakley) was dispatched to Crockett Park at 1500 Volunteer Parkway in reference to a suicidal subject. The complainant, Federal Bureau of Investigation agent, Joy Wright advised that she had been communicating with Jacob Griffin by phone. V1 had stated to P1 that he was planning on going to an FBI office and would not leave until death by cop. P1 also advised that V1 had called three times, with the last call being made at approximately 4:20 PM on today's date. While speaking to P1, V1 stated that he was currently located at Crockett Park in rentwood. P1 then contacted BPD in order to relay the information for officer safety. Upon arrival at Crockett Park, myself and other units then made contact with V1 at the rear of the park near the tennis courts. While interviewing V1, he stated that he wished to accumulate enough money to go to Switzerland in order to undergo euthanasia. V1 also admitted to contacting the FBI and speaking to an agent, however, denied making any suicidal statements. V1 stated that he mostly ranted about conspiracy theories.

While speaking V1, Sergeant Surre then spoke to Adrian Mora Fuentes who had come to the park to meet with V1. V1 advised that P2 was a close friend with whom he stayed in contact with. P2 advised that V1 had sent him suicidal statements by text on today's date. The texts from V1 stated "suicide please" and "rock, head with great force." Sgt. Surre then confirmed the text messages after V1 agreed to allow him to view the text conversation between V1 and P2.

While speaking to V1, he stated that he had contacted the FBI in order to possibly "expedite the process" referring to purchasing a one-way ticket to Switzerland in order to undergo assisted suicide. He also stated that he had a job interview on Thursday at Sprint in order to start saving money for the process.

Based on the totality of the circumstances it was then determined the best course of action would be to have V1 taken for an evaluation in order to speak to a doctor. V1 was then explained the process to which he agreed to be voluntarily committed to Williamson County Medical Center for an evaluation and transported by police. V1's moped was then secured under the park pavilion and left at the scene. V1 was searched and handcuffed, finger-spaced and double locked, and transported to Williamson County Medical Center. Upon arrival, V1 was then turned over to hospital staff with no issues.

Nothing further to report on this incident at this time.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 17

Author: Gooch, Tiffany **Activity Date:** 05/04/2021

Case Agent: Gooch, Tiffany **Report Date:** 05/13/2021

SAC/ASAC: Craig, Joseph E **Approved By:** Craig, Joseph E

Description: Departmental Report - M99 Report (2) - Brentwood PD

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M,
(O-A) JACOB ALEXANDER GRIFFIN, W/M, D

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # BPD-18-01408

Report # M99-18-00161

INCIDENT REPORT

INCIDENT

Description of Incident	Commonplace Name
SUICIDAL THREATS	

Address	Apt	City	State	Zip Code	Beat	District
[redacted]		BRENTWOOD	TN	37027	E	9

Date Reported	Occurred From	Occurred To
05/15/18 - 1023 - Tue	05/15/18 - 19:38 - Tue	05/15/2018 22:24:00

OFFENSES

Offense
SUICIDAL THREATS

OFFICERS

Involvement Type	Officer Name	Date
Reporting	WILLEY, SCOTT [redacted]	05/15/2018 22:23:00

OFFICERS

Involvement Type	Officer Name	Date
Approving	SURRE, NICK [redacted]	05/16/2018 13:26:01

INVOLVED PERSONS

Involvement Type: Complainant

Last Name	First Name	Middle Name	Suffix	Moniker
GRIFFIN	KAREN	B		

[redacted]

Email

Involvement Type: Suspected Offender

Last Name	First Name	Middle Name	Suffix	Moniker
GRIFFIN	JACOB	ALEXANDER		

[redacted]

T DUPLICATE

ed By: HICKEY, RICHARD

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # **BPD-18-01408**

Report # **M99-18-00161**

INCIDENT REPORT

Business Name

City State Zip Code

Other Phone

Email

NARRATIVE

On May 15, 2018, at approximately 1938 hours, I was dispatched to [redacted] in reference to an unwanted subjected at that residence. While on the way, dispatchers informed me that there was an alert on this residence that stated a Jacob Griffin subject was schizophrenic and had a history of violence. Dispatch informed me that this was the home owner's son and that he had made threats against her and that he was now trying to gain access to the house. Dispatch also informed me that he had a warrant out of Williamson County for failing to appear.

My supervisor advised me and Officer Caleb Andrist (who was on the way as well) to use extreme caution with this individual as he had made suicidal and homicidal remarks on social media, some of which were directed towards police officers. Shortly after this radio transmission, the complainant Ms. Karen Griffin informed dispatch that the subject was leaving the residence on his moped. Officer Andrist arrived on scene at the residence and informed me that the subject was not there. As I was traveling east on Holt Road going toward the residence, I observed a white male matching the description of Mr. Griffin going west on Holt road on a moped. I conducted a U-turn and positioned my vehicle behind the moped. I conducted a traffic stop, and both vehicles came to rest on Holt Hills Drive.

I exited my patrol car and asked the driver of the vehicle what his name was. He identified himself as Jacob Griffin. I then placed him in handcuffs and informed him that he was under arrest. Lt. Jeff Moorehead arrived at my location shortly after this. Once in my patrol car, Mr. Griffin asked me, "do you think they will accept me?" I asked who he was referring to, and he said, "the assisted suicide program in Switzerland." He then went on to explain that he was tormented daily by depression and that he was going to travel to Switzerland to end his life. This discourse continued until we arrived at the hospital. Lt. Moorehead had informed me that an FBI agent had been monitoring Mr. Griffin's Facebook posts, which were threatening and violent in nature. He told me that this agent would meet me at the hospital and that the warrants would be served at a later date.

Once at the hospital the FBI agent informed me that Mr. Griffin had set up a, "go fund me" page in order to raise the money to travel to Switzerland and end his life. He also showed me Mr. Griffin's facebook posts. He had already contacted mobile crisis and a counselor arrived shortly after this. Mr. Griffin told the mobile crisis counselor his plans to kill himself and a 6404 was signed involuntarily committing him to the hospital. I transferred him to the custody of the hospital security.

The warrant will be served on Mr. Griffin once he is transferred to the hospital that will be treating him. No further action was taken.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 18

Author:	Gooch, Tiffany	**Activity Date:**	05/04/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Incident Report (3) Jacob Griffin - Brentwood PD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DC
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB: . . .

20TH JUDICIAL DISTRICT

BRENTWOOD POLICE DEPARTMENT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case # BPD-20-02440

INCIDENT REPORT

INCIDENT

Description of Incident	Commonplace Name
HARASSING THREATS	

Address	Apt	City	State	Zip Code	Beat	District
[redacted]		BRENTWOOD	TN	37027	S	9

Date Reported	Occurred At/From	Occurred To
12/04/20 - 10:18 - Fri	12/02/20 - 01:17 - Wed	12/03/2020 17:00:00

OFFENSES

Offense	Degree
HARASSMENT (NON-VERBAL THREAT)	MISDEMEANOR

PERSONS SUMMARY

Role	Role #	Name (Last Suffix, First Middle)		Race	Sex	DOB	Age
SUSPECT	1	GRIFFIN, JACOB A		W			
VICTIM	1	MORA, FUENTES ADRIAN	H	W	M	[redacted]	

OFFICERS

Involvement Type	Officer Name	Date
Reporting	DALE, MATT [redacted]	12/04/20 - 13:17 - Fri
Approving	DOOLEY, JEFFERY [redacted]	12/06/20 - 12:28 - Sun

VICTIM

Victim #: 1 **Type: PERSON/INDIVIDUAL (NOT A LAW ENFORCEMENT OFFICER)**

Last Name	First Name	Middle Name		Suffix	Moniker
MORA	FUENTES	ADRIAN	H		

[redacted]

Suspect #: 1 **Arrested: NO**

20TH JUDICIAL D ICT

5211 Maryland Way Brentwood, TN 37027
Phone (615) 371-0160 Fax (615) 371-2228

Case #

BPD-20-02440

INCIDENT REPORT

Last Name	First Name	Middle Name	Suffix	Moniker
GRIFFIN	JACOB	A		

RELATED OFFENSE

39-17-308 HARASSMENT (NON-VERBAL THREAT)

JUDICIAL DISTRICT

NARRATIVE

On Friday 12/4/2020 at approximately 1018 hours, I responded for a walk-in at HQ in reference to harassing threats made towards Adrian Mora.

I spoke with the complainant, Adrian Mora, who advised that on Wednesday morning 12/2 he received roughly 40 text messages from an old high school friend, Jacob Griffin. The first text message at 0117 hours stated "I'm gonna break into your house and murder you." The other texts according to Mr. Mora was just gibberish which he did not understand. The complainant did advise that Mr. Griffin is schizophrenic and has helped him in the past. An additional text stated at 0438 hours "Just sitting here terrified in the woods clutching a pistol trying not to take a man's family away from him." Mr. Mora did state at this time, he did not wish to prosecute but is scared to return to his home located in Nashville.

Mr. Mora stated that he called Metro Police to do a welfare check on Jacob at Drive Nashville, Mr. Mora's residence. Mr. Mora had reason to believe that residence when sending the texts. However, the complainant was staying with his girlfriend in our city, at the time of receiving the text messages. Mr. Mora stated that Jacob was recently fired from Good Will (Nolensville location, 2 miles away from Jacob's mother's address). I contacted Good Will and confirmed that he was recently fired but according to the staff he did not make any threats. I spoke with an employer, Leigh, who did advise that Jacob was given 2 days to leave the premises since he was living in a tent near the Good Will building.

I have dealt with Jacob Griffin before, during the time his mother, Karen Griffin, issued a trespass warning and was present when Jacob's father took him to Oklahoma. I drove to the residence of Ms. Griffin in case Jacob returned home. I saw the younger brother, George, outside walking and spoke with him. George was aware of the text messages that were sent to Mr.

INCIDENT REPORT

Mora.

Mr. Mora also stated that on 12/3 he received a total of 5 texts from Jacob. The first text was sent at the same time Mr. Mora quickly entered his home just for a minute at 1348 hours. The text stated "mEAT." Mr. Mora left the residence and called Metro to look for Jacob around the woodline of the residence. Metro was not able to locate Jacob. Mr. Mora explained that he lives with his mother at this location but she is currently in Chicago and is afraid to come home due to the text messages. The complainant also stated that he has not paid for his wi-fi and thought that it was strange when the second text at 1644 hours referenced not having wi-fi, implying that Jacob was near the residence. At 1646 hours, the third text came across stating you owe those men gas money, referring to Metro Police arriving on the scene.

George did confirm that when he last spoke with Jacob, Jacob was in fact behind Mr. Mora's residence. George advised that Jacob will not go to the hospital without a struggle and does possess a firearm.

At this time it is unknown where Jacob is currently residing but George will continue to keep in touch with his brother and let the BPD know his whereabouts. Mr. Mora was advised to file a report with Metro. No further information to add at this time.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION
INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 19

Author: Gooch, Tiffany

Activity Date: 05/07/2021

Case Agent: Gooch, Tiffany

Report Date: 05/13/2021

SAC/ASAC: Craig, Joseph E

Approved By: Craig, Joseph E

Description: Document - 2009 IST Catalog - MNPD

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, I

20TH JUDICIAL DISTRICT

Document Seq: 13 Document Title: DOC-2009 IST Catalog MNPD.pdf
Preview Document Title: DOC-2009 IST Catalog MNPD.pdf
OIS\DOC-2009 IST Catalog MNPD.pdf
TiffanyGooch\Metro

Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2009

Document Seq: 13, Document Title: DOC-2009 IST Catalog-MNPD.pdf
Preview, Document Title: DOC-2009 IST Catalog-MNPD.pdf
OIS\DOC-2009 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO/SUPV. In-Service/5th Day Training Calendar	7
GPO/SUPV. In-Service/5th Day Daily Schedule	11
GPO/SUPV. Training Curriculum	13
5th Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2009.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any In-Service training courses.

It is very important that members schedule their inservice as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an inservice core class and a 5th day firearms course. We cannot exceed 50 persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and Thank You for your cooperation.

Sincerely,

Jason Reinbold

Director of Training

20TH JUDICIAL DISTRICT

In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at 0800 hours and, in the afternoon, at 1300 hours. An employee is required to attend 40 hours of inservice training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled inservice training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the Inservice Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the Inservice Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the Inservice Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the inservice training period and any absence for such shall not be counted towards the 40-hour requirement**.

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of the IST Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the M-IOD Physician Information form provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the Inservice Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of inservice training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of inservice training, shall provide written documentation of such condition to the Inservice Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall

20TH JUDICIAL DISTRICT

Document Seq: 3 Doc Document Title: DOC-2009 IST Catalog-MNPD.pdf
Page: 3 of 5 Doc Path: C:\Users\TiffanyGooch\Metro OIS\DOC-2009 IST Catalog-MNPD.pdf

provide a completed Medical Exemption and Certification Report MNPD Form 153 to the Inservice Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the Inservice Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for inservice training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The Inservice Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the inservice training requirement. Due to the number of mandatory training courses offered, requests for approval of substitution courses must be submitted as soon as practical to the Inservice Training Unit Coordinator and such requests should be submitted prior to attending the course.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the Inservice Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request

20TH JUDICIAL DISTRICT

Document Seq: 3 Document Title: DOC-2009 IST Catalog-MNPD.pdf
OIS\DOC-2009 IST Catalog-MNPD.pdf

ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

Important Scheduling Notes

1. **Employees, who, by March 30, 2009, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 5th Day firearms training is limited to 50 students per date-NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

CPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a Fifth Day In-Service Training Course.

Core In-Service Training-1st Half 2009

Members who select a date here should choose a 5th day from the 2nd half 2009.

Core #	Dates	Days
IST 01	January 26 - 29	Monday - Thursday
IST 02	February 2 - 5	Monday - Thursday
IST 03	February 9 - 12	Monday -Thursday
IST 04	March 9 -12	Monday -Thursday
IST 05	March 16 -19	Monday - Thursday
IST 06	March 23 – 26	Monday -Thursday
IST 07	April 6 – 9	Monday -Thursday
IST 08	April 13 - 16	Monday -Thursday
IST 09	April 20 - 23	Monday -Thursday
IST 10	May 18 - 21	Monday -Thursday
IST 11	June 8 – 11	Monday -Thursday
IST 12	June 15 - 18	Monday -Thursday
IST 13	June 22- 25	Monday -Thursday

20TH JUDICIAL DISTRICT

5th Day Firearms Qualification-1st Half 2009

For those members who select a Core IST date from the 2nd half of 2009.

5th Day	Dates	Days
GP0	January 21	Wednesday
GP0	January 22	Thursday
SUPV	February 18	Wednesday
GPO	February 19	Thursday
GP0	March 31	Tuesday
GP0	April 1	Wednesday
SUPV	April 2	Thursday
SUPV	May 27	Wednesday
GP0	May 28	Thursday
GPO	June 2	Tuesday
GPO	June 3	Wednesday
GPO	June 4	Thursday
SUPV	June 30	Tuesday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2009

Members who select a date here should choose a 5th day from the 1st half of 2009.

Core #	Dates	Days
IST 14	July 6 – 9	Monday - Thursday
IST 15	July 13 – 16	Monday -Thursday
IST 16	July 20 - 23	Monday -Thursday
IST 17	August 3 – 6	Monday -Thursday
IST 18	August 10 – 13	Monday -Thursday
IST 19	September 14 – 17	Monday -Thursday
IST 20	September 28 – October 1	Monday -Thursday
IST 21	October 5 – 8	Monday -Thursday
IST 22	October 12- 15	Monday -Thursday
IST 23	October 19 – 22	Monday -Thursday
IST 24	November 2 - 5	Monday -Thursday
IST 25	November 9 - 12	Monday -Thursday
IST 26	November 16 - 19	Monday - Thursday
IST 27	December 7 - 10	Monday - Thursday

20TH JUDICIAL DISTRICT

5th Day Firearms Qualification-2nd Half 2009

For those members who select a Core IST date from the 1st half of 2009.

5th Day #	Dates	Days
GPO	July 1	Wednesday
GPO	July 28	Tuesday
SUPV	July 29	Wednesday
GPO	July 30	Thursday
GPO	September 1	Tuesday
GPO	September 9	Wednesday
GPO	September 10	Thursday
SUPV	September 22	Tuesday
GPO	September 23	Wednesday
GPO	October 27	Tuesday
SUPV	October 28	Wednesday
GPO	November 24	Tuesday
GPO	December 1	Tuesday
GPO	December 2	Wednesday
GPO	December 3	Thursday

20TH JUDICIAL DISTRICT

Document Seq: 3, Document Title: DOC-2009 IST Catalog-MNPD.pdf, Document Path: C:\Users\TiffanyGooch\Metro OIS\DOC-2009 IST Catalog-MNPD.pdf

GPO & Supervisor

Core In-Service Training Schedule

	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core
0800-0850	Administrative, Child Sex Abuse, SIDS, & Bloodborne Pathogen Update	Inspections	Meth Lab Materials & Homemade Bombs	DNA
0900-0950	Law Update	Health & Fitness		
1000-1050		Ethics	Police Response to Mentally Ill & Disabled	Generations in the Workforce
1100-1150		Police Involved Shootings	***LUNCH***	Elder Abuse
1200-1300	***Lunch***	***Lunch***	*Firearms Training and Qualifications*	***Lunch***
1300-1350	Managing Civil Actions in Threat Incidents	Active Shooter and Room Entry		Preventing Suicide Among L.E. Personnel
1400-1450				TASER Re-cert & Window of Opportunity
1500-1550		EVOC		
1600-1650				TEST

20TH JUDICIAL DISTRICT

GPO & Supervisor

Fifth Day In-Service Training Schedule

	2nd Firearms GPO	2nd Firearms Supervisors
0800-0850	Felony Forfeitures	Leadership Development Initiative
0900-0950	Use of Force Update	
1000-1050	Weapon Transition Skills	
1100-1150	Handcuffing Practicums	
1200-1300	***Lunch***	***Lunch***
1300-1350	Firearms	Use of Force Updates
1400-1450		Firearms
1500-1550		
1600-1650		

20TH JUDICIAL DISTRICT

GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year **2009**.

Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

Child Sexual Abuse
This period of instruction is to provide updated information regarding the investigation of child sexual abuse and the sex offender registry. An emphasis will be placed on understanding the policy, procedures and laws that guide this type of investigation.

Bloodborne Pathogen Update
This period of instruction is to provide officers with updated information regarding bloodborne pathogens and the use of personal protective equipment. An emphasis is placed on officer and citizen safety along with crime scene safety.

Law Update & Review
This block of instruction will provide officers with updated information regarding changes in the law; both statutory and case law. Also covered during this block will be a review of basic legal issues involving standards of proof, and the law of arrests, search and seizure, stop and frisk, use of force, and the recently enacted "Crooks With Guns" legislative package.. An emphasis is placed on the legal and practical aspects of a police-citizen contact, including the legal grounds for the stop, tactics, department policy, and critical thinking skills necessary to properly and legally analyze the officer's actions. Also covered during this block of training are specific areas of law governing domestic violence issue, interactions with the mentally ill or handicapped, operation of emergency vehicles, and civil liability. Specific emphasis will be placed on understanding and application of the legal issues with department policy.

Managing Civil Actions in Threat Incidents
This block of instruction will provide officers with training regarding the appropriate strategy and tactics to deal with civil disturbances and similar situations.

Departmental Inspections
This period of instruction will be dedicated to a review of departmental standards for and an inspection of the officer's uniform, assigned vehicle, police identification and other assigned equipment.

Health & Fitness
During this period of instruction the employees are given a basic knowledge of the importance of nutrition and physical fitness for both their private and professional lives.

20TH JUDICIAL DISTRICT

Ethics
This period of instruction includes information on ethical behavior for law enforcement personnel. It focuses on case studies and lessons learned from officers who have been in difficult situations and have made appropriate ethical decisions.

Police Involved Shootings
This period of instruction includes instruction on police-involved shootings. It will cover information for personnel involved, responding to, and managing / supervising use-of-force incidents.

Room Entry
This block of instruction will reinforce skills officers have previously learned regarding safe and effective ways to enter rooms, conduct searches, and respond to threats encountered during such situations.

Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.

EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

Meth Lab Materials & Homemade Bombs
This period of instruction will educate officers on the best practices to employ when responding to incidents involving meth labs and improvised explosive devices. Special attention will be given to awareness and recognition of such situations and appropriate actions to take as required by policy.

Police Response to Mentally Ill & Disabled
This block expands upon the knowledge base officers have received in recent years regarding dealing with mentally ill persons. Special attention will be given to recognizing behaviors and effective practices to safely and appropriately respond to these populations. An emphasis will be placed on community mental health resources and their roles.

Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

20TH JUDICIAL DISTRICT

DNA
This block of instruction will inform officers of the emerging technology of DNA evidence collection and analysis. Special attention will be given to departmental policy and best practices regarding crime scene protection, new evidence collection issues, and related material.

Generations in the Workforce
This block will inform personnel of the distinct differences among the various generations present in today's workforce. Effective ways to work with and supervise persons from the various groups will be explored.

Elder Abuse
This period of instruction will inform officers of the emerging problem of elder abuse. Special attention will be given to the various types of abuse inflicted upon the elderly population, and effective means to investigate these crimes and assist the victims.

Preventing Suicide among Law Enforcement Personnel
This class will focus on recognizing warning signs of suicide, and effective intervention techniques. Particular attention will be given to resources both within and outside of the department.

TASER Re-Certification & Window of Opportunity
This block of instruction will focus on two issues related to TASER use: a re-certification of current TASER operators and "window of opportunity" training for all personnel. The window of opportunity training involves the actions for officers to take when a TASER has been deployed and other officers present are responsible for safely securing the suspect.

POST Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

GPO & Supervisor 5th Day Curriculum

Felony Forfeitures
This instruction will remind officers of the appropriate steps to follow when processing seizures. An emphasis will be placed on legal and administrative requirements, paperwork and court documents, and related matters.

Use of Force Update
This instruction will provide officers with the departmentally-required annual training on use-of-force. Particular attention will be placed on reviewing departmental policy, covering emerging threats to law enforcement, and associated topics.

Weapon Transition Skills
This period of instruction will cover weapon transitions as incidents change, such as the appropriate response when opponent actions warrant the officer going higher or lower on the force continuum. Emphasis will be placed on transition among the various levels and the weapons authorized under such circumstances.

Handcuffing Practicums
Officers will be updated on various handcuffing techniques and positions, with hands-on searches and two-officer handcuffing being emphasized.

Firearm Training & Qualification-Fifth Day
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Also during this period, department firearms will be inventoried. Each student must attain a 75% score or higher on the qualification courses.

Leadership Development Initiative (Supervisors 5th Day)
This block of instruction will focus on leadership skills development associated with the department's Leadership Development Initiative. Instruction will be provided on managing and supervising in a dynamic profession with a diverse workforce.

20TH JUDICIAL DISTRICT

In-Service Curriculum Summary

		MNPD	POST Requirement
Child Sexual Abuse		**30 Minutes**	**Yes**
Law Update		**3 Hours**	**Yes**
Law Update	2 Hours		
Law of Domestic Violence	1 Hour		
Firearm Training & Qualification		**8 Hours***	**8 Hours**
Core Fifth Day* Fifth Day**	5 Hours 4 Hours 3 Hours		
POST Exam		**1 Hour**	**Yes**
Administrative		15 Minutes	None
Bloodborne Pathogen Update		15 Minutes	None
Managing Civil Actions in Threat Incidents		4 Hours	None
Inspections		1 Hour	None
Health & Fitness		1 Hour	
Police Involved Shootings		1 Hour	None
Ethics		1 Hour	None
Room Entry		2 Hours	None
Meth Lab Materials & Homemade Bombs		2 Hours	None
Police Response to Mentally Ill & Disabled		1 Hour	None
DNA		2 Hours	None
Use of Force Update		2 Hours	None
Generations in The Workforce		1 Hour	None
Elder Abuse		1 Hour	None
Emergency Vehicle Operations		**2 Hours**	**YES**
TASER Recert & Window of Opportunity		2 Hours	None
Preventing Suicide Among LE Personnel		1 Hour	None
Leadership Development Initiative**		4 Hours	None
Weapon Transition Skills		1 Hour	None
Handcuffing Practicum's		1 Hour	None
Felony Forfeitures		1 Hour	None
		40 Hours	**40 Hours**

** GPO Only*
*** Supervisor Only*

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson or Lisa Lawrence at 862-7617.

20TH JUDICIAL DISTRICT

Appendix 1

Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. Body armor is required for all participants during range practice

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.
1. Treat All weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.
2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

Document Seq: 23 Document Title: DOC-2009IST Catalog-MNPD.pdf
OIS\DOC-2009\ST Catalog-MNPD.pdf

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

Document Seq: Preview Document Title: DOC-2009 IST Catalog-MNPD.pdf
OIS\DOC-2009 IST Catalog-MNPD.pdf

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The Range Master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year.
If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 20

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2010 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2010

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TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO/SUPV. In-Service/5th Day Training Calendar	7
GPO/SUPV. In-Service/5th Day Daily Schedule	11
GPO/SUPV. Training Curriculum	13
5th Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2010.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any In-Service training courses.

It is very important that members schedule their inservice as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an inservice core class and a 5th day firearms course. We cannot exceed 50 persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and Thank You for your cooperation.

Sincerely,

Jason Reinbold

Director of Training

20TH JUDICIAL DISTRICT

In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at 0800 hours and, in the afternoon, at 1300 hours. An employee is required to attend 40 hours of inservice training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled inservice training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the Inservice Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the Inservice Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the Inservice Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the inservice training period and any absence for such shall not be counted towards the 40-hour requirement.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of the IST Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the M-IOD Physician Information form provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the Inservice Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of inservice training. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of inservice training, shall provide written documentation of such condition to the Inservice Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption and Certification Report MNPD Form 153 to the Inservice Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training

20TH JUDICIAL DISTRICT

Document Seq: 4 Description: DOC-2010 IST Catalog (1)-MNPD.pdf
OIS\DOC-2010 IST Catalog (1)-MNPD.pdf

requirements reviewed by the Inservice Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for inservice training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The Inservice Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the inservice training requirement. Due to the number of mandatory training courses offered, requests for approval of substitution courses must be submitted as soon as practical to the Inservice Training Unit Coordinator and such requests should be submitted prior to attending the course.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the Inservice Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

20TH JUDICIAL DISTRICT

Important Scheduling Notes

1. **Employees, who, by March 30, 2010, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 5th Day firearms training is limited to 50 students per date-NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

Document Seq: 4 Document Title: DOC-2010 IST Calendars (1) (2) (3) (4) (5) (6) (7) (8) (9) (10) (11) (12) (13) (14) (15) (16) (17) (18) (19) (20) (21) (22) (23) (24) (25) (26) (27) (28) (29) (30) (31) (32) (33) (34) (35) (36) (37) (38) (39) (40)

5th Day Firearms Qualification-1st Half 2010

For those members who select a Core IST date from the 2nd half of 2010.

5th Day	Dates	Days
1	January 5	Tuesday
2	January 6	Wednesday
3	January 7	Thursday
4	January 12	Tuesday
5	January 13	Wednesday
6	January 14	Thursday
7	February 9	Tuesday
8	February 10	Wednesday
9	February 11	Thursday
10	February 17	Wednesday
11	February 18	Thursday
12	February 25	Thursday
13	March 4	Thursday

20TH JUDICIAL DISTRICT

Document Seq: 14 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
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Core In-service Training-2nd Half 2010

Members who select a date here should choose a 5th day from the 1st half of 2010.

Core #	Dates	Days
IST 15	July 12 - 15	Monday - Thursday
IST 16	July 19 – 22	Monday -Thursday
IST 17	July 26 - 29	Monday -Thursday
IST 18	August 2 – 5	Monday -Thursday
IST 19	August 9 – 12	Monday -Thursday
IST 20	August 16 - 19	Monday -Thursday
IST 21	August 23 - 26	Monday -Thursday
IST 22	August 30 – September 2	Monday -Thursday
IST 23	September 13 - 16	Monday -Thursday
IST 24	September 20 - 23	Monday -Thursday
IST 25	September 27 - 30	Monday -Thursday
IST 26	October 4 - 7	Monday -Thursday
IST 27	October 11 - 14	Monday - Thursday
IST 28	October 18 - 21	Monday - Thursday

20TH JUDICIAL DISTRICT

5th Day Firearms Qualification-2nd Half 2010

For those members who select a Core IST date from the 1st half of 2010.

5th Day #	Dates	Days
14	November 2	Tuesday
15	November 3	Wednesday
16	November 4	Thursday
17	November 9	Tuesday
18	November 10	Wednesday
19	November 11	Thursday
20	November 16	Tuesday
21	November 17	Wednesday
22	November 18	Thursday
23	November 30	Tuesday
24	December 1	Wednesday
25	December 2	Thursday
26	December 7	Tuesday
27	December 8	Wednesday

20TH JUDICIAL DISTRICT

Document Seq: 4, Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
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GPO & Supervisor

Core In-Service Training Schedule

	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core
0800-0850	Admin., CSA Bloodborne Pathogen, Fitness Update	Active Shooter	Tactical Treatment of Gunshot Wounds	Sexual Harassment
0900-0950	Law Update			
1000-1050			Firearms	Diversity
1100-1150				
1200-1300	***Lunch***	***Lunch***	**Lunch**	***Lunch***
1300-1350	Employee Involved Critical Incidents	Ethics	Firearms Qualifications	Substance Abuse
1400-1450	OPA Conducting Employee Investigations	Officer Survival Update		
1500-1550	Leadership & Communication Excellence	EVOC		
1600-1650				TEST

20TH JUDICIAL DISTRICT

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GPO & Supervisor

Fifth Day In-Service Training Schedule

	2nd Firearms Qualifications
0800-0850	Use of Force Update
0900-0950	TASER Recertification
1000-1050	
1100-1150	*Lunch*
1200-1300	Firearms / Low Light Refresher and Flashlight Techniques
1300-1350	
1400-1450	
1500-1550	
1600-1650	

20TH JUDICIAL DISTRICT

GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year **2010**.

Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

Bloodborne Pathogen Update
This period of instruction is to provide officers with updated information regarding bloodborne pathogens and the use of personal protective equipment. An emphasis is placed on officer and citizen safety along with crime scene safety.

Child Sexual Abuse
This period of instruction is to provide updated information regarding the investigation of child sexual abuse and the sex offender registry. An emphasis will be placed on understanding the policy, procedures and laws that guide this type of investigation.

Law Update & Review
This block of instruction will provide officers with updated information regarding changes in the law; both statutory and case law. Also covered during this block will be a review of basic legal issues involving standards of proof, and the law of arrests, search and seizure, stop and frisk, use of force, and the recently enacted "Crooks With Guns" legislative package.. An emphasis is placed on the legal and practical aspects of a police-citizen contact, including the legal grounds for the stop, tactics, department policy, and critical thinking skills necessary to properly and legally analyze the officer's actions. Also covered during this block of training are specific areas of law governing domestic violence issue, interactions with the mentally ill or handicapped, operation of emergency vehicles, and civil liability. Specific emphasis will be placed on understanding and application of the legal issues with department policy.

Employee Involved Critical Incidents
This block of instruction will be conducted relative to officer and supervisory responsibilities concerning critical incidents to include employee involved or unusual incidents and related departmental policy.

OPA Conducting Employee Investigations
This block of instruction provides information regarding the different stages and the supervisory responsibilities when conducting employee investigations. It will also cover documentation and the procedures involved in settlement hearings.

20TH JUDICIAL DISTRICT

Document Seq: 14 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
Page 14 of 14 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
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Leadership & Communication Excellence
This purpose of this period of instruction will be to provide leadership training to officers and supervisors. It will cover the differences between Management and Leadership, Leadership Characteristics, and Practices of Exemplary Leadership and Procedural Justice.

Active Shooter
This period of instruction includes instruction on police-involved shootings. It will cover information for personnel involved, responding to, and managing / supervising use-of-force incidents.

Ethics
This period of instruction includes information on ethical behavior for law enforcement personnel. It focuses on case studies and lessons learned from officers who have been in difficult situations and have made appropriate ethical decisions.

Officer Survival Updates
This block of instruction will reinforce skills officers have previously learned regarding safe and effective ways to enter rooms, conduct searches, and respond to threats encountered during such situations.

Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.

EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

Tactical Treatment of Gun Shot Wounds
The purpose of this block of instruction is to familiarize personnel with the basic skills necessary to treat traumatic gunshot injuries prior to the arrival of EMS personnel. Emphasis will be placed on controlling bleeding, addressing sucking chest wounds, and maintaining airways.

Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

20TH JUDICIAL DISTRICT

Document Seq: 14 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
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Sexual Harassment
This block of instruction will provide a review of policy and procedure concerning sexual harassment and discrimination. It will identify issues within the work place that may violate these policies, and the corrective actions that can be taken in order to keep the members of this department in compliance with these policies and procedures. An emphasis is placed on the supervisory role.

Diversity
This block of instruction will provide information to describe the value, importance, and impact of managing diversity and inclusion within today's workplace. It will define workplace diversity and its major components that identify characteristics giving rise to diversity. It will also help employees and supervisors recognize behaviors that are critical for successfully managing diversity in the workplace.

Substance Abuse
This block of instruction will provide a review of policy and procedure concerning substance abuse. It will identify issues within the work place that may violate these policies, and the corrective actions that can be taken in order to keep the members of this department in compliance with these policies and procedures. An emphasis is placed on the supervisory role.

POST Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

GPO & Supervisor 5th Day Curriculum

Use of Force Update

This instruction will provide officers with the departmentally-required annual training on use-of-force. Particular attention will be placed on reviewing departmental policy, covering emerging threats to law enforcement, and associated topics.

TASER Re-Certification

This block of instruction will focus on two issues related to TASER use: a re-certification of current TASER operators and "window of opportunity" training for all personnel.

Firearm Training & Qualification-Fifth Day

This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Also during this period, department firearms will be inventoried. Each student must attain a 75% score or higher on the qualification courses.

20TH JUDICIAL DISTRICT

In-Service Curriculum Summary

		MNPD	POST Requirement
Child Sexual Abuse		**30 Minutes**	**Yes**
Law Update		**3 Hours**	**Yes**
Law Update	2 Hours		
Law of Domestic Violence	1 Hour		
Firearm Training & Qualification		**15 Hours**	**8 Hours**
Core Fifth Day	12 Hours 4 Hours		
POST Exam		**1 Hour**	**Yes**
Administrative		15 Minutes	None
Bloodborne Pathogen Update		15 Minutes	None
Employee Involved Critical Incidents		1 Hour	None
OPA Conducting Employee Invest.		1 Hour	None
Leadership & Communication Excell.		2 Hours	None
Ethics		1 Hour	None
Officer Survival		1 Hour	None
Emergency Vehicle Operations		**2 Hours**	**Yes**
Tactical Treatment of GSW		1 Hour	None
Substance Abuse		3 Hours	None
Sexual Harassment		2.5 Hours	None
Diversity		1.5 Hours	None
Use of Force Updates		**1 Hour**	**Yes**
TASER Recertification		2 Hours	None
		40 Hours	**40 Hours**

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

Appendix 1

Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. Body armor is required for all participants during range practice

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat All weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

Document Seq: 14 Document Title: DOC-2010 1ST Catalog (1)-MNPD.pdf
OIS\DOC-2010 1ST Catalog (1)-MNPD.pdf

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

Document Seq: 24 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
OIS\DOC-2010 IST Catalog (1)-MNPD.pdf

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

Document Seq: 14 Document Title: DOC-2010 IST Catalog (1)-MNPD.pdf
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you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year. If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION
INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 21

Author: Gooch, Tiffany

Activity Date: 05/07/2021

Case Agent: Gooch, Tiffany

Report Date: 05/13/2021

SAC/ASAC: Craig, Joseph E

Approved By: Craig, Joseph E

Description: Document - 2011 IST Catalog - MNPD

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(O-A) JACOB ALEXANDER GRIFFIN, W/M, [

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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2011

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. In-Service / 2nd Qualification Day Training Calendar	7
GPO / SUPV. In-Service / 2nd Qualification Day Daily Schedule	11
GPO / SUPV. Training Curriculum	13
2nd Qualification Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2011.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

It is very important that members schedule their in-service as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an in-service core class and a 2nd qualification firearms course. We cannot exceed 60 persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone scoring below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates. All students must pass the POST test with a 75% score.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Harmon W. Hunsicker

Captain / Director of Training

20TH JUDICIAL DISTRICT

In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at 0800 hours and, in the afternoon, at 1300 hours. An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of the IST Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the M-IOD Physician Information form provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption and Certification Report MNPD

20TH JUDICIAL DISTRICT

Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

20TH JUDICIAL DISTRICT

Document Seq: 15, Document Title: DOC-2011 IST Catalog-MNPD.pdf

Important Scheduling Notes

1. **Employees, who, by March 28, 2011, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 2nd qualification firearms training is limited to 60 students per date - NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2011

Members who select a date here should choose a 2nd qualification day from the 2nd half 2011.

Core #	Dates	Days
IST 01	**March 16 -17	Wednesday - Thursday
IST 02	March 21 - 22	Monday - Tuesday
IST 03	March 23 - 24	Wednesday - Thursday
IST 04	March 30 - 31	Wednesday - Thursday
IST 05	April 4-5	Monday - Tuesday
IST 06	April 6-7	Wednesday - Thursday
IST 07	April 18-19	Monday -Tuesday
IST 08	April 20-21	Wednesday -Thursday
IST 09	May 2-3	Monday - Tuesday
IST 10	May 4-5	Wednesday -Thursday
IST 11	May 16-17	Monday -Tuesday
IST 12	May 18-19	Wednesday -Thursday

Designates SRO

20TH JUDICIAL DISTRICT

Document Seq: 15, Document Title: DOC-2011 IST Catalog-MNPD.pdf

2nd Firearm Qualification Day
1st Half 2011

For those members who select a Core IST date from the 2nd half of 2011.

2nd Firearm Qualification	Dates	Days
1	March 2	Wednesday
2	March 3	Thursday
3	March 9	Wednesday
4	March 10	Thursday
5	**March 15	Tuesday
6	April 26	Tuesday
7	April 27	Wednesday
8	April 28	Thursday
9	May 10	Tuesday
10	May 12	Thursday
11	June 28	Tuesday
12	June 29	Wednesday
13	June 30	Thursday

** Designates SRO**

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2011

Members who select a date here should choose a 2nd qualification day from the 1st half of 2011.

Core #	Dates	Days
IST 13	September 12-13	Monday - Tuesday
IST 14	September 14-15	Wednesday -Thursday
IST 15	September 19-20	Monday -Tuesday
IST 16	September 21-22	Wednesday -Thursday
IST 17	October 10-11	Monday -Tuesday
IST 18	October 12-13	Wednesday -Thursday
IST 19	October 24-25	Monday -Tuesday
IST 20	October 26-27	Wednesday -Thursday
IST 21	November 7-8	Monday -Tuesday
IST 22	November 9-10	Wednesday -Thursday
IST 23	November 14-15	Monday -Tuesday
IST 24	November 16-17	Wednesday -Thursday

20TH JUDICIAL DISTRICT

Document Seq: 15, Document Title: DOC-2011 IST Catalog-MNPD.pdf

2nd Firearm Qualification Day
2nd Half 2011

For those members who select a Core IST date from the 1st half of 2011.

2nd Firearm Qualification	Dates	Days
14	October 18	Tuesday
15	October 20	Thursday
16	November 1	Tuesday
17	November 2	Wednesday
18	November 3	Thursday
19	November 28	Monday
20	November 29	Tuesday
21	November 30	Wednesday
22	December 6	Tuesday
23	December 7	Wednesday
24	December 8	Thursday

20TH JUDICIAL DISTRICT

GPO & Supervisor

Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0800-0850	Administrative / Bloodborne Pathogens & Wellness	Pistol & Shotgun Qualifications	Officer Survival Updates Report Writing SOD Updates Ethics Call Out Guidelines Radio Systems Aviation Protocol Fraud / Identity Theft ICAC (Internet Crimes Against Children) Missing Persons Child Sex Abuse Updates Law Updates Mounted Horse Patrol Response to Resistance (Sovereign Citizen)
0900-0950	Physical Fitness Testing		
1000-1050		EVOC	
1100-1150			
1200-1300	***Lunch***	***Lunch***	
1300-1350	Department Inspections	TASER Recertification	
1400-1450		Tactical Treatment of Gunshot Wounds	
1500-1550	Domestic Violence		
1600-1650	Post Traumatic Stress Disorder	POST Test	

20TH JUDICIAL DISTRICT

GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	2nd Firearm Qualification
0800-0850	Firearm Qualifications
0900-0950	Reality Based Training
1000-1050	
1100-1150	
1200-1300	LUNCH
1300-1350	Firearm Simulator
1400-1450	
1500-1550	Back-up Gun Class
1600-1650	

20TH JUDICIAL DISTRICT

GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2011.

IST11-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST11-02 Bloodborne Pathogen Update
Bloodborne pathogen training is required by OSHA to be taught every year. This class covers the definitions of bloodborne pathogens, universal precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employees and how to properly dispose of sharps. Class participants are reminded about reading the MNPD exposure control plan and where it is located. (General Order 92-9).

IST11-03 Child Sexual Abuse
This period of instruction will cover three main topics: preferred response by the patrol officer, call out criteria for the Sex Crimes detective and preservation of the crime scene and evidence. Patrol officers are the first responders to sexual assaults committed against children and adults. Those officers must locate the victim; determine where and when the crime occurred and whether a crime scene exists. Once the jurisdiction and the time of the offense are determined, it will be apparent whether the call out criteria for a Sex Crimes detective can be met. While responding to sexual assaults, officers must be alert to determine an area of a crime scene and what potential evidence may be recovered. Careful attention and good documentation will result in successful prosecution and eventual conviction of these offenders.

IST11-04 Law Update & Review
In this course of instruction officers will be updated on relevant legal changes and refreshed in important areas of law. Officers will be able to more effectively serve the citizenry because of this greater command of the law with which they work.

IST1-05 First responders guide to child pornography
This is a guide for first responders on how to deal to with a child pornography call

IST11-06 Ethics
"Undoing Entitlement" - There is no such thing as "Business Ethics" and Corrupt Cop Video, Jim Batsel Case -National Institute of Ethics.

IST11-07 Officer Survival Updates
This block of instruction will reinforce skills officers have previously learned regarding safe and effective ways to enter rooms, conduct searches, and respond to threats encountered during such situations.

20TH JUDICIAL DISTRICT

IST11-08 Mounted Patrol
This class will give an overall view of what the Mounted Patrol is and what it can do.

IST11-09 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.

EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

IST11-10 Tactical Treatment of Gun Shot Wounds
The purpose of this block of instruction is to reinforce the basic skills necessary to treat traumatic gunshot injuries prior to the arrival of EMS personnel. Emphasis will be placed on controlling bleeding, addressing sucking chest wounds, and maintaining airways. Practical exercises will be conducted after a period of classroom.

IST11-11 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST11-12 Aviation Protocol
This class will give information about the capabilities of the aviation unit to include callout procedures, weather and special equipment used. The importance of perimeters and how to set one up will also be discussed.

IST11-13 Radio Systems
Review basic operations of the new Portables and Mobiles

IST11-14 Missing Persons
The missing person class will explain the proper procedures to be followed when handling a missing person call. It will include examples of situations that require NCIC entry and the proper procedure for entering persons into NCIC.

IST11-15 MNPD Wellness Quick Tips to keep you Fit
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and tips while dining out.

20TH JUDICIAL DISTRICT

IST11-16 Report Writing
This course is designed to provide the officer a refresher in proper report writing techniques. It will cover proper crime classifications, tailoring reports for certain investigative components, proper fact gathering and other miscellaneous report writing issues."

IST11-17 Call Out Guidelines
This block of instruction will be to discuss the call out criteria for specialized investigative units. We will also discuss appropriate alternatives for contacting personnel in specialized investigations to provide or request information in situations that do not meet the call out criteria.

IST11-18 Response to Resistance (Sovereign Citizen)
This instruction will provide officers with the departmentally-required annual training on use-of-force. Particular attention will be placed on reviewing departmental policy, covering emerging threats to law enforcement, and associated topics.

IST11-19 TASER Re-Certification
This block of instruction will focus on two issues related to TASER use: a re-certification of current TASER operators and classroom instruction related to department policy regarding TASER use, including updates from TASER International and review of previous training material.

IST11-20 Domestic Violence
Update on Domestic Violence issues, laws, etc...

IST11-21 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST 11-26 SOD Updates
Part 1 NIMS
This presentation provides a review and/or update insight into the National Incident Management System. Efficient incident management requires a system for identifying available resources at all jurisdictional levels to enable timely and unimpeded access to resources needed to prepare for, respond to, or recover from an incident. Resource management under the NIMS includes mutual-aid agreements; the use of special Federal, State, local, and tribal teams; and resource mobilization protocols.

Part 2 Hazardous Devices

This video provides guidance to personnel who are responding to any situation involving the use of improvised explosives or incendiary devices, commercial explosives, the threatened use of and recognitions of explosives, both commercial and improvised.

20TH JUDICIAL DISTRICT

GPO & Supervisor 2nd Qualification Day Course Curriculum

IST11-22 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST11-23 (2nd Qualification) - Reality Based Training
This period of instruction involves the use of simulated settings to improve performance and increase the officer's ability to prevail in both low and high risks encounters. Each officer will participate in a reality based training scenario that will test and enhance their response capabilities.

IST11- 24 (2nd Qualification) - Back-up Gun Class
This period of instruction includes a review of departmental policy, hands-on drills including draw stroke and accessing secondary weapons in various carry methods, and live-fire exercises where officers will draw and shoot their secondary weapon of choice on a qualification course. Officers who do not carry a secondary weapon will shoot vault weapons in order to familiarize them with various carry / concealment systems and the weapons themselves.

IST11-25 (2nd Qualification) - Firearms Simulator
This block of instruction will consist of judgmental shooting scenarios in the department's video firearms simulator. These scenarios are interactive and students will have the opportunity to train with a partner and as a solo officer.

20TH JUDICIAL DISTRICT

In-Service Curriculum Summary

Course Number and Title		MNPD	POST Requirement
IST11-03 Child Sexual Abuse		1 Hour	Yes
IST11-04 Law Update		2 Hours	
IST11-20 Domestic Violence		1 Hour	
IST11-07 Firearm Training & Qualification Core IST11 22 thru 25 / Firearms 2nd Qual.	2 Hours 8 Hours	 10 Hours	Yes 8 Hours
IST11-10 POST Exam		1 Hour	Yes
IST11-01 Administrative		15 Minutes	
IST11-03 Wellness		30 Minutes	
IST11-02 Blood borne Pathogen Update		15 Minutes	
IST11- 04 Physical Fitness Testing		3 Hour	
IST11-05 Department Inspections		2 Hour	
IST11-06 Post Traumatic Stress Disorder		1 Hour	
IST11-09 Emergency Vehicle Operations		2 Hours	Yes
IST11-19 TASER Recertification		1Hour	
IST11-08 Tactical Treatment of Gunshot Wounds		2 Hour	
IST11-11 Response to Resistance		1 Hour	
IST11-07 Officer Survival Updates		1 Hour	
IST11-16 Report Writing		1 Hour	
IST11-26 SOD Updates		2 Hours	
IST11-06 Ethics		1 Hour	
IST11-17 Call-outs		1 Hour	
IST11-13 Radio Systems		1 Hour	
IST11-12 Aviation Protocol		1 Hour	
IST11-19 Fraud/Identity Theft		1 Hour	
IST11-05 ICAC		1 Hour	
IST11-14 Missing Persons		1 Hour	
IST11-08 Mounted Horse Patrol		1 Hour	
		40 Hours	

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

Appendix 1

Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year. If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 22

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2012 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2012

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. In-Service / 2nd Qualification Day Training Calendar	7
GPO / SUPV. In-Service / 2nd Qualification Day Daily Schedule	11
GPO / SUPV. Training Curriculum	13
2nd Qualification Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2012.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

It is very important that members schedule their in-service as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an in-service core class and a 2nd qualification firearms course. We cannot exceed 55 persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone scoring below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates. All students must also pass the POST test with a 75% score.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Harmon W. Hunsicker

Captain / Director of Training

20TH JUDICIAL DISTRICT

2012 In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at 0800 hours and, in the afternoon, at 1300 hours. An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement**.

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form(Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a

20TH JUDICIAL DISTRICT

status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

20TH JUDICIAL DISTRICT

Important Scheduling Notes

1. **Employees, who, by March 28, 2012, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 2nd qualification firearms training is limited to 50 students per date - NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

2012 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2012

Members who select a date here shall choose a 2nd qualification day from the 2nd half 2012.

Core #	Dates	Days
IST 01	February 1 - 2	Wednesday - Thursday
IST 02	February 8 - 9	Wednesday - Thursday
IST 03	February 15 - 16	Wednesday - Thursday
IST 04	February 22 - 23	Wednesday - Thursday
IST 05	February 28 - 29	Tuesday - Wednesday
IST 06	March 7 – 8	Wednesday - Thursday
IST 07	March 14 - 15	Wednesday - Thursday
IST 08	April 4 - 5	Wednesday -Thursday
IST 09	April 23 - 24	Monday - Tuesday
IST 10	April 25 - 26	Wednesday -Thursday
IST 11	May 2 - 3	Wednesday - Thursday
IST 12	May 9 - 10	Wednesday -Thursday
IST 13	May 30 – 31	Wednesday - Thursday

20TH JUDICIAL DISTRICT

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2nd Firearm Qualification Day
1st Half 2012

For those members who select a Core IST date from the 2nd half of 2012.

2nd Firearm Qualification	Dates	Days
1	February 6	Monday
2	February 7	Tuesday
3	February 13	Monday
4	February 14	Tuesday
5	February 21	Tuesday
6	March 5	Monday
7	March 6	Tuesday
8	March 12	Monday
9	March 13	Tuesday
10	April 3	Tuesday
11	May 1	Tuesday
12	May 8	Tuesday
13	May 29	Tuesday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2012

Members who select a date here shall choose a 2nd qualification day from the 1st half of 2012.

Core #	Dates	Days
IST 14	September 5 - 6	Wednesday - Thursday
IST 15	September 12 - 13	Wednesday -Thursday
IST 16	September 17 - 18	Monday -Tuesday
IST 17	September 19 - 20	Wednesday -Thursday
IST 18	October 10 - 11	Wednesday - Thursday
IST 19	October 17 - 18	Wednesday -Thursday
IST 20	October 24 - 25	Wednesday - Thursday
IST 21	October 31 – November 1	Wednesday -Thursday
IST 22	November 7-8	Wednesday - Thursday
IST 23	November 14 - 15	Wednesday -Thursday
IST 24	November 19 - 20	Monday -Tuesday
IST 25	November 28 - 29	Wednesday -Thursday

20TH JUDICIAL DISTRICT

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2nd Firearm Qualification Day
2nd Half 2012

For those members who select a Core IST date from the 1st half of 2012.

2nd Firearm Qualification	Dates	Days
14	September 4	Tuesday
15	September 10	Monday
16	September 11	Tuesday
17	October 9	Tuesday
18	October 16	Tuesday
19	October 23	Tuesday
20	October 29	Monday
21	October 30	Tuesday
22	November 5	Monday
23	November 6	Tuesday
24	November 13	Tuesday
25	November 27	Tuesday

20TH JUDICIAL DISTRICT

2012 GPO & Supervisor

Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0800-0850	Administrative / Wellness & Nutrition	Tactics for the Back-Up Officer	FML/WorkBrain/MTL Child Sex Abuse Harassment/Grievance Reporting Investigations Diversity/ Title VI Intro to Crime Lab Law Updates Mental Illness Property Evidence Submissions Pursuit Policy Refresher K9 Policy & Procedures Sovereign Citizens Domestic Violence CPR Refresher Intro to Seizures Response to Resistance DUI Investigations Bloodborne Pathogens Going Beyond Traffic Stop
0900-0950	Physical Fitness Testing		
1000-1050			
1100-1150			
1200-1300	**Lunch**	**Lunch**	
1300-1350	Ethics	Handgun Training & Qualifications	
1400-1450	EVOC		
1500-1550			
1600-1650		POST Test	

20TH JUDICIAL DISTRICT

2012 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	2nd Firearm Qualification
0800-0850	Firearm Qualifications (Handgun, Shotgun, Back-up/Off Duty)
0900-0950	
1000-1050	
1100-1150	Firearms Inspection / Inventory
1200-1300	**LUNCH**
1300-1350	Pharmaceutical Drug Diversion, Drug ID & Meth Labs
1400-1450	
1500-1550	TASER Recertification
1600-1650	Tactical Treatment of Gunshot Wounds

20TH JUDICIAL DISTRICT

2012 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2012.

IST12-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST12-02 MNPD Wellness Quick Tips to keep you Fit
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and tips while dining out.

IST12-03 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the first core IST day.

IST12-04 Ethics
This block covers the book "There is no such thing as Business Ethics".

IST12-05 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.
EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

IST 12-06 Tactics for the Back-up Officer
This class is designed to assist you in making decisions on what force to use when responding as a back-up officer. The class will be split in two parts. Classroom instruction and physical techniques will be practiced in the gym.

IST12-07 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

20TH JUDICIAL DISTRICT

IST12-08 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST12-09 Child Sexual Abuse
This period of instruction will cover three main topics: preferred response by the patrol officer, call out criteria for the Sex Crimes detective and preservation of the crime scene and evidence. Patrol officers are the first responders to sexual assaults committed against children and adults. Those officers must locate the victim; determine where and when the crime occurred and whether a crime scene exists. Once the jurisdiction and the time of the offense are determined, it will be apparent whether the call out criteria for a Sex Crimes detective can be met. While responding to sexual assaults, officers must be alert to determine an area of a crime scene and what potential evidence may be recovered. Careful attention and good documentation will result in successful prosecution and eventual conviction of these offenders.

IST12-10 Law Update & Review
In this course of instruction officers will be updated on relevant legal changes and refreshed in important areas of law. Officers will be able to more effectively serve the citizenry because of this greater command of the law with which they work.

IST12-11 DUI Investigations
This block of instruction will cover some traffic issues and DUI updates.

IST12-12 HR Topics
Some of the HR topics covered to include Employee Grievance Policy, Title VI, Military Leave, Family Medical Leave, Workbrain and Diversity.

IST12-13 Introduction to Crime Lab
This course will give a general description of the MNPD crime laboratory including the timeline, quality assurance and forensic services available through the new laboratory.

IST12-14 Mental Illness (Psychosis)
This educational presentation is to inform law enforcement officers of the signs and symptoms of psychosis and to assist in interacting with these individuals.

IST12-15 Bloodborne Pathogen Update
Bloodborne pathogen training is required by OSHA to be taught every year. This class covers the definitions of bloodborne pathogens, universal precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employees and how to properly dispose of sharps. Class participants are reminded about reading the MNPD exposure control plan and where it is located. (General Order 92-9).

20TH JUDICIAL DISTRICT

IST12-16 Property Evidence Submissions
This block of instruction is to refresh all officers on the proper procedures when submitting evidence.

IST12-17 Pursuit Policy Refresher
This course is designed to improve the officer's knowledge of General Order 07-03 Vehicular Pursuit.

IST12-18 Sovereign Citizen
This block of instruction will cover the sovereign citizen movement.

IST12-19 Domestic Violence
This course is designed to improve an officer's response to handling domestic violence calls for service.

IST 12-20 K9 Policy & Procedures
This course will improve the officer's knowledge of techniques utilized by K9, to include policy and procedures.

IST12-21 CPR Refresher
This course will show the students the changes to CPR guidelines and review how to use an automated external defibrillator.

IST 12-22 Intro to Seizures
This course will assist officers in the preparation of complete and accurate drug seizure paperwork.

IST 12-23 Response to Resistance
This block of instruction will reinforce skills officers have previously learned regarding safe and effective ways to enter rooms, conduct searches, and respond to threats encountered during such situations.

IST 12-29 Going Beyond the Traffic Stop
This course will show the students how to look beyond the traffic stop and locate drugs, guns, etc...The stories are from actual officers who seem to excel at looking beyond the traffic stop.

20TH JUDICIAL DISTRICT

2012 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST12-24 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST12-25 (2nd Qualification) – Firearms Inventory & Inspection
A review of how to properly clean all of your firearms and an inspection of the weapon will be completed to insure the weapon is operational.

IST12- 26 (2nd Qualification) – Pharmaceutical Drug Diversion, Drug ID & Meth Labs
This block of instruction focuses on pharmaceutical drug diversion investigation, detection and prosecution. It also covers the proper procedures to handle clandestine drug laboratories.

IST12-27 TASER Re-Certification
This block of instruction will focus on two issues related to TASER use: a re-certification of current TASER operators and classroom instruction related to department policy regarding TASER use, including updates from TASER International and review of previous training material.

IST12-28 Tactical Treatment of Gun Shot Wounds
The purpose of this block of instruction is to reinforce the basic skills necessary to treat traumatic gunshot injuries prior to the arrival of EMS personnel. Emphasis will be placed on controlling bleeding, addressing sucking chest wounds, and maintaining airways. Practical exercises will be conducted after a period of classroom.

20TH JUDICIAL DISTRICT

2012 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST12-09 Child Sexual Abuse	1 Hour	Yes
IST12-10 Law Update	2 Hours	
IST12-19 Domestic Violence	1 Hour	
IST12-07 Firearm Qualification Core IST12-25 Firearm Inventory/Inspec. IST12-06 Tactics for Back-up Officer IST12-24 Firearms 2nd Qual.	11 Hours	Yes 8 Hours
IST12-08 POST Exam	1 Hour	Yes
IST12-01 Administrative	15 Minutes	
IST12-02 Wellness	45 Minutes	
IST12-15 Blood borne Pathogens	30 Minutes	
IST12-26 Pharmaceutical Drug	2 Hours	
IST12-22 Intro to Seizures	1Hour	
IST12-04 Ethics	1 Hour	
IST12-05 Emergency Vehicle Operations	3 Hours	Yes
IST12-27 TASER Recertification	1Hour	
IST12-28 Tactical Treatment of Gunshot Wounds	1 Hour	
IST12-23 Officer Safety/Use of Force	1 Hour	
IST12-16 Property Evidence Submissions	1 Hour	
IST12-21 CPR Refresher	30 Minutes	
IST12-20 K9 Policy & Procedures	1 Hour	
IST12-17 Pursuit Policy Refresher	1 Hour	
IST12-13 Intro to Crime Lab	1 Hour	
IST12-12 HR Topics	2 Hours	
IST12-18 Sovereign Citizens	1 Hour	
IST12-03Physical Fitness Testing	3 Hours	
IST12-14 Mental Illness (Psychosis)	30 Minutes	Yes
IST12-11 DUI Investigations	1 Hour	
IST12-29 Going Beyond Traffic Stop	30 Minutes	
	40 Hours	

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

Appendix 1

Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year. If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 23

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2013 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [redacted]

20TH JUDICIAL DISTRICT

Document Seq: 17, Document Title: DOC-2013 IST Catalog-MNPD.pdf

Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2013

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. In-Service / 2nd Qualification Day Training Calendar	7
GPO / SUPV. In-Service / 2nd Qualification Day Daily Schedule	11
GPO / SUPV. Training Curriculum	13
2nd Qualification Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2013.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

It is very important that members schedule their in-service as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an in-service core class and a 2nd qualification firearms course. We cannot exceed **52** persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone scoring below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates. All students must also pass the POST test with a 75% score.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Harmon W. Hunsicker

Captain / Director of Training

20TH JUDICIAL DISTRICT

2013 In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours. An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form(Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a

20TH JUDICIAL DISTRICT

status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

20TH JUDICIAL DISTRICT

2013 Important Scheduling Notes

1. **Employees, who, by March 28, 2013, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 2nd qualification firearms training is limited to 52 students per date - NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

2013 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2013

Members who select a date here shall choose a 2nd qualification day from the 2nd half 2013.

Core #	Dates	Days
IST 01	February 5 - 6	Tuesday - Wednesday
IST 02	February 11-12	Monday - Tuesday
IST 03	February 13 - 14	Wednesday - Thursday
IST 04	February 20 - 21	Wednesday - Thursday
IST 05	February 25 - 26	Monday - Tuesday
IST 06	February 27 - 28	Wednesday - Thursday
IST 07	March 6 - 7	Wednesday - Thursday
IST 08	March 18 - 19	Monday - Tuesday
IST 09	March 25 - 26	Monday - Tuesday
IST 10	March 27 - 28	Wednesday - Thursday
IST 11	May 15 - 16	Wednesday - Thursday
IST 12	May 28 - 29	Tuesday - Wednesday
IST 13	May 30 – 31	Thursday - Friday

20TH JUDICIAL DISTRICT

Document Seq: 17, Document Title: DOC-2013 IST Catalog-MNPD.pdf

2nd Firearm Qualification Day
1st Half 2013

For those members who select a Core IST date from the 2nd half of 2013.

2nd Firearm Qualification	Dates	Days
1	January 9	Wednesday
2	January 10	Thursday
3	January 22	Tuesday
4	January 29	Tuesday
5	January 31	Thursday
6	February 7	Thursday
7	February 19	Tuesday
8	March 5	Tuesday
9	March 11	Monday
10	March 12	Tuesday
11	March 20	Wednesday
12	March 21	Thursday
13	May 6	Monday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2013

Members who select a date here shall choose a 2nd qualification day from the 1st half of 2013.

Core #	Dates	Days
IST 14	August 14 - 15	Wednesday - Thursday
IST 15	August 20 - 21	Tuesday - Wednesday
IST 16	August 28 - 29	Wednesday - Thursday
IST 17	September 3 - 4	Tuesday - Wednesday
IST 18	September 11 - 12	Wednesday - Thursday
IST 19	October 1 - 2	Tuesday - Wednesday
IST 20	October 9 - 10	Wednesday - Thursday
IST 21	October 15 - 16	Tuesday - Wednesday
IST 22	October 30 - 31	Wednesday - Thursday
IST 23	November 4 - 5	Monday - Tuesday
IST 24	November 6 - 7	Wednesday - Thursday
IST 25	November 19 - 20	Tuesday - Wednesday
IST 26	November 25 - 26	Monday - Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 17, Document Title: DOC-2013 IST Catalog-MNPD.pdf

2nd Firearm Qualification Day
2nd Half 2013

For those members who select a Core IST date from the 1st half of 2013.

2nd Firearm Qualification	Dates	Days
14	August 13	Tuesday
15	August 22	Thursday
16	August 27	Tuesday
17	September 5	Thursday
18	September 10	Tuesday
19	October 3	Thursday
20	October 8	Tuesday
21	October 14	Monday
22	October 17	Thursday
23	October 23	Wednesday
24	October 28	Monday
25	October 29	Tuesday
26	November 21	Thursday

20TH JUDICIAL DISTRICT

2013 GPO & Supervisor

Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0700-0750	Administrative & Wellness Quick Tips	Department Inspections (Flag Picture & Firearm Inventory)	Child Sex Abuse The Background & Recruitment Unit EVOC 101: Intersections Field Response to White Collar Crimes Ethics 2013 "The Impact of Choices" 2013 Instruction in Law Mental Health Perspectives: Conceptualizing Mental Illness & Psychopharmacology Domestic Violence Safety Updates & Bloodborne Pathogen Training Connecting Cops & Kids Crime Scene Protection Officer Survival Updates
0800-0850	Physical Fitness Testing		
0900-0950			
1000-1050		EVOC Review & Video Refresher	
1100-1200	**Lunch**	**Lunch**	
1200-1250	Firearms Qualifications	Verbal Judo	
1300-1350			
1400-1450		Tactical Trauma Care	
1500-1550		POST Test	

20TH JUDICIAL DISTRICT

2013 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	2nd Firearm Qualification
0700-0750	Firearm Qualifications
0800-0850	
0900-0950	
1000-1050	
1100-1150	LUNCH
1200-1230	Patrol Rifle Familiarization
1230-1300	Handcuffing & Searching
1300-1350	Response to Resistance
1400-1450	TASER Re-Certification
1500-1550	Active Killer Refresher

20TH JUDICIAL DISTRICT

2013 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2013.

IST13-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST13-02 MNPD Wellness Quick Tips
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and tips while dining out.

IST13-03 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the first core IST day.

IST13-04 Ethics 2013 "The Impact of Choices"
This distance learning video covers the impact of the choices that you make.

IST13-05 Emergency Vehicle Operation Course (Classroom & Video)
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.
EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

IST 13-06 Verbal Judo
This block of instruction is designed to assist you in dealing with the public.

IST13-07 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

20TH JUDICIAL DISTRICT

IST13-08 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST13-09 Child Sexual Abuse
This distance learning video will cover three main topics: preferred response by the patrol officer, call out criteria for the Sex Crimes detective and preservation of the crime scene and evidence.

IST13-10 2013 Law Instruction
In this distant learning video of instruction officers will be updated on relevant legal changes and refreshed in important areas of law. Officers will be able to more effectively serve the citizenry because of this greater command of the law with which they work.

IST13-11 Department Inspections
During this block all officers will be inspected to ensure compliance with general order.

IST13-12 HR Field Response to White Collar Crimes
This distance learning video course will provide information relevant to the field officer responding to calls for service involving different types of fraud cases.

IST13-13 Connecting Cops and Kids
This distant learning video course will document ground breaking training that offers solutions for creating harmony between law enforcement and the youth of the community.

IST13-14 Mental Health: (Mental Illness & Psychopharmacology)
This distance learning video course is to help increase the knowledge of mental illness and mental health treatment, and to help improve skills in working with individuals with serious mental illness.

IST13-15 Safety & Bloodborne Pathogen Update
Bloodborne pathogen training is required by OSHA to be taught every year. This class covers the definitions of bloodborne pathogens, universal precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employees and how to properly dispose of sharps. Class participants are reminded about reading the MNPD exposure control plan and where it is located. (General Order 92-9).

IST13-17 Crime Scene Protection
This distant learning video block of instruction will cover what the first responder to a crime scene is expected to do.

20TH JUDICIAL DISTRICT

IST13-18 Domestic Violence Update 2013
This distant learning video course is designed to improve an officer's response to handling domestic violence calls for service.

IST 13-19 Officer Survival Updates
This distant learning video course will be a refresher regarding the "10 Deadly Errors" officers make during the course of their duties.

IST 13-20 Background & Recruitment Unit
This distant learning video will provide information on how to answer and direct inquiries from the public on recruitment opportunities for our Police Department.

IST13-21 Tactical Trauma Care
The purpose of this block of instruction is to reinforce the basic skills necessary to treat traumatic injuries prior to the arrival of EMS personnel. Emphasis will be placed on controlling bleeding, addressing sucking chest wounds, and maintaining airways. Practical exercises will be conducted after a period of classroom.

20TH JUDICIAL DISTRICT

2013 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST13-22 Handcuffing & Searching
This course will show the students the proper way to handcuff and search suspects not only for their safety but others.

IST 13-23 Response to Resistance
This block of instruction will review the force continuum and use of force policy for our department. Emphasis will be placed on how and when de-escalation is appropriate. Officers will get the opportunity to judge if someone is using too much, too little, or the proper amount of force.

IST13-24 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST 13-25 TASER Recertification
This block of instruction will focus on two issues related to TASER use: a recertification of current TASER operators and classroom instruction related to department policy regarding TASER use, including updates from TASER International and review of previous training material.

IST13-26 Active Killer Refresher
The purpose of this block of instruction is to reinforce the basic skills necessary for officers to respond and deploy appropriately to various incidents categorized as "active killer" events. These incidents include, but are not limited to: workplace violence, school or campus violence, and domestic or international terrorism.

IST 13-16 Patrol Rifle Familiarization Training
This training is designed to familiarize all sworn personnel on how to load, unload, clear and fire the AR-15 Patrol Rifle in an emergency. This will allow every officer who has not attended an approved qualification course to get a basic understanding of how to operate the rifle in an emergency.

20TH JUDICIAL DISTRICT

2013 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST13-09 Child Sexual Abuse	1 Hour	Yes
IST13-10 Law Update	2 Hours	
IST13-18 Domestic Violence	1 Hour	
IST13-07 Firearm Qualification Core IST 13-16 Patrol Rifle IST13-24 Firearms 2nd Qual.	8.5 Hours	Yes 8 Hours
IST13-08 POST Exam	1 Hour	Yes
IST13-01 Administrative	15 Minutes	
IST13-02 Wellness Quick Tips	45 Minutes	
IST13-15 Safety & Bloodborne Pathogens Training	1 Hour	
IST13-26 Active Killer Refresher	1 Hour	
IST13-22 Handcuffing & Searching	30 Minutes	
IST13-04 Ethics: The Impact of Choices	2 Hours	
IST13-05 EVOC 101: Intersections	4 Hours	Yes
IST13-23 Response to Resistance	1 Hour	
IST13-21 Tactical Trauma Care	1 Hour	
IST13-20 Background & Recruitment	1 Hour	
IST13-17 Crime Scene Protection	1 Hour	
IST13-13 Connecting Cops & Kids	1 Hour	
IST13-12 Field Response to White Collar Crimes	1 Hour	
IST13-03Physical Fitness Testing	3 Hours	
IST13-14 Mental Illness	1 Hour	Yes
IST13-11 Department Inspections	3 Hours	
IST13-06 Verbal Judo	2 Hours	
IST13-25 TASER Recertification	1 Hour	
IST13-19 Officer Survival Refresher	1 Hour	
	40 Hours	

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

Appendix 1

2013 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year. If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 24

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2014 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, I

20TH JUDICIAL DISTRICT

Document Seq: 18, Document Title: DOC-2014 IST Catalog MNPD.pdf
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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog



20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2014

Document Seq: 18, Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview, Document Title: DOC-2014 IST Catalog-MNPD.pdf
OIS\DOC-2014 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. In-Service / 2nd Qualification Day Training Calendar	7
GPO / SUPV. In-Service / 2nd Qualification Day Daily Schedule	11
GPO / SUPV. Core Training Curriculum	13
2nd Qualification Day Training Curricula: GPO and SUPV.	17
Curriculum Summary	18
NCIC Training	19
Appendix 1: Firearm Safety	20
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2014.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

It is very important that members schedule their in-service as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Work-brain for Court Appearance as required. There are ample dates for all members to attend an in-service core class and a 2nd qualification firearms course. We cannot exceed **52** persons per class-please schedule accordingly.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed on these dates.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Harmon W. Hunsicker

Captain / Director of Training

20TH JUDICIAL DISTRICT

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In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours. An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement**.

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form(Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-

20TH JUDICIAL DISTRICT

Document Seq: 18, Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview Document Title: DOC-2014 IST Catalog-MNPD.pdf
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service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must

20TH JUDICIAL DISTRICT

Document Seq: 78 Document Title: DOC-2014 IST Catalog-MNPD.pdf
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state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

2014 Important Scheduling Notes

1. **Employees, who, by July 31 2014, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for firearms qualification / training is limited to 52 students per date - NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

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GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2014

Members who select a date here shall choose a 2nd qualification day from the 2nd half 2014.

Core #	Dates	Days
IST 01	February 4 - 5	Tuesday - Wednesday
IST 02	February 11-12	Tuesday - Wednesday
IST 03	February 19 - 20	Wednesday - Thursday
IST 04	February 26 - 27	Wednesday - Thursday
IST 05	March 5 - 6	Wednesday - Thursday
IST 06	March 11 - 12	Tuesday - Wednesday
IST 07	March 18 - 19	Tuesday - Wednesday
IST 08	April 16 - 17	Wednesday - Thursday
IST 09	April 30 – May 1	Wednesday - Thursday
IST 10	May 6 - 7	Tuesday - Wednesday
IST 11	May 13 -14	Tuesday - Wednesday
IST 12	May 21 - 22	Wednesday - Thursday
IST 13	May 28 – 29	Wednesday - Thursday

20TH JUDICIAL DISTRICT

Document Seq: 18, Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview, Document Title: DOC-2014 IST Catalog-MNPD.pdf
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2nd Firearm Qualification Day
1st Half 2014

For those members who select a Core IST date from the 2nd half of 2014.

2nd Firearm Qualification	Dates	Days
1	February 6	Thursday
2	February 13	Thursday
3	February 18	Tuesday
4	February 25	Tuesday
5	March 4	Tuesday
6	March 13	Thursday
7	March 20	Thursday
8	April 15	Tuesday
9	April 29	Tuesday
10	May 8	Thursday
11	May 15	Thursday
12	May 20	Tuesday
13	May 27	Tuesday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2014

Members who select a date here shall choose a 2nd qualification day from the 1st half of 2014.

Core #	Dates	Days
IST 14	August 5 - 6	Tuesday - Wednesday
IST 15	August 12 - 13	Tuesday - Wednesday
IST 16	August 20 - 21	Wednesday - Thursday
IST 17	August 27 – 28	Wednesday - Thursday
IST 18	September 2 - 3	Tuesday - Wednesday
IST 19	September 9 – 10	Tuesday - Wednesday
IST 20	September 17 - 18	Wednesday - Thursday
IST 21	October 8 - 9	Wednesday - Thursday
IST 22	October 21 - 22	Tuesday - Wednesday
IST 23	October 28 – 29	Tuesday - Wednesday
IST 24	November 5 - 6	Wednesday - Thursday
IST 25	November 12 - 13	Wednesday - Thursday
IST 26	November 18 - 19	Tuesday - Wednesday

20TH JUDICIAL DISTRICT

Document Seq: 18, Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview, Document Title: DOC-2014 IST Catalog-MNPD.pdf
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2nd Firearm Qualification Day
2nd Half 2014

For those members who select a Core IST date from the 1st half of 2014.

2nd Firearm Qualification	Dates	Days
14	August 7	Thursday
15	August 14	Thursday
16	August 19	Tuesday
17	August 26	Tuesday
18	September 4	Thursday
19	September 11	Thursday
20	September 16	Tuesday
21	October 7	Tuesday
22	October 23	Thursday
23	October 30	Thursday
24	November 4	Tuesday
25	November 11	Tuesday
26	November 20	Thursday

20TH JUDICIAL DISTRICT

Document Seq: 18, Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview, Document Title: DOC-2014 IST Catalog-MNPD.pdf
OIS\DOC-2014 IST Catalog-MNPD.pdf

2014 GPO & Supervisor

Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0700-0750	Administrative & Wellness Quick Tips	EVOC	Case Prep Domestic Violence Community Policing Courtroom Procedure & Testimony 2014 Law Updates Social Media for Law Enforcement OPA Issues Respectful Workplace Diversity Safety & Bloodborne Pathogens Child Sexual Abuse Organized Retail Crime Mental Illness DUI Refresher & Updates Gangs Employee Substance Abuse Response to Resistance
0800-0850	Physical Fitness Testing		
0900-0950		Stinger Deployment / Rat Trap	
1000-1050		Ethics	
1100-1200	**Lunch**	**Lunch**	
1200-1250	Taser Recertification	PASS	
1300-1350	Rifle Familiarization	Substance Abuse Awareness	
1400-1450	*(Weapons Inventory)* Firearms Qualifications	Tactical Trauma Care	
1500-1550		POST Test	

20TH JUDICIAL DISTRICT

2014 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	2nd Firearm Qualification
0700-0750	Low light fire / Room Clearing Tactics
0800-0850	
0900-0950	
1000-1050	
1100-1150	LUNCH
1200-1300 1300-1350	Active Killer Tactics (Gun Range)
1400-1450 1500-1550	Firearms Qualifications

20TH JUDICIAL DISTRICT

2014 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2014.

IST 14-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 14-02 MNPD Wellness Quick Tips
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and healthy eating.

IST 14-03 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the first core IST day.

IST 14-04 Ethics 2014: Emotional Survival / Renewing our Oaths
This block of instruction is *based on the book "Emotional Survival for Law Enforcement." (By* Kevin M. Gilmartin) The oaths we take as law enforcement officers and the importance of upholding those oaths will be discussed as well as the emotional ups and downs of law enforcement.

IST 14-05 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom and the students will complete a practical driving course on the track. An emphasis will be placed on safety and departmental policy.

IST 14-06 Stinger /Rat Trap Update
A short update /practical Stinger deployment training will be included in this year's Core In-service at the conclusion of the hands on driving segment of EVOC.

IST 14-07 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

20TH JUDICIAL DISTRICT

IST 14-08 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST 14-09 Child Sexual Abuse
This distance learning video will cover three main topics: preferred response by the patrol officer, call out criteria for the Sex Crimes detective and preservation of the crime scene and evidence.

IST 14-10 2014 Law Instruction
In this distant learning video of instruction officers will be updated on relevant legal changes and refreshed in important areas of law. Topics include citizens' open carry, terry stops and terry frisks/pat downs, detainment vs. custody, serving arrest warrants, and protective sweeps.

IST 14-11 PASS (Policy Advocacy Support Services)
During this block of instruction personnel from P.A.S.S. will provide officers with information regarding the role of PASS and what services PASS has to offer to officers and their families.

IST 14-12 (HR required) Substance Abuse Awareness
This instructional block is designed to teach supervisors (and employees) how to identify and document substance abuse among employees, and to familiarize them with the controlled substances testing program, provisions of this policy, and related laws.

IST 14-13 Organized Retail Crime
This distant learning video course will provide instruction on: 1) how to identify evidence of Organized Retail Crime, 2) actions to take upon encountering an individual involved in ORC, 3) the patterns of offenders involved in ORC, and 4) the methods of partnering with area retailers in a fashion that is beneficial for both parties.

IST 14-14 Mental Health:
This distance learning video course is to help increase the knowledge of mental illness and mental health treatment, and to help improve skills in working with individuals with serious mental illness. The role of the Mental Health Co-op will be discussed as well as the services provided by MHC. (Mobile Crisis)

IST 14-15 Safety & Bloodborne Pathogen Update
Bloodborne pathogen training is required by OSHA to be taught every year. This class covers the definitions of bloodborne pathogens, universal precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employees and how to properly dispose of sharps. Class participants are reminded about reading the MNPD exposure control plan and where it is located. (MPD Manual 2.50).

20TH JUDICIAL DISTRICT

Document Seq: Preview Document Title: DOC-2014 IST Catalog-MNPD.pdf
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IST 14-16 (HR required) Employee Substance Abuse
This distant learning video block of instruction will cover training on the provisions of the substance abuse policy, information about controlled substances and alcohol use and treatment resources which are available.

IST 14-17 Domestic Violence Update 2014
The purpose of this training is to inform patrol officers of the best practices when dealing with both victims and suspects of domestic abuse. The training will also provide supervisors with a better understanding of the necessary steps when handling domestic violence incidents, so they might be able to support the responding officers in a more useful manner.

IST 14-18 Office of Professional Accountability (OPA)
This distant learning video will provide information on the role of OPA, investigative timelines, important things to know about OPA investigations, how complaints are filed and guidelines for calling out OPA.

IST 14-19 TASER Recertification
This block of instruction will focus on two issues related to TASER use: a recertification of current TASER operators and classroom instruction related to department policy regarding TASER use, including updates from TASER International and review of previous training material.

IST 14-20 Patrol Rifle Familiarization Training
This training is designed to familiarize all sworn personnel on how to load, unload, clear and fire the AR-15 Patrol Rifle in an emergency. This will allow every officer who has not attended an approved qualification course to get a basic understanding of how to operate the rifle in an emergency.

IST 14-21 Tactical Trauma Care
The purpose of this block of instruction is to reinforce the basic skills necessary to treat traumatic injuries prior to the arrival of EMS personnel. Emphasis will be placed on controlling bleeding, addressing sucking chest wounds, and maintaining airways. Practical exercises will be conducted after a period of classroom.

IST 14-22 Community Policing Resources
This Distance Learning video will provide instruction as to the role of the Precinct Community Affairs Coordinator in community policing. It will provide officers with information regarding department resources as well as other available resources Helpful information will also be provided on overcoming obstacles when dealing with the hearing impaired, people using service animals and individuals who may be experiencing diabetic episodes.

IST 14-23 Social Media for Law Enforcement
This Distance Learning video will educate officers of some of the dangers associated with social media and new technological capabilities. Emphasis will be placed on related departmental policies and provisions regarding the use of social media websites.

20TH JUDICIAL DISTRICT

Document Seq: 28 Document Title: DOC-2014-IST Catalog-MNPD.pdf
OIS\DOC-2014-IST Catalog-MNPD.pdf

IST 14-24 Response to Resistance
This Distance Learning video will review the force continuum and use of force policy for our department. Emphasis will be placed on how and when de-escalation is appropriate. Officers will get the opportunity to judge if someone is using too much, too little, or the proper amount of force.

IST 14-25 Creating a Respectful Workplace (HR)
This Distance Learning video will provide police employees with an understanding of local, state and federal guidelines that relate to employment law . Included in the training will be identifying protected groups (Title VII of the Civil Rights Act of 1964), identifying prohibited / discriminatory behaviors in the workplace, and how to report and file a complaint on: harassment, discrimination, retaliation and hostile work environment.

IST 14-26 Gangs
This Distance Learning video will discuss the importance of conducting field interviews in relation to investigating possible gang members and will provide training in completing Field Interview Reports correctly.

IST 14-27 Courtroom Procedure & Testimony
This Distance Learning video will explain courtroom procedures and provide tips for proper courtroom behavior and testimony.

IST 14-28 Case Prep
This Distance Learning video will provide report writing tips to ensure complete and accurate information is documented in the reports and will also advise officers of issues Case Prep and the DA's office have been seeing with report writing and the cases being presented. Emphasis will be placed on the need for thorough documentation of evidence and witness information in order to make stronger cases.

IST 14-29 DUI Refresher
This distant learning video will be a refresher of the call out procedures for the crash investigation unit, a review of D.U.I. arrest procedures including changes in the 2013 N.H.T.S.A. scoring on the Walk & Turn, and a review of the process of obtaining a blood draw or a breath test.

IST 14-30 Diversity
This block of instruction will provide information to describe the value, importance, and impact of managing diversity and inclusion within today's workplace. It will define workplace diversity and its major components that identify characteristics giving rise to diversity. It will also help employees and supervisors recognize behaviors that are critical for successfully managing diversity in the workplace.

20TH JUDICIAL DISTRICT

Document Seq: 18 Document Title: DOC-2014 IST Catalog-MNPD.pdf
Preview Document Title: DOC-2014 IST Catalog-MNPD.pdf
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2014 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 14-31 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST 14-32 (2nd Qualification) Low Light Fire / Room Clearing Tactics
This block of instruction will review room clearing tactics in a low light environment. Officers will participate in practical room clearing scenarios in a low light environment.

IST 14-33 (2nd Qualification) Active Killer Firearm Tactics Refresher
The purpose of this block of instruction is to reinforce the basic skills necessary for officers to respond and deploy appropriately to various incidents categorized as "active killer" events. These incidents include, but are not limited to: workplace violence, school or campus violence, and domestic or international terrorism.

20TH JUDICIAL DISTRICT

2014 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 14-09 Child Sexual Abuse	1 Hour	Yes
IST 14-10 Law Update	1.5 Hours	
IST 14-17 Domestic Violence	1 Hour	
IST 14-07 Firearm Qualification Core IST 14-32 Low light fire /Rm clearing IST 14-20 Patrol Rifle Familiarization IST 14-33 Active Killer Firearms Tactics Refresher IST 14-31 Firearms 2nd Qual.	11 Hours	Yes 8 Hours
IST 14-08 POST Exam	1 Hour	Yes
IST 14-01 Administrative	15 Minutes	
IST 14-02 Wellness Quick Tips	45 Minutes	
IST 14-15 Safety & Bloodborne Pathogens Training	1 Hour	
IST 14-24 Response to Resistance	1 Hour	
IST 14-12 Substance Abuse Awareness	1.5 Hours	
IST 14-04 Ethics:	1 Hour	
IST 14-05 EVOC:	2.75 Hours	Yes
IST 14-06 Stinger / Rat Trap	15 minutes	
IST 14-21 Tactical Trauma Care	45 minutes	
IST 14-28 Case Prep	30 minutes	
IST 14-27 Courtroom Procedure & Testimony	1 Hour	
IST 14-26 Gangs	30 minutes	
IST 14-25 Creating a Respectful Workplace	1 Hour	
IST 14-03 Physical Fitness Testing	3 Hours	
IST 14-14 Mental Illness	1 Hour	Yes
IST 14-23 Social Media for Law Enforcement	1 Hour	
IST 14-22 Community Policing / Resources	1 Hour	
IST 14-25 TASER Recertification	1 Hour	
IST 14-29 DUI Refresher	1 Hour	
IST 14-18 OPA	30 minutes	
IST 14-11 Pass	45 minutes	
IST 14-16 Substance Abuse	1.5 Hours	
IST 14-13 Organized Retail Crime	1 Hour	
IST 14-30 Diversity	30 minutes	
	40 Hours	

20TH JUDICIAL DISTRICT

2014 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Pam Thompson or Karen Brown requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 75 or above to pass. (For recertification)

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass. (For certification)

Basic Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass. (For certification)

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

2014 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

Document Seq: 28 Document Type: 2013IST Catalog MNPD.pdf Tiffany Gooch\Metro OIS\DOC-2014IST Catalog-MNPD.pdf

willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

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6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without

20TH JUDICIAL DISTRICT

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authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year.
If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 25

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2015 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, [illegible]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [illegible]

20TH JUDICIAL DISTRICT

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20TH JUDICIAL DISTRICT

Document Seq: 19, Document Title: DOC-2015 IST Catalog MNPD.pdf
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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2015

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TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. In-Service / 2nd Qualification Day Daily Schedule	12
GPO / SUPV. Core Training Curriculum	14
2nd Qualification Day Training Curricula: GPO and SUPV.	16
Curriculum Summary	17
NCIC Training	18
Appendix 1: Firearm Safety	19
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2015.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

It is very important that members schedule their in-service as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required. There are ample dates for all members to attend an in-service core class and a 2nd qualification firearms course. We cannot exceed **52** persons per class so please schedule accordingly.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed on these dates.

We are making an important change this year, and will be conducting the distance learning portion of training via a new program titled PowerDMS. We will still have all training updates on the PDWEB for now; however, all in-service distance learning videos will now be viewed via the new PowerDMS program. In addition, the ARMS test will also be taken in PowerDMS and no longer through ARMS. We anticipate this new program will be more efficient and easier for members to navigate.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page in addition to PowerDMS.

Also, we will be providing, via the PDWEB and PowerDMS, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Keith Stephens

Captain / Director of Training

20TH JUDICIAL DISTRICT

2015 In-Service Training Rules of Conduct:

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours. An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement**.

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form(Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a

20TH JUDICIAL DISTRICT

documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

20TH JUDICIAL DISTRICT

Document Seq: 19 Document Title: DOC-2015 IST Catalog MNPD.pdf
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6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the new PowerDMS Training Program. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Test to confirm that they have completed watching all distance learning videos. You **cannot attend** IST Core until all videos have been watched completely and the test taken. ***We will no longer be logging into ARMs to take the Test.*** All online In-Service Training will now be housed in the new PowerDMS program.

20TH JUDICIAL DISTRICT

2015 Important Scheduling Notes

1. **Employees, who, by July 31 2015, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for firearms qualification / training is limited to 52 students per date - NO EXCEPTIONS. SIGN UP EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

Document Seq: 19 Document Title: DOC-2015 IST Catalog-MNPD.pdf
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2015 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2015

Members who select a date here shall choose a 2nd qualification day from the 2nd half 2015.

Core #	Dates	Days
IST 01	February 2 – 3	Monday - Tuesday
IST 02	February 4 - 5	Wednesday - Thursday
IST 03	February 9 - 10	Monday - Tuesday
IST 04	February 11 – 12	Wednesday - Thursday
IST 05	February 18 - 19	Wednesday - Thursday
IST 06	February 23 - 24	Monday - Tuesday
IST 07	February 25 – 26	Wednesday - Thursday
IST 08	March 2 - 3	Monday - Tuesday
IST 09	March 4 – 5	Wednesday - Thursday
IST 10	March 9 - 10	Monday - Tuesday
IST 11	March 11 - 12	Wednesday - Thursday
IST 12	March 16 – 17	Monday - Tuesday
IST 13	March 23 – 24	Monday – Tuesday
IST 14	March 25 - 26	Wednesday – Thursday
IST 15	March 30 – 31	Monday - Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 19 Document Title: DOC-2015 IST Catalog-MNPD.pdf
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2nd Firearm Qualification Day
1st Half 2015

For those members who select a Core IST date from the 2nd half of 2015.

2nd Firearm Qualification	Dates	Day
1	February 13	Friday
2	February 17	Tuesday
3	February 20	Friday
4	February 27	Friday
5	March 13	Friday
6	March 18	Wednesday
7	March 19	Thursday
8	March 27	Friday
9	April 1	Wednesday
10	April 2	Thursday
11	April 6	Monday
12	April 7	Tuesday
13	April 8	Wednesday
14	April 9	Thursday
15	April 10	Friday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2015

Members who select a date here shall already have attended a 2nd qualification day from the 1st half 2015.

Core #	Dates	Days
IST 16	July 27 – 28	Monday - Tuesday
IST 17	July 29 – 30	Wednesday - Thursday
IST 18	August 3 – 4	Monday - Tuesday
IST 19	August 5 – 6	Wednesday - Thursday
IST 20	August 10 - 11	Monday – Tuesday
IST 21	August 12 – 13	Wednesday – Thursday
IST 22	August 24 – 25	Monday – Tuesday
IST 23	August 26 -27	Wednesday – Thursday
IST 24	August 31 – Sept 1	Monday – Tuesday
IST 25	September 2 – 3	Wednesday – Thursday
IST 26	September 9 – 10	Wednesday - Thursday
IST 27	September 14 – 15	Monday - Tuesday
IST 28	September 16 -17	Wednesday – Thursday
IST 29	September 28 – 29	Monday – Tuesday
IST 30	TBD	TBD

20TH JUDICIAL DISTRICT

Document Seq: 19, Document Title: DOC-2015 IST Catalog-MNPD.pdf
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2nd Firearm Qualification Day
2nd Half 2015

For those members who already attended Core IST dates from the 1st half of 2015.

2nd Firearm Qualification	Dates	Day
16	July 20	Monday
17	July 23	Thursday
18	July 24	Friday
19	July 31	Friday
20	August 14	Friday
21	August 28	Friday
22	September 8	Tuesday
23	September 11	Friday
24	September 18	Friday
25	September 30	Wednesday
26	October 1	Thursday
27	October 5	Monday
28	October 8	Thursday
29	October 9	Friday
30	TBD	Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 19 Document Title: DOC-2015 IST Catalog-MNPD.pdf
OIS\DOC-2015 IST Catalog-MNPD.pdf

2015 GPO & Supervisor Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0700-0750	Administrative & Wellness Quick Tips	Departmental Inspections & Pictures	2015 Law Updates
0800-0850	Physical Fitness Testing		Animal Cruelty Basic Budgeting Child Sex Abuse
0900-0950		EVOC	Cultural Diversity Epileptic Seizures & Mental/Physical Disabilities
1000-1050			Every Encounter Matters Mental Illness
1100-1200	**Lunch**	**Lunch**	Photography & Crime Scenes
1200-1250	*(Weapons Inventory)* Firearms Qualifications	Alcohol Abuse	Response To Resistance Traffic & Worksite Safety
1300-1350		Ethics	Traffic Direction & Stops
1400-1450		Social Media	Domestic Violence Update Bloodborne Pathogens/Safety Update
1500-1550		POST Test	

20TH JUDICIAL DISTRICT

2015 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	2nd Firearm Qualification
0700-0750	Taser Recertification Off Duty Carry – Blue on Blue Shootings
0800-0850	
0900-0950	
1000-1050	
1100-1150	LUNCH
1200-1300 1300-1350	Firearms Qualification
1400-1450 1500-1550	

20TH JUDICIAL DISTRICT

2015 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2015.

IST 15-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 15-02 MNPD Wellness Quick Tips
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and healthy eating.

IST 15-03 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the first core IST day.

IST 15-04 Ethics 2015
This block of instruction is based on the oaths we take as law enforcement officers, and the importance of upholding those oaths will be discussed as well as the emotional ups and downs of law enforcement.

IST 15-05 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom and the students will complete a practical driving course on the track. An emphasis will be placed on safety and departmental policy.

IST 15-06 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 15-07 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

IST 15-08 Child Sexual Abuse
This distance learning video will cover three main topics: preferred response by the patrol officer, call out criteria for the Sex Crimes detective and preservation of the crime scene and evidence.

IST 15-09 2015 Law Instruction
In this distant learning video of instruction officers will be updated on relevant legal changes and refreshed in important areas of law. Topics include citizens' open carry, terry stops and terry frisks/pat downs, detainment vs. custody, serving arrest warrants, and protective sweeps.

IST 15-10 Departmental Inspections & Pictures
During this block all officers will be inspected to ensure compliance with policy.

IST 15-11 Animal Cruelty
This distance learning video course will provide instruction on identifying signs of animal cruelty, responding to it ethically, and recognizing it as an indicator of other criminal behavior.

IST 15-12 Basic Budgeting
This distance learning video course is to help increase the knowledge of budgeting and include resources for how to create a budget.

IST 15-13 Safety & Bloodborne Pathogen Update
Bloodborne pathogen training is required by OSHA to be taught every year. This class covers the definitions of bloodborne pathogens, universal precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employees and how to properly dispose of sharps. Class participants are reminded about reading the MNPD exposure control plan and where it is located. (MPD Manual 2.50).

IST 15-14 Employee Substance/Alcohol Abuse
This block of instruction will cover training on the provisions of the substance abuse policy, information about controlled substances and alcohol use and treatment resources which are available.

IST 15-15 Epileptic Seizures & Mental/Physical Disabilities
The purpose of this training is to inform patrol officers of the best practices when encountering citizens with epilepsy or other mental / physical disabilities. Officers will be able to recognize signs of epilepsy and render basic first aid.

IST 15-16 Cultural Diversity
This distance learning video will provide information on the role of diversity in the workplace. Officers will learn related terminology and increase self-awareness in order to avoid negative stereotypes and increase community and workplace relations.

20TH JUDICIAL DISTRICT

IST 15-17 Social Media for Law Enforcement
This training will educate officers of some of the dangers associated with social media and new technological capabilities. Emphasis will be placed on related departmental policies and provisions regarding the use of social media websites.

IST 15-18 Response to Resistance
This Distance Learning video will review the force continuum and use of force policy for our department. Emphasis will be placed on how and when de-escalation is appropriate. Officers will get the opportunity to judge if someone is using too much, too little, or the proper amount of force.

IST 15-19 Every Encounter Matters
This Distance Learning video will provide police employees with an understanding how every encounter matters when dealing with the public and how each encounter can foster community relations and further community policing.

IST 15-20 Mental Illness
This Distance Learning video will discuss the importance of recognizing various forms of psychosis such as delusions, hallucinations, and disorganized speech and properly dealing with citizens who suffer from them.

IST 15-21 Photography & Crime Scenes
This Distance Learning video will explain the importance of pictures as evidence and provide instruction of proper terminology and proper methods of taking pictures to document incidents and crime scenes.

IST 15-22 Traffic Direction & Stops
This Distance Learning video will provide training on safely directing traffic & conducting traffic stops more tactically.

IST 15-23 Traffic & Worksite Safety
This distance learning video will be a refresher of the call out procedures for worksites involving closed access highways, workzone safety, & coordinating efforts with TDOT, SEU, and patrol.

IST 15-24 Cultural Diversity
This block of instruction will provide information to describe the value, importance, and impact of managing diversity and inclusion within today's workplace. It will define workplace diversity and its major components that identify characteristics giving rise to diversity. It will also help employees and supervisors recognize behaviors that are critical for successfully managing diversity in the workplace.

IST 15-25 Domestic Violence Update

This distance learning video will be a refresher on how to properly document domestic reports, document evidence collected, and an overview of the policy.

20TH JUDICIAL DISTRICT

Document Seq: 19 Document Title: DOC-2015 IST Catalog-MNPD.pdf
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2015 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 15-26 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

IST 15-27 (2nd Qualification) TASER Recertification
This block of instruction will focus on two issues related to TASER use: a recertification of current TASER operators and classroom instruction related to department policy regarding TASER use, including updates from TASER International and review of previous training material.

IST 15-28 (2nd Qualification) Off Duty Carry – Blue on Blue Shootings
This block of instruction will cover a range of issues involving officers responding to incidents while in plain clothes / civilian attire. An inventory and inspection of all Metro owned "C" guns will take place. Officers will be afforded the opportunity to qualify with one backup or "C gun.

20TH JUDICIAL DISTRICT

2015 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 15-08 Child Sexual Abuse	1 Hour	Yes
IST 15-09 Law Update	2 Hours	
IST 15-06 Firearm Qualification Core IST 15-27 Taser Recertification IST 15-28 Off Duty Carry – Blue on Blue Shootings IST 15-26 Firearms 2nd Qual.	12 Hours	Yes 8 Hours
IST 15-07 POST Exam	1 Hour	Yes
IST 15-01 Administrative	15 Minutes	
IST 15-02 Wellness Quick Tips	45 Minutes	
IST 15-13 Safety & Bloodborne Pathogens Training	1 Hour	
IST 15-18 Response to Resistance	1 Hour	
IST 15-04 Ethics:	1 Hour	
IST 15-05 EVOC:	2 Hours	Yes
IST 15-12 Basic Budgeting	1 Hour	
IST 15-15 Epileptic Seizures & Mental/Physical Disabilities	1 Hour	
IST 15-19 Every Encounter Matters	1 Hour	
IST 15-21 Photography & Crime Scenes	2 Hours	
IST 15-23 Traffic & Worksite Safety	1 Hour	
IST 15-22 Traffic Direction & Stops	1 Hour	
IST 15-03 Physical Fitness Testing	3 Hours	
IST 15-20 Mental Illness	1 Hour	Yes
IST 15-17 Social Media for Law Enforcement	1 Hour	
IST 15-10 Departmental Inspections & Pictures	2 Hours	
IST 15-14 Alcohol Abuse	1 Hour	
IST 15-11 Animal Cruelty	1 Hour	
IST 15-24 Cultural Diversity	1 Hour	
IST 15-25 Domestic Violence Update	1 Hour	
	40 Hours	

20TH JUDICIAL DISTRICT

2015 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Pam Thompson or Karen Brown requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 75 or above to pass. (For recertification)

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass. (For certification)

Basic Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass. (For certification)

Any questions concerning NCIC please contact Pam Thompson at 862-8809.

20TH JUDICIAL DISTRICT

2015 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

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willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues, bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

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6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without

20TH JUDICIAL DISTRICT

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authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year.
If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

APPENDIX 2

2015 Driving Track Rules

1. Maintenance checks of the oil, coolant, transmission fluid, and tire pressure must be conducted prior to each day's training session.

2. No sitting on the track, you must be standing and alert when moving about the track, shagging cones, etc.

3. Use caution and "LOOK" when moving to set up cones

4. If cone is caught under a vehicle, the vehicle must be stopped, in park and turned off before the cone is retrieved.

5. Vehicle changes should be quick and efficient to minimize down time. Be ready "on deck" when it is your turn to drive.

6. Practice the exercises in the manner in which instructed regarding hand position, mirror use, and foot position etc.

7. Take care of equipment – no movement of the gear selector lever when in motion etc.

8. Report any break downs, collisions and hazards etc. immediately.

9. Report any injuries immediately.

10. No AC use – windows must be all the way down or all the way up.

11. Doors must be locked when in motion and seatbelts must be worn properly.

12. Hands, arms, and head etc. must be in the vehicle and not hanging out the windows.

13. Dress for the weather and stay hydrated.

14. Enjoy yourself and learn something while maintaining a positive attitude and being professional.

20TH JUDICIAL DISTRICT

Appendix 3

2015 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed <u>and</u> encouraged to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink on quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only be eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

20TH JUDICIAL DISTRICT

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First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure

20TH JUDICIAL DISTRICT

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OIS\DOC-2015 IST Catalog-MNPD.pdf

- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

Appendix 4

Defensive Tactics Safety Rules

In-Service DT Safety Rules

1. Always notify the instructor of pre-existing injuries
2. It is important to properly stretch arms and legs. Special attention should be paid to the wrists, ankles, and neck.
3. As with any DT tactic, an athletic posture is required, make sure that the knees are properly bent so as to avoid back injuries.
4. Techniques should typically not be performed 100% unless specifically noted by the instructor. This allows the student to learn proper technique and to avoid unintentional injuries.
5. Do not lay the palm of the hand on the ground, only the knuckles of a closed fist. In the event that the student is to roll to their side, it will avoid a possible broken wrist.
6. Horse play is NEVER allowed.
7. Make sure to stay properly hydrated
8. Make sure to stretch on breaks
9. All students are safety instructors. If any hazards are recognized, please report immediately to the instructor
10. Always report any injuries acquired as a result of training.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041
	IR # : 26

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2016 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [illegible]

20TH JUDICIAL DISTRICT

Document Seq: 20, Document Title: DOC-2016 IST Catalog-MNPD.pdf

Metropolitan Police Department
Nashville, Tennessee

In-Service Training Catalog



20TH JUDICIAL DISTRICT

Police Training Academy
2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2016

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. Core In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. Core In-Service / 2nd Qualification Day Daily Schedule	12
GPO / SUPV. Core Training Curriculum	14
2nd Qualification Day Training Curricula: GPO and SUPV.	18
Curriculum Summary	19
NCIC Training	20
Appendix 1: Firearm Safety	21
Appendix 2: Driving Track Rules	25
Appendix 3: Extreme Weather Precautions	26
Appendix 4: Defensive Tactics Safety Rules	30

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2016.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required. Please note, 2nd qualification will be conducted from 1230-2130 hours for low-light training on the range.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed. There will be no warm-up or practice before qualification.

We are continuing to move forward with our use of PowerDMS to conduct the distance learning portion of training. We will *no longer* have training updates on the PDWEB. All in-service distance learning videos will now be viewed via the new PowerDMS program. In addition, the ARMS test will also be taken in PowerDMS. We now have reviews or quizzes periodically during the videos. This has been designed to help you retain the knowledge of what you learned and optimize your training.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be on PowerDMS but will still be available on PDWeb.

Also, we will be providing, via PowerDMS (and PDWEB,) departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us. We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Keith Stephens

Captain / Director of Training

20TH JUDICIAL DISTRICT

2016 In-Service Training Rules of Conduct:

1. **Attendance:** For Core, attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours. For 2nd Qualifications, attendance will be taken at 1230 hours at the Range Tower and again at 2130.

   An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement. If an employee is late, the will be sent back to their respective work stations.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form(Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service

20TH JUDICIAL DISTRICT

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training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, tank tops, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the in-service training requirement. Due to the number of mandatory training courses offered.

20TH JUDICIAL DISTRICT

6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the PowerDMS Training Program. ***It is the responsibility of the Precinct/Division/Bureau to manage their respective slots. If someone wants to change IST dates, it is up to the Precinct/Division/Bureau to swap their personnel***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Test to confirm that they have completed watching all distance learning videos. It is acceptable to attend IST Core before the completion of the Distance Learning Videos and tests. All employees MUST, however, attend IST Core before the completion of the Online Classroom Instruction. Personnel MUST complete their videos before **August 1st, 2016.**

   Online Classroom Review and test **MUST** be completed within 14 days of completing IST Core. ***We will no longer be logging into ARMs to take the Test.*** All online In-Service Training will now be housed on the PowerDMS program.

20TH JUDICIAL DISTRICT

2016 Important Scheduling Notes

1. **Employees, who, by July 31, 2016, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**
2. **In order to maintain safety limits, enrollment for firearms qualification / training is limited to 50 students per date.**
3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

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2016 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2016

Core #	Dates	Days of Week
IST 01	February 16th & 17th	Tuesday-Wednesday
IST 02	February 18th & 19th	Thursday-Friday
IST 03	February 23rd & 24th	Tuesday-Wednesday
IST 04	February 25th & 26th	Thursday-Friday
IST 05	March 1st & 2nd	Tuesday-Wednesday
IST 06	March 3rd & 4th	Thursday-Friday
IST 07	March 10th & 11th	Thursday-Friday
IST 08	March 17th & 18th	Thursday-Friday
IST 09	March 24th & 25th	Thursday-Friday
IST 10	March 29th & 30th	Tuesday-Wednesday
IST 11	March 31st & April 1st	Thursday-Friday
IST 12	May 3rd & 4th	Tuesday-Wednesday
IST 13	May 10th & 11th	Tuesday-Wednesday
IST 14	May 12th & 13th	Thursday-Friday
IST 15	May 17th & 18th	Tuesday-Wednesday
IST 16	May 19th & 20th	Thursday-Friday

20TH JUDICIAL DISTRICT

Document Seq: 20, Document Title: DEC-2016 1st Catalog-MM-DD.pdf

2nd Firearm Qualification Day
1st Half 2016
Please note hours will be 1230 - 2130

2nd Firearm Qualification	Date	Day of Week
1	February 1st	Monday
2	February 2nd	Tuesday
3	February 3rd	Wednesday
4	February 4th	Thursday
5	February 8th	Monday
6	February 9th	Tuesday
7	February 10th	Wednesday
8	February 11th	Thursday
9	February 22nd	Monday
10	February 29th	Monday
11	March 7th	Monday
12	March 8th	Tuesday
13	March 14th	Monday
14	March 15th	Tuesday
15	March 21st	Monday
16	March 22nd	Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 20, Document Title: DOC-2016 IST Catalog-MN2D.pdf

Core In-service Training 2nd Half 2016

Core #	Dates	Days of Week
IST 17	August 9th & 10th	Tuesday-Wednesday
IST 18	August 11th & 12th	Thursday-Friday
IST 19	August 16th & 17th	Tuesday-Wednesday
IST 20	August 18th & 19th	Thursday-Friday
IST 21	August 23rd & 24th	Tuesday-Wednesday
IST 22	August 25th & 26th	Thursday-Friday
IST 23	September 6th & 7th	Tuesday-Wednesday
IST 24	September 8th & 9th	Thursday-Friday
IST 25	September 13th & 14th	Tuesday-Wednesday
IST 26	September 15th & 16th	Thursday-Friday
IST 27	October 4th & 5th	Tuesday-Wednesday
IST 28	October 6th & 7th	Thursday-Friday
IST 29	November 8th & 9th	Tuesday-Wednesday
IST 30	November 17th & 18th	Thursday-Friday

20TH JUDICIAL DISTRICT

2nd Firearm Qualification Day
2nd Half 2016
Please note hours will be 1230 - 2130

2nd Firearm Qualification	Date	Day of Week
17	September 12th	Monday
18	September 19th	Monday
19	September 20th	Tuesday
20	September 21st	Wednesday
21	September 22nd	Thursday
22	September 26th	Monday
23	September 27th	Tuesday
24	September 28th	Wednesday
25	September 29th	Thursday
26	October 3rd	Monday
27	November 7th	Monday
28	November 14th	Monday
29	November 15th	Tuesday
30	November 21st	Monday

20TH JUDICIAL DISTRICT

Core In-Service Training Schedule

	Day 1	Day 2	Video Classes
0700-0750	Administrative & Wellness Quick Tips	Below 100	Animal Control
0800-0850	Physical Fitness Testing		Child Sex Crimes
0900-0950	EVOC / Stinger Deployment		CPR & Basic First Aid Refresher
1000-1050			Civil rights Movement in Nashville
1100-1200	**Lunch**	**Lunch**	Diversity
1200-1250	*(Weapons Inventory)* Firearms Qualifications	Law Update	Emergency Assistance to K-9 Handlers
1300-1350			Establishing a Tactical Perimeter
1400-1450		Ethics	Fraud / Personal Theft Crimes
1500-1550		POST Test	Nobility of Policing
			Mental Illness
			M.O.A.B.
			Mounted Patrol & Crowd Control
			P.A.S.S. / Peer Support
			Response To Resistance
			Domestic Violence Update
			Bloodborne Pathogens/Safety Update

20TH JUDICIAL DISTRICT

2016 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

Time	**2nd Firearm Qualification**
1230-1330	Firearms Qualification **(Be at Tower at 1230 Hours)**
1330-1730	Defensive Tactics
1730-1830	**Lunch**
1830-2130	Low Light Shooting

20TH JUDICIAL DISTRICT

2016 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2016.

IST 16-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 16-02 MNPD Wellness Quick Tips
The fitness component will discuss fitness planning for staying fit on duty. The nutrition component will include strategies for weight management and healthy eating.

IST 16-03 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the first core IST day.

IST 16-04 Ethics 2016
This block of instruction is based on the Law Enforcement Code of Ethics. The goals are to enhance critical thinking, decision making, and treating people fairly through analysis of accountability and building public trust.

IST 16-05 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics (such as deployment of Stinger Spike Strips.) EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom. An emphasis will be placed on safety and departmental policy.

IST 16-06 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

20TH JUDICIAL DISTRICT

Document Seq. 20. Document Title: DOC-2016 IST Catalog-MNPD.pdf

IST 16-07 2016 Law Update
In this block of instruction officers will be updated on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 16-08 Below 100
Below 100 is a course aimed at reducing line-of-duty deaths and injuries among officers. This classroom instruction will cover the 5 basic principles of Below 100: Wear your belt, Wear your vest, Watch your speed, W.I.N. (What's Important Now?), and Remember: Complacency Kills. These principles should increase officer safety and awareness and will also supplement department policies by reminding officers that some policies are in place for their protection.

IST 16-09 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST 16-10 Child Sexual Abuse
This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs, who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

IST 16-11 CPR & Basic First Aid Refresher Course
This distance learning video will cover how to conduct hands only CPR/AED. It will also cover the rate of chest compressions and compression to breath ratio.

IST 16-13 Safety & Bloodborne Pathogen Update
Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employee, how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

20TH JUDICIAL DISTRICT

Document Seq. 20, Document Title: DOC-2016 IST Catalog-MNPD.pdf

IST 16-14 Establishing a Tactical Perimeter
This distance learning video will provide sworn officers lessons on best practices for securing the outer and inner perimeter involving tactical responses. Patrol officers will know and are able to apply the priority of a major incident involving a perimeter. Officers will learn how to identify sides of structures, understand the difference in concealment and cover, understand the standards of maintaining a proper outer perimeter, understand various MNPD Manual Policies with regards to perimeters. The outline of the distance learning video will include types of perimeters, 6 priorities of responses, types of spaces and structures, special threats, K9 responses and HDU responses.

IST 16-15 Fraud / Personal Theft Crimes
This distance learning video will provide information on EMV Credit Cards and how to report credit card fraud. In addition officers will be updated on collecting skimming devices and advising citizens about how to alert credit bureaus of identity theft.

IST 16-16 Diversity
This distance learning video will provide information on the role of diversity in the workplace. Topics include: staying in compliance with Title VI / VII guidelines (Civil Rights Act), identifying and explaining the 7 protected classes, and recognizing personal biases to avoid stereotyping. Officers will learn related terminology and increase self-awareness to increase community and workplace relations.

IST 16-18 Response to Resistance
This Distance Learning video will cover Counter Ambush Assault Tactics, Professional Conduct in Adversarial Situations, the Shoulder Pin Takedown, and CEW User Updates. Emphasis will be placed on understanding what an ambush is, counter ambush assault tactics, recognizing how to remain professional during adversarial situations, having familiarity with law concerning being filmed, identifying when the TN Disorderly Conduct statute applies in adversarial situations, how and when to correctly perform the shoulder pin takedown, concerns associated with the shoulder pin takedown, understanding how the 4th Amendment applies to CEW use, understanding CEW force and risk factors, knowledge of topics of CEW liability, CEW preferred target zones, and understanding how to cuff under power utilizing the 5 second window of opportunity.

IST 16-19 M.O.A.B.
This distance learning video will cover Management Of Aggressive Behavior. MOAB® training presents principles, techniques, and skills for recognizing, reducing, and **managing violent and aggressive behavior**. The program also provides humane and compassionate methods of dealing with aggressive people both in and out of the **workplace**.

IST 16-20 Mental Illness – James M Randolph w/ MHC
This Distance Learning video will discuss the importance of recognizing various forms of psychosis such as delusions, hallucinations, and disorganized speech and properly dealing with citizens who suffer from them.

20TH JUDICIAL DISTRICT

Document Seq: 20 Document Title: DOC-2018 IST Catalog-MNPD.pdf

IST 16-21 Mounted Patrol & Crowd Control
This video will educate the viewer about the Mounted Patrol. It will discuss the duties of the Mounted Patrol, and how to properly interact with the Mounted Patrol when working with them in the field.

IST 16-22 P.A.S.S. & Peer Support
This distance learning video will cover Metro Nashville Police Department's Police Advocacy Support Services (PASS) and the Peer Support Program (PSP). Participants will be able to identify the specific services offered by PASS and PSP, who is eligible for services and ways to access these services. They will also increase their awareness of issues of confidentiality within PASS and PSP.

IST 16-23 Animal Control
This distance learning video will assist officers in understanding the role of Metro Animal Care & Control (MACC.) The video touches on the importance of public perception of law enforcement responses to animal welfare. In addition, this training will enhance communication between the MACC & MNPD, inform officers of the limitations of the MACC, and provide officers with some specific scenarios and examples.

IST 16-24 Domestic Violence Update
This distance learning video will be a refresher on how to properly document domestic reports, document evidence collected, and an overview of the policy.

IST 16-25 Nobility In Policing
This distance learning video will reinforce the reason why officers chose this profession and the values needed to be exhibited by every officer.

IST 16-26 Civil Rights
This distance learning video will provide all personal a brief history of the Civil Rights Movement in Nashville in the late 1950's and early 1960's as it pertained to the desegregation of school and lunch counters.

20TH JUDICIAL DISTRICT

2016 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 16-25 (2nd Qualification) - Firearms Training & Qualifications

This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, **shooting at moving targets, shooting with your gas mask and low-light shooting**; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 16-26 Defensive Tactics / Arrest Tactics

This period of hands-on instruction includes grappling, hand and foot strikes, baton use, Taser deployment, handcuffing & searching, and multiple officer arrest tactics. Students should be prepared to participate in physical hands-on Defensive Tactics training. This block of instruction will cover escalation and de-escalation tactics, as well as Taser deployment and arrest tactics. Students should come equipped with their utility belt to include: weapon holster, baton & holster, handcuffs and case, chemical spray holster, and Taser holster. The recommended clothing for this course is BDU/Utility or PT pants and a long sleeve shirt.

20TH JUDICIAL DISTRICT

2016 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 16-01 Administrative	15 Minutes	
IST 16-02 Wellness Quick Tips	45 Minutes	
IST 16-03 Physical Fitness Testing	2 Hours	
IST 16-04 Ethics:	1 Hour	
IST 16-05 EVOC:	2 Hours	Yes
IST 16-06 Firearm Qualification Core IST 16-25 Firearms 2nd Qual.	4 Hours 4 Hours	Yes 8 Hours (total)
IST 16-07 Law Update	2 Hours	
IST 16-08 Below 100	4 Hour	
IST 16-09 POST Exam	1 Hour	Yes
IST 16-10 Child Sexual Crimes	1 Hour	Yes
IST 16-11 CPR & Basic First Aid	1 Hour	
IST 16-13 Safety & Blood borne Pathogens Training	1 Hour	
IST 16-14 Establishing a Tactical Perimeter	1 Hour	
IST 16-15 Fraud / Personal Theft Crimes	1 Hour	
IST 16-16 Cultural Diversity	1 Hour	
IST 16-18 Response to Resistance	1 Hour	
IST 16-19 M.O.A.B.	1 Hour	
IST 16-20 Mental Illness	1 Hour	Yes
IST 16-21 Mounted Patrol & Crowd Control	1 Hour	
IST 16-22 P.A.S.S. & Peer Support	1 Hour	
IST 16-23 Animal Control	1 Hour	
IST 16-24 Domestic Violence Update	1 Hour	
IST 16-25 Defensive & Arrest Tactics	4 Hours	

20TH JUDICIAL DISTRICT

2016 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS.

A Memorandum and a Terminal Operator Eligibility form is sent to each officer with a preset date. If this date is not convenient, then the officer must send an e-mail to Nina Adkins requesting a new date. This form MUST be returned before the scheduled testing date, or the officer will not be allowed to test.

Officers will no longer complete the "fill-in-the blank" exercises at the back of the TIES study guide. Officers will use the electronic version of the study guide during re-certification testing. You do not need to print this book and bring it to class with you. If a book is needed, one will be provided to you.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query re-certification testing:
All sworn employees are required to be NCIC certified. You must be re-certified every 2 years. This test is a maximum of four hours and requires a score of 75 or above to pass.

Any questions concerning NCIC please contact Nina Adkins at 862-7617.

20TH JUDICIAL DISTRICT

2016 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

20TH JUDICIAL DISTRICT

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

*__The Laser Rule:__ Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

20TH JUDICIAL DISTRICT

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.
6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.

20TH JUDICIAL DISTRICT

4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.
8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year with your assigned weapons **to include Patrol Rifles.**
If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

APPENDIX 2

2016 Driving Track Rules

1. Maintenance checks of the oil, coolant, transmission fluid, and tire pressure must be conducted prior to each day's training session.

2. No sitting on the track, you must be standing and alert when moving about the track, shagging cones, etc.

3. Use caution and "LOOK" when moving to set up cones

4. If cone is caught under a vehicle, the vehicle must be stopped, in park and turned off before the cone is retrieved.

5. Vehicle changes should be quick and efficient to minimize down time. Be ready "on deck" when it is your turn to drive.

6. Practice the exercises in the manner in which instructed regarding hand position, mirror use, and foot position etc.

7. Take care of equipment – no movement of the gear selector lever when in motion etc.

8. Report any break downs, collisions and hazards etc. immediately.

9. Report any injuries immediately.

10. No AC use – windows must be all the way down or all the way up.

11. Doors must be locked when in motion and seatbelts must be worn properly.

12. Hands, arms, and head etc. must be in the vehicle and not hanging out the windows.

13. Dress for the weather and stay hydrated.

14. Enjoy yourself and learn something while maintaining a positive attitude and being professional.

20TH JUDICIAL DISTRICT

Appendix 3

2016 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed <u>and</u> encouraged to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Heat Injury Prevention

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink on quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only be eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

20TH JUDICIAL DISTRICT

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

20TH JUDICIAL DISTRICT

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure
- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

Appendix 4

Defensive Tactics Safety Rules

In-Service DT Safety Rules

1. Always notify the instructor of pre-existing injuries
2. It is important to properly stretch arms and legs. Special attention should be paid to the wrists, ankles, and neck.
3. As with any DT tactic, an athletic posture is required, make sure that the knees are properly bent so as to avoid back injuries.
4. Techniques should typically not be performed 100% unless specifically noted by the instructor. This allows the student to learn proper technique and to avoid unintentional injuries.
5. Do not lay the palm of the hand on the ground, only the knuckles of a closed fist. In the event that the student is to roll to their side, it will avoid a possible broken wrist.
6. Horse play is NEVER allowed.
7. Make sure to stay properly hydrated
8. Make sure to stretch on breaks
9. All students are safety instructors. If any hazards are recognized, please report immediately to the instructor
10. Always report any injuries acquired as a result of training.

20TH JUDICIAL DISTRICT

Appendix 5

Equipment for 2nd Firearms Qualification

Time and Location: 12:30-21:30 (Range Tower)

Uniform/Equipment:

- Need to have duty gun-belt with working flashlight and ASP, body armor on, duty ammunition downloaded, eye protection, hearing protection.
- Wear standard gun range attire, long pants, proper foot wear, clothing for the weather conditions (cold weather, wet weather).
- Please bring issued handgun and approved patrol rifle to qualify.

We are attempting to perform many shooting and defensive tactics skills. It is very important that IST attendees arrive at the tower on time.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 27

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2017 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: DOC-2017 IST Catalog-MNPD.pdf

Metropolitan Police Department
Nashville, Tennessee

In-Service Training Catalog



20TH JUDICIAL DISTRICT

Police Training Academy
2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2017

Document Seq: 21, Document Title: DOC-2017 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. Core In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. Core In-Service / 2nd Qualification Day Daily Schedule	12
GPO / SUPV. Core Training Curriculum	14
2nd Qualification Day Training Curricula: GPO and SUPV.	18
Curriculum Summary	19
NCIC Training	20
Appendix 1: Firearm Safety	21
Appendix 2: Driving Track Rules	25
Appendix 3: Extreme Weather Precautions	26
Appendix 4: Defensive Tactics Safety Rules	30

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: DOC-2017 IST Catalog-MNPD.pdf

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2017.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required. Please note, Core In-service will span over three (3) days of training to include a firearms qualification, EVOC practical, active killer practical, and classroom instruction.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed. There will be no warm-up or practice before qualification.

All in-service distance learning videos will be viewed via the PowerDMS program.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be on PowerDMS but will still be available on PDWeb.

Also, we will be providing, via PowerDMS (and PDWEB,) departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us. We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Keith Stephens

Captain / Director of Training

20TH JUDICIAL DISTRICT

2017 In-Service Training Rules of Conduct:

1. **Attendance:** For both Core and 2nd Qualifications, attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours.

   An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement. If an employee is late, the will be sent back to their respective work stations.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form (Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: DOC-2017 IST Catalog-MNPD.pdf

service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, tank tops, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or cargo pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. The wearing of ANY weapon at Active-Killer training is specifically prohibited, to include firearms, knives, OC spray, taser, and batons.

5. **Training Substitution(s):** Due to the number of mandatory training courses offered, there will generally be NO substitutions for the in-service training requirement.

20TH JUDICIAL DISTRICT

6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the PowerDMS Training Program. ***It is the responsibility of the Precinct/Division/Bureau to manage their respective slots. If someone wants to change IST dates, it is up to the Precinct/Division/Bureau to swap their personnel***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Quizes/Tests and confirm that they have completed watching all distance learning videos. It is acceptable to attend IST Core before the completion of the Distance Learning Videos and Tests. Personnel MUST complete their videos before **August 1st, 2017.**

The Online Classroom Review and Test **MUST** be completed within 14 days of completing IST Core. All online In-Service Training will be housed on the PowerDMS program.

20TH JUDICIAL DISTRICT

2017 Important Scheduling Notes

1. **Employees, who, by July 31, 2017, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**
2. **In order to maintain safety limits, enrollment for firearms qualification / training is limited to 53 students per date.**
3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

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2017 CPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2017

Core #	Dates	Days of Week
IST 01	February 1st, 2nd, & 3rd	Wednesday - Friday
IST 02	February 8th, 9th, & 10th	Wednesday - Friday
IST 03	February 15th, 16th, & 17th	Wednesday - Friday
IST 04	February 22nd, 23rd, & 24th	Wednesday - Friday
IST 05	March 1st, 2nd , & 3rd	Wednesday - Friday
IST 06	March 8th, 9th, & 10th	Wednesday - Friday
IST 07	March 15th, 16th & 17th	Wednesday - Friday
IST 08	March 22nd, 23rd, & 24th	Wednesday - Friday
IST 09	March 29th, 30th, & 31st	Wednesday - Friday
IST 10	April 5th, 6th, & 7th	Wednesday - Friday
IST 11	April 12th, 13th, & 14th	Wednesday - Friday
IST 12	May 17th, 18th, & 19th	Wednesday - Friday
IST 13	May 24th, 25th, & 26th	Wednesday - Friday
IST 14	June 7th, 8th, & 9th	Wednesday - Friday
IST 15	June 14th, 15th, & 16th	Wednesday - Friday

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: 2nd Firearm Qualification Day 1st Half 2017.pdf

2nd Firearm Qualification Day
1st Half 2017

2nd Firearm Qualification	Date	Day of Week
1	January 30th	Monday
2	February 6th	Monday
3	February 13th	Monday
4	February 21st	Tuesday
5	February 27th	Monday
6	March 6th	Monday
7	March 13th	Monday
8	March 20th	Monday
9	March 27th	Monday
10	April 3rd	Monday
11	April 10th	Monday
12	May 15th	Monday
13	May 22nd	Monday
14	June 5th	Monday
15	June 13th	Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: DOC-2017 IST Catalog MINED.pdf

Core In-service Training 2nd Half 2017

Core #	Dates	Days of Week
IST 16	July 19th, 20th, & 21st	Wednesday-Friday
IST 17	July 26th, 27th, & 28th	Wednesday-Friday
IST 18	August 2nd, 3rd, & 4th	Wednesday-Friday
IST 19	August 9th, 10th, & 11th	Wednesday-Friday
IST 20	August 16th, 17th, & 18th	Wednesday-Friday
IST 21	August 23rd, 24th, & 25th	Wednesday-Friday
IST 22	August 30th – September 1st	Wednesday-Friday
IST 23	September 6th, 7th, & 8th	Wednesday-Friday
IST 24	September 13th, 14th, & 15th	Wednesday-Friday
IST 25	September 27th, 28th, & 29th	Wednesday-Friday
IST 26	October 4th & 5th, & 6th	Wednesday-Friday
IST 27	October 11th, 12th, & 13th	Wednesday-Friday
IST 28	November 15th, 16th, & 17th	Wednesday-Friday
IST 29	December 6th, 7th, & 8th	Wednesday-Friday
IST 30	December 13th, 14th, & 15th	Wednesday-Friday

20TH JUDICIAL DISTRICT

Document Seq: 21, Document Title: 2nd Half 2017 Qualification.pdf

2nd Firearm Qualification Day
2nd Half 2017

2nd Firearm Qualification	Date	Day of Week
16	July 17th	Monday
17	July 24th	Monday
18	July 31st	Monday
19	August 7th	Monday
20	August 14th	Monday
21	August 21st	Monday
22	August 28th	Monday
23	September 5th	Tuesday
24	September 11th	Monday
25	September 25th	Monday
26	October 2nd	Monday
27	October 9th	Monday
28	November 14th	Tuesday
29	December 4th	Monday
30	December 11th	Monday

20TH JUDICIAL DISTRICT

2017 CPO & Supervisor
Core In-Service Training Schedule

	Core Day 1	Core Day 2	Core Day 3	On-Line
07:00	Administrative	Active Killer – Off Property	CPR REFRESHER	MENTAL ILLNESS
08:00	Firearms Qualifications		DOMESTIC VIOLENCE UPDATES	BLOODBORNE PATHOGENS
09:00			LAW UPDATES	CHILD SEX ABUSE
10:00				SOCIAL MEDIA
11:00	**LUNCH**	**LUNCH**	**LUNCH**	PROPERTY AND EVIDENCE
12:00	Active Killer - Classroom	Active Killer – Off Property	ETHICS	DIVERSITY
13:00			EVOC	RESPECTFUL WORKPLACE
14:00				Taser Update
15:00			TEST	

20TH JUDICIAL DISTRICT

2017 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

	2nd Qual
07:00	Administrative Inspection and Photos
08:00	PT Test
09:00	
10:00	Taser Update
11:00	**LUNCH**
12:00	2nd Qualification
13:00	
14:00	
15:00	

20TH JUDICIAL DISTRICT

2017 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2017.

IST 17-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 17-02 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 17-03 Active Killer - Classroom
The purpose of this block of instruction is to reinforce the basic skills necessary for officers to respond and deploy appropriately to various incidents categorized as "active killer" events. These incidents include, but are not limited to: workplace violence, school or campus violence, and domestic or international terrorism.

IST 17-04 Active Killer – Reality Based Training
This period of instruction includes instruction on police-involved shootings. It will cover information for personnel involved, responding to, and managing / supervising use-of-force incidents.

IST 17-05 CPR & Basic First Aid Refresher Course
This in class instruction will cover how to conduct hands only CPR/AED. It will also cover the rate of chest compressions and compression to breath ratio.

20TH JUDICIAL DISTRICT

IST 17-06 Domestic Violence Update

This in class instruction will provide the MNPD officer the general understanding of the myriad of topics that intersect violence that originates within the family. At the end and as a result of this instruction, the MNPD officers will know the MNPD policy and procedures when dealing with a domestic violence call for service. Most importantly officers will learn and know how to address such topics as: Who are Domestic Abuse Victims, Initial Response to a Domestic Violence call, Determination of the Primary Aggressors, When must a Domestic Violence Report be Taken, MNPD 117 Form Update, Strangulation, Lethality Assessment Program, Victim Assistance, Order of Protections, Law Updates, Detective Notifications, Intimate Vs Non-Intimate Partners, and Elder Abuse.

IST 17-07 Emergency Vehicle Operation Course

This block of instruction will provide officers with required annual training on EVOC and related topics (Practical Driving Course to be included). EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom. An emphasis will be placed on safety and departmental policy.

IST 17-08 Ethics

This block of instruction is based on the Law Enforcement Code of Ethics. The goals are to enhance critical thinking, decision making, and treating people fairly through analysis of accountability and building public trust.

IST 17-09 Law Updates

In this block of instruction officers will be updated on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 17-10 Mental Illness

This Distance Learning video will discuss the importance of recognizing various forms of psychosis such as delusions, hallucinations, and disorganized speech and properly dealing with citizens who suffer from them.

IST 17-11 Safety & Bloodborne Pathogen Update

Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employee, how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

20TH JUDICIAL DISTRICT

IST 17-12 Child Sexual Abuse
This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs, who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

IST 17-13 Social Media for Law Enforcement
This distance learning video will provide officers with information on the MNPD policy for Social Media usage. As a result, officers will be able to have a clearer understanding of unapproved conduct on Social Media and recognize the dangers associated with poor Social Media practices.

IST 17-14 Property & Evidence
This distance learning video will provide officers with information and knowledge of the proper guidelines on submitting property and evidence. The topics covered will be paperwork which is required with submittals, proper packaging and safety concerns, drop box procedures, call out guidelines, and common errors to avoid.

IST 17-15 Diversity
This distance learning video will provide information on the role of diversity in the workplace. Topics include: staying in compliance with Title VI / VII guidelines (Civil Rights Act), identifying and explaining the seven protected classes, and recognizing personal biases to avoid stereotyping. Officers will learn related terminology and increase self-awareness to increase community and workplace relations.

IST 17-16 Respectful Workplace (HR)
This Distance Learning video will provide police employees with an understanding of local, state and federal guidelines that relate to employment law. Included in the training will be identifying protected groups (Title VI, and VII of the Civil Rights Act of 1964), identifying prohibited / discriminatory behaviors in the workplace, and how to report and file a complaint on: harassment, discrimination, retaliation and hostile work environment.

IST 17-17 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

2016 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 17-18 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 17-19 Departmental Inspections & Pictures
During this block all officers will be inspected to ensure compliance with policy.

IST 17-20 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the 2nd Qualification IST day.

IST 17-21 Taser Update
This course will provide annual updates to the basic operational theory and practical training to instruct users to reasonably, safely, and effectively operate TASER Conducted Electrical Weapons (CEWs). The TASER CEW is capable of creating incapacitation to an actively resistant subject with little to no injury to either the officer who deploys the device or to the subject who is non-compliant.

IST 17-22 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

20TH JUDICIAL DISTRICT

2017 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 17-01 Administrative IST 17-18 Administrative	30 Minutes	
IST 17-02 Firearms Qualification Core IST 17-22 Firearms 2nd Qual.	4Hours 4Hours	Yes 8Hours (total)
IST 17-03 Active Killer – Classroom	4 Hours	
IST 17-04 Active Killer - Practicum	8 Hours	
IST 17-05 CPR & Basic First Aid	1 Hour	
IST 17-06 Domestic Violence Update	1.5 Hours	
IST 17-07 E.V.O.C.	2 Hours	Yes
IST 17-08 Ethics	1 Hour	
IST 17-09 Law Updates	2 Hours	
IST 17-10 Mental Illness	1 Hour	Yes
IST 17-11 Safety & Blood borne Pathogens	1 Hour	
IST 17-12 Child Sex Abuse	1 Hour	Yes
IST 17-13 Social Media for Law Enforcement	1 Hour	
IST 17-14 Property & Evidence	1 Hour	
IST 17-15 Diversity	1 Hour	
IST 17-16 Respectful Workplace	1 Hour	
IST 17-17 P.O.S.T. Examination	1 Hour	Yes
IST 17-19 Departmental Inspections and Pictures	1 Hour	
IST 17-20 Physical Fitness Testing	2 Hours	
IST 17-21 Taser Updates	2 Hours	

20TH JUDICIAL DISTRICT

2017 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS.

A Memorandum and a Terminal Operator Eligibility form is sent to each officer with a preset date. If this date is not convenient, then the officer must send an e-mail to Nina Adkins requesting a new date. This form MUST be returned before the scheduled testing date, or the officer will not be allowed to test.

Officers will no longer complete the "fill-in-the blank" exercises at the back of the TIES study guide. Officers will use the electronic version of the study guide during re-certification testing. You do not need to print this book and bring it to class with you. If a book is needed, one will be provided to you.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query re-certification testing:
All sworn employees are required to be NCIC certified. You must be re-certified every 2 years. This test is a maximum of four hours and requires a score of 75 or above to pass.

Any questions concerning NCIC please contact Nina Adkins at 862-7617.

20TH JUDICIAL DISTRICT

Appendix 1

2017 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

20TH JUDICIAL DISTRICT

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

20TH JUDICIAL DISTRICT

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.
6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.

20TH JUDICIAL DISTRICT

4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.
8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the open range dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year with your assigned weapons **to include Patrol Rifles.**

If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

APPENDIX 2

2017 Driving Track Rules

1. Maintenance checks of the oil, coolant, transmission fluid, and tire pressure must be conducted prior to each day's training session.

2. No sitting on the track, you must be standing and alert when moving about the track, shagging cones, etc.

3. Use caution and look when moving to set up cones

4. If cone is caught under a vehicle, the vehicle must be stopped, in park and turned off before the cone is retrieved.

5. Vehicle changes should be quick and efficient to minimize down time. Be ready "on deck" when it is your turn to drive.

6. Practice the exercises in the manner in which instructed regarding hand position, mirror use, and foot position etc.

7. Take care of equipment – no movement of the gear selector lever when in motion etc.

8. Report any break downs, collisions and hazards etc. immediately.

9. Report any injuries immediately.

10. Doors must be locked when in motion and seatbelts must be worn properly.

11. Hands, arms, and head etc. must be in the vehicle and not hanging out the windows.

12. Dress for the weather and stay hydrated.

13. Enjoy yourself and learn something while maintaining a positive attitude and being professional.

20TH JUDICIAL DISTRICT

Appendix 3

2017 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed <u>and</u> encouraged to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Heat Injury Prevention

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink one quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only by eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

20TH JUDICIAL DISTRICT

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

20TH JUDICIAL DISTRICT

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure
- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 28

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2018 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, L

20TH JUDICIAL DISTRICT

Document Seq: 22, Document Title: DOC-2018 IST Catalog-MNPD.pdf

Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2018

Document Seq: 22, Document Title: DOC-2018 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. Core In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. Core In-Service / 2nd Qualification Day Daily Schedule	12
GPO / SUPV. Core Training Curriculum	14
2nd Qualification Day Training Curricula: GPO and SUPV.	18
Curriculum Summary	19
NCIC Training	21
Appendix 1: Firearm Safety	22
Appendix 2: Driving Track Rules	26
Appendix 3: Extreme Weather Precautions	27

20TH JUDICIAL DISTRICT

Document Seq: 22, Document File: BOC-2018-IST Catalog-MNPD.pdf

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2018.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed. There will be no warm-up or practice before qualification.

All in-service distance learning videos will be viewed via the PowerDMS program.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be on PowerDMS but will still be available on PDWeb.

Also, we will be providing, via PowerDMS (and PDWEB,) departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us. We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Keith Stephens

Captain / Director of Training

20TH JUDICIAL DISTRICT

2018 In-Service Training Rules of Conduct:

1. **Attendance:** For both Core and 2nd Qualifications, attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours.

   An employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement. If an employee is late, the will be sent back to their respective work stations.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form (Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-

20TH JUDICIAL DISTRICT

Document Seq: 22, Document Title: DOC-2018 IST Catalog-MNPD.pdf

service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, tank tops, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or cargo pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. The wearing of ANY weapon at Active-Killer training is specifically prohibited, to include firearms, knives, OC spray, taser, and batons.

5. **Training Substitution(s):** Due to the number of mandatory training courses offered, there will generally be NO substitutions for the in-service training requirement.

20TH JUDICIAL DISTRICT

6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the PowerDMS Training Program. ***It is the responsibility of the Precinct/Division/Bureau to manage their respective slots. If someone wants to change IST dates, it is up to the Precinct/Division/Bureau to swap their personnel***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor (**lieutenant or higher**) to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Quizzes/Tests and confirm that they have completed watching all distance learning videos. All videos and quizzes/tests must be completed prior to the employee's Core IST.

   The Online Classroom Review and Test **MUST** be completed within 7 days of completing IST Core. All online In-Service Training will be housed on the PowerDMS program.

20TH JUDICIAL DISTRICT

Document Sec: 22 Document Title: 2018 IST Scheduling Notes.pdf

2018 Important Scheduling Notes

1. Employees, who, by June 30, 2018, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.

2. In order to maintain safety limits, enrollment for firearms qualification / training is limited to 53 students per date.

3. Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.

4. All videos and associated quizzes/tests shall be completed before attending Core IST. Those that have not completed the videos, quizzes, and test will be turned away and must be rescheduled.

5. Requests for changes in IST dates will only be accepted from a supervisor at the rank of lieutenant or higher.

20TH JUDICIAL DISTRICT

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2018 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2018

Core #	Dates	Days of Week
IST 01	February 26th & 27th	Monday – Tuesday
IST 02	March 1st & 2nd	Thursday – Friday
IST 03	March 8th & 9th	Thursday - Friday
IST 04	March 19th & 20th	Monday - Tuesday
IST 05	March 22nd & 23rd	Thursday - Friday
IST 06	March 26th & 27th	Monday - Tuesday
IST 07	April 2nd & 3rd	Monday - Tuesday
IST 08	April 9th & 10th	Monday - Tuesday
IST 09	April 12th & 13th	Thursday - Friday
IST 10	April 16th & 17th	Monday - Tuesday
IST 11	April 19th & 20th	Thursday - Friday
IST 12	May 21st & 22nd	Monday - Tuesday
IST 13	May 24th & 25th	Thursday - Friday
IST 14	June 4th & 5th	Monday - Tuesday
IST 15	June 11th & 12th	Monday - Tuesday

20TH JUDICIAL DISTRICT

2nd Firearm Qualification Day
1st Half 2018

2nd Firearm Qualification	Date	Day of Week
1	April 4th	Wednesday
2	April 5th	Thursday
3	April 6th	Friday
4	May 15th	Tuesday
5	May 16th	Wednesday
6	May 17th	Thursday
7	May 18th	Friday
8	June 14th	Thursday
9	June 15th	Friday
10	June 20th	Wednesday
11	June 21st	Thursday
12	June 22nd	Friday
13	June 27th	Wednesday
14	June 28th	Thursday
15	June 29th	Friday

20TH JUDICIAL DISTRICT

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Core In-service Training 2nd Half 2018

Core #	Dates	Days of Week
IST 16	July 2nd & 3rd	Monday – Tuesday
IST 17	July 9th & 10th	Monday – Tuesday
IST 18	July 12th and 13th	Thursday – Friday
IST 19	July 19th and 20th	Thursday – Friday
IST 20	July 23rd & 24th	Monday – Tuesday
IST 21	July 26th & 27th	Thursday – Friday
IST 22	September 10th & 11th	Monday – Tuesday
IST 23	September 13th & 14th	Thursday – Friday
IST 24	September 24th & 25th	Monday – Tuesday
IST 25	September 27th & 28th	Thursday – Friday
IST 26	October 1st & 2nd	Monday – Tuesday
IST 27	October 4th & 5th	Thursday – Friday
IST 28	October 15th & 16th	Monday – Tuesday
IST 29	October 18th & 19th	Thursday – Friday
IST 30	December 10th & 11th	Monday – Tuesday

20TH JUDICIAL DISTRICT

Document Seq: 22, Document Title: 2018 Qualification.pdf

2nd Firearm Qualification Day
2nd Half 2018

2nd Firearm Qualification	Date	Day of Week
16	July 30	Monday
17	July 31	Tuesday
18	August 1	Wednesday
19	August 2	Thursday
20	September 4	Tuesday
21	September 5	Wednesday
22	September 6	Thursday
23	September 7	Friday
24	October 8	Tuesday
25	October 9	Wednesday
26	October 10	Thursday
27	October 11	Friday
28	November 19	Monday
29	November 20	Tuesday
30	December 12	Wednesday

20TH JUDICIAL DISTRICT

2018 GPO & Supervisor
Core In-Service Training Schedule

	Core Day 1	Core Day 2	On-Line	On-Line
7:00	Administration	EVOC	Rescue Task Force	Domestic Violence Update
8:00	Verbal Defense & Influence		Diversity	Recruitment
9:00	PT Test	Law Update	Title VI	Law Enforcement and the Transgender Community
10:00			Command and Organizational Structure	Characteristics of Armed Individuals
11:00	LUNCH	LUNCH		DUI Refresher
12:00	Firearms Qualifications	MNPD IDMM/ICAT	Wellness and Nutrition	Crime Scene Protection
13:00			PFD & Water Safety	Adult Sex Crimes
14:00		Ethics	Child Sex Abuse	Autism and Mental Illness
15:00		Test	Traffic Stops	Hate Crime Orientation
			Working with and Managing Protests	TIBRS Update
			Safety & Bloodborne Pathogens	

20TH JUDICIAL DISTRICT

2018 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

	2nd Qual
7:00	TI Simulator Training
8:00	
9:00	Firearms
10:00	
11:00	LUNCH
12:00	Firearms Qualifications
13:00	
14:00	
15:00	

20TH JUDICIAL DISTRICT

2018 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2018.

IST 18-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 18-02 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 18-3 Sexual Assault Investigations
This distance learning video will provide an update on response to sexual assault calls for service. The class will cover new updates on the call out criteria as well as updates on laws

IST 18-04 Domestic Violence Update
This in class instruction will provide the MNPD officer the general understanding of the myriad of topics that intersect violence that originates within the family. At the end and as a result of this instruction, the MNPD officers will know the MNPD policy and procedures when dealing with a domestic violence call for service. Most importantly officers will learn and know how to address such topics as: Who are Domestic Abuse Victims, Initial Response to a Domestic Violence call, Determination of the Primary Aggressors, When must a Domestic Violence Report be Taken, MNPD 117 Form Update, Strangulation, Lethality Assessment Program, Victim Assistance, Order of Protections, Law Updates, Detective Notifications, Intimate Vs Non-Intimate Partners, and Elder Abuse.

IST 18-05 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom. An emphasis will be placed on safety and departmental policy.

20TH JUDICIAL DISTRICT

IST 18-06 Ethics
This block of instruction is based on the Law Enforcement Code of Ethics. The goals are to enhance critical thinking, decision making, and treating people fairly through analysis of accountability and building public trust.

IST 18-07 Law Updates
In this block of instruction officers will be updated on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 18-08 Mental Illness/Autism
This Distance Learning video will discuss the importance of recognizing various forms of psychosis. The training will focus on Autism Spectrum Disorders. The training will identify communication strategies to use within the community and increase successful outcomes.

IST 18-09 Safety & Bloodborne Pathogen Update
Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD employee, how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

IST 18-10 Child Sexual Abuse
This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs, who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

IST 18-11 Diversity
This distance learning video will provide information on the role of diversity in the workplace. Topics include: staying in compliance with Title VI / VII guidelines (Civil Rights Act), identifying and explaining the seven protected classes, and recognizing personal biases to avoid stereotyping. Officers will learn related terminology and increase self-awareness to increase community and workplace relations.

IST 18-12 Law Enforcement and the Transgender Community
This distance learning video provides training to build trust and respect with the Transgender community. It also serves to improve understanding of the Transgender community so that officers can serve the citizens of Nashville more effectively.

20TH JUDICIAL DISTRICT

Document Sec. 22. Document Title: DOC-2018 IST Catalog-MNPD.pdf

IST 18-13 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted the 2nd Qualification IST day.

IST 18-14 Verbal Defense and Influence Refresher
Verbal Defense & Influence training is aimed to prevent and manage conflict using Non-Escalatory and De-Escalatory verbalization skills. The training is aimed at preventing the negative dance between possible aggressors from starting and if already started, to de-escalate it before it gets out of control. This class teaches students to appropriately respond to conflict, manage verbal abuse, keep conflict from escalating into confrontations, defuse confrontations, de-escalate violence, maintain personal safety, build cooperation and collaboration, improve community relation skills, conduct difficult conversations, lower workplace stress levels, and enhance professionalism.

IST 18-15 MNPD IDMM/ICAT
This class will apply Verbal Defense and Influence, Communication, and De-escalation techniques. It will teach the student to incorporate the MNPD Incident Decision Making Model. The MNPD IDMM will help to give structure to their thought process when making critical decisions.

IST 18-16 Title VI
This distance learning video will provide employees an understanding of how Title VI relates to the department, officers, and supervisors.

IST 18-17 Command and Organizational Structure
This distance learning video will provide all employees of the MNPD with an update of the current MNPD structure. It will give updates on the new Bureaus, describe the organization of specialized divisions, and give the structure of the Training Division. It will also cover items that relate to supervisors and officers in the field as it relates to seeking Training Division opinions and turning in MNPD owned weapons.

IST 18-18 DUI Refresher
This distance video will serve to refresh officers' ability in general detection and deterrence of D.U.I. violations and thereby reduce the number of deaths and injuries caused by impaired drivers. This course is also meant to refresh officers in administration of the 3 Standardized Field Sobriety Tests. Also the officers will have a better working knowledge of the mandatory blood testing and when search warrants will be necessary.

IST 18-19 PFD & Water Safety
This course provides our officers the knowledge and discusses the dangers of operating around bodies of water. It will also explain how to use the Personal Flotation Device and how to throw a rope bag to save the lives of themselves and the community.

20TH JUDICIAL DISTRICT

Document Seq: 22. Document Title: DOC-2018 IST Catalog-MNPD.pdf

IST 18-20 Traffic Stops
This distance learning video will serve to refresh officers on the basics of conducting traffic stops and felony traffic stops. It will include why MNPD performs traffic stops, interacting with the public, de-escalation, tactics, and reduction of risk to the public, officers, and offenders.

IST 18-21 Recruitment
This course will inform sworn MNPD police officers with the necessary information about MNPD Recruitment efforts, the process from applying to MNPD Police Officer Trainee through the MNPD FTO Program, and provide best practices for officers to recruit applicants who will become valuable members of the MNPD.

IST 18-22 Characteristics of Armed Individuals
This distance learning video serves to teach the student how to use visual and physical cues to detect unlawfully armed individuals.

IST 18-23 Crime Scene Protection
This distance learning video will provide refresher training to sworn members of the MNPD on policy and best practices for protecting crime scenes. This will include supervisor response, Incident command, patrol response, and contact with victims, witnesses, and suspects.

IST 18-24 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

IST 18-25 Rescue Task Force
This class focuses on the steps and protocols on how to safely provide medical care and extricate injured persons, in a much quicker fashion than traditionally done before, during a mass casualty and/or Active Killer type incident.

IST 18-26 Hate Crime Orientation and Procedure
The purpose of this block of instruction is to explain to the students the definition of and how to recognize what constitutes a hate crime, otherwise known as a bias crime. They will also be made familiar with how to properly classify a hate crime and how to properly utilize block 15 of our incident report, MNPD form 100.

IST 18-27 Working with and Managing Protests
The purpose of this distance learning is to give law enforcement personnel effective concepts, principles, and tactics to work with and manage large to small protest groups.

IST 18-28 TIBRS Update: Common Issues
TIBRS Standards in Report Writing as outlined by the Tennessee Bureau of Investigation. This course will cover common issues observed in auditing of incident reports.

20TH JUDICIAL DISTRICT

Document Seq: 22 Document Title: DOC-2018 IST Catalog-MNPD.pdf

IST 18-29 Taser Update
This course will provide annual updates to the basic operational theory and practical training to instruct users to reasonably, safely, and effectively operate TASER Conducted Electrical Weapons (CEWs). The TASER CEW is capable of creating incapacitation to an actively resistant subject with little to no injury to either the officer who deploys the device or to the subject who is non-compliant.

2018 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 18-30 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 18- 31 TI Simulator
This course will serve as an In-Service course utilizing a TI Simulator to teach students proper Use of Force Options and escalation and de-escalation techniques.

IST 18-32 Firearms Drills
This training will instruct students in the tactics, techniques, and standards relating to firearms usage, care, and safety. It will also provide training on room entry methods, shooting on the move, and engaging multiple targets.

IST 18-33 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

20TH JUDICIAL DISTRICT

2018 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 18-01 Administrative IST 18-30	30 Minutes	
IST 18-02 Firearms Qualification Core IST 18-33 Firearms Qualification 2nd	4 Hours 4 Hours	Yes 8 hours total
IST 18-03 Sexual Assault Investigations	.5 Hours	
IST 18-04 Domestic Violence Update	1 Hour	
IST 18-05 Emergency Vehicle Operation	2 Hours	Yes 2 hours
IST 18-06 Ethics	1 Hour	
IST 18-07 Law Updates	2 Hours	
IST 18-08 Mental Illness & Autism	1 Hour	Yes
IST 18-09 Safety & Bloodborne Pathogens	1 Hour	
IST 18-10 Child Sex Abuse	1 Hour	Yes
IST 18-11 Diversity	1.5 Hours	
IST 18-12 Law Enforcement and the Transgender Community	1 Hour	
IST 18-13 Physical Fitness Testing	2 Hours	
IST 18-14 Verbal Defense and Influence Refresher	1.5 Hours	
IST 18-15 MNPD IDMM/ICAT	2 Hours	
IST 18-16 Title VI	.5 Hours	
IST 18-17 Command and Organizational Structure	1 Hour	
IST 18-18 DUI Refresher	1 Hour	
IST 18-19 PFD & Water Safety	1 Hour	
IST 18-20 Traffic Stops	1 Hour	
IST 18-21 Recruitment	1 Hour	

20TH JUDICIAL DISTRICT

Document Seq: 22, Document Title: DOC-2018 IST Catalog-MNPD.pdf

Course Number and Title	MNPD	POST Requirement
IST 18-22 Characteristics of Armed Individuals	.5 Hours	
IST 18-23 Crime Scene Protection	1 Hour	
IST 18-24 P.O.S.T. Examination	1 Hour	Yes
IST 18-25 Rescue Task Force	1.5 Hours	
IST 18-26 Hate Crime Orientation and Procedure	1 Hour	
IST 18-27 Working with and Managing Protests	1 Hour	
IST 18-28 TIBRS Update: Common Issues	1 Hour	
IST 18-29 Taser Update	1 Hour	
IST 18-31 TI Simulator	2 Hours	
IST 18-32 Firearms Drills	2 Hours	

20TH JUDICIAL DISTRICT

2018 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS.

A Memorandum and a Terminal Operator Eligibility form is sent to each officer with a preset date. If this date is not convenient, then the officer must send an e-mail to Nina Adkins requesting a new date. This form MUST be returned before the scheduled testing date, or the officer will not be allowed to test.

Officers will no longer complete the "fill-in-the blank" exercises at the back of the TIES study guide. Officers will use the electronic version of the study guide during re-certification testing. You do not need to print this book and bring it to class with you. If a book is needed, one will be provided to you.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query re-certification testing:
All sworn employees are required to be NCIC certified. You must be re-certified every 2 years. This test is a maximum of four hours and requires a score of 75 or above to pass.

Any questions concerning NCIC please contact Nina Adkins at 862-7617.

20TH JUDICIAL DISTRICT

2018 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

20TH JUDICIAL DISTRICT

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

20TH JUDICIAL DISTRICT

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.
6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.

20TH JUDICIAL DISTRICT

4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.
8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the open range dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year with your assigned weapons **to include Patrol Rifles.**

If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

APPENDIX 2

2018 Driving Track Rules

1. Maintenance checks of the oil, coolant, transmission fluid, and tire pressure must be conducted prior to each day's training session.

2. No sitting on the track, you must be standing and alert when moving about the track, shagging cones, etc.

3. Use caution and look when moving to set up cones

4. If cone is caught under a vehicle, the vehicle must be stopped, in park and turned off before the cone is retrieved.

5. Vehicle changes should be quick and efficient to minimize down time. Be ready "on deck" when it is your turn to drive.

6. Practice the exercises in the manner in which instructed regarding hand position, mirror use, and foot position etc.

7. Take care of equipment – no movement of the gear selector lever when in motion etc.

8. Report any break downs, collisions and hazards etc. immediately.

9. Report any injuries immediately.

10. Doors must be locked when in motion and seatbelts must be worn properly.

11. Hands, arms, and head etc. must be in the vehicle and not hanging out the windows.

12. Dress for the weather and stay hydrated.

13. Enjoy yourself and learn something while maintaining a positive attitude and being professional.

20TH JUDICIAL DISTRICT

Appendix 3

2018 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed <u>and</u> encouraged to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Heat Injury Prevention

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink one quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only by eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

20TH JUDICIAL DISTRICT

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

20TH JUDICIAL DISTRICT

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure
- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 29

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2019 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W
(O-A) JACOB ALEXANDER GRIFFIN, W/M

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: DOC-2019 IST Catalog-MNPD.pdf

Metropolitan Police Department
Nashville, Tennessee

In-Service Training Catalog

20TH JUDICIAL DISTRICT

Police Training Academy
2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2019

Document Seq: 23, Document Title: DOC-2019 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. Core In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. Core In-Service / 2nd Qualification Day Daily Schedule	14
GPO / SUPV. Core Training Curriculum	17
2nd Qualification Day Training Curricula: GPO and SUPV.	19
Curriculum Summary	20
NCIC Training	21
Appendix 1: Firearm Safety	22
Appendix 2: Driving Track Rules	26
Appendix 3: Extreme Weather Precautions	27

20TH JUDICIAL DISTRICT

Document Seq: 23, Document File: BOC-2019-IST Catalog-MNPD.pdf

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2019.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required.

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed. There will be no warm-up or practice before qualification.

All in-service distance learning videos will be viewed via the PowerDMS program.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be on PowerDMS but will still be available on PDWeb.

Also, we will be providing, via PowerDMS (and PDWEB,) departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us. We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Keith Stephens

Captain / Director of Training

20TH JUDICIAL DISTRICT

2019 In-Service Training Rules of Conduct:

1. **Attendance:** For both Core and 2nd Qualifications, attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours.

   A sworn employee is required to attend 40 hours of in-service training for POST (Police Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement. If an employee is late, the will be sent back to their respective work stations and must be rescheduled.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander and In-service Training Unit Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form (Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of in-service

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: DOC-2019 IST Catalog-MNPD.pdf

training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, or other similar items/materials that are not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products is prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, tank tops, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges. Please bring appropriate clothing for the courses (i.e. jeans or cargo pants).

   The wearing of firearms in the Academy building or classrooms by students is **prohibited**. The wearing of ANY weapon at Active-Killer training is specifically prohibited, to include firearms, knives, OC spray, taser, and batons.

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: DOC 2019 IST Catalog-MNPD.pdf

5. **Training Substitution(s):** Due to the number of mandatory training courses offered, there will be NO substitutions for the in-service training requirement.

6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the PowerDMS Training Program. ***It is the responsibility of the Precinct/Division/Bureau to manage their respective slots. If someone wants to change IST dates, it is up to the Precinct/Division/Bureau to swap their personnel***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor (**PACL or desingee**) to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. Swaps will be approved on a case by case basis.

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Quizzes/Tests and confirm that they have completed watching all distance learning videos. All videos and quizzes/tests must be completed prior to the employee's 2nd Qualification date.

   The Online Classroom Review and Test **MUST** be completed within 7 days of completing IST Core. All online In-Service Training will be housed on the PowerDMS program.

20TH JUDICIAL DISTRICT

2019 Important Scheduling Notes

1. **Employees, who, by June 30, 2019, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit and notified of the dates via departmental email.**
2. **In order to maintain safety limits, enrollment for firearms qualification / training is limited to 53 students per date.**
3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**
4. **All videos and associated quizzes/tests shall be completed before attending 2nd Qualification. Those that have not completed the videos, quizzes, and test will be turned away and must be rescheduled.**
5. **Requests for changes in IST dates will only be accepted from the precinct PACL, or designee of units/bureaus that do not have a PACL.**

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: [illegible] Catalog [illegible]

2019 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2019

Core #	Dates	Days of Week
IST 1-A	January 14-16	Monday – Wednesday
IST 1-B	January 16-18	Wednesday – Friday
IST 2-A	January 28-30	Monday - Wednesday
IST 2-B	January 30-February 1	Wednesday - Friday
IST 3-A	February 4-6	Monday - Wednesday
IST 3-B	February 6-8	Wednesday - Friday
IST 4-A	February 11-13	Monday - Wednesday
IST 4-B	February 13-15	Wednesday - Friday
IST 5-A	February 25-27	Monday - Wednesday
IST 5-B	February 27-March 1	Wednesday - Friday
IST 6-A	March 4-6	Monday - Wednesday
IST 6-B	March 6-8	Wednesday - Friday
IST 7-A	March 11-13	Monday - Wednesday
IST 7-B	March 13-15	Wednesday - Friday
IST 8-A	April 1-3	Monday - Wednesday

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: DOC-2019-IST Catalog-MNPD.pdf

Core #	Dates	Days of Week
IST 8-B	April 3-5	Wednesday - Friday
IST 9-A	April 8-10	Monday - Wednesday
IST 9-B	April 10-12	Wednesday - Friday
IST 10-A	April 15-17	Monday - Wednesday
IST 10-B	April 17-19	Wednesday - Friday
IST 11-A	April 29 – May 1	Monday - Wednesday
IST 11-B	May 1-3	Wednesday - Friday
IST 12-A	May 6-8	Monday - Wednesday
IST 12-B	May 8-10	Wednesday - Friday
IST 13-A	May 13-15	Monday - Wednesday
IST 13-B	May 15-17	Wednesday - Friday
IST 14-A	May 20-22	Monday - Wednesday
IST 14-B	May 22-24	Wednesday - Friday
IST 15-A	June 10-12	Monday - Wednesday
IST 15-B	June 12-14	Wednesday - Friday

20TH JUDICIAL DISTRICT

2nd Firearm Qualification Day
1st Half 2019

2nd Firearm Qualification	Date	Day of Week
1	January 7	Monday
2	January 9	Wednesday
3	January 11	Friday
4	January 22	Tuesday
5	January 23	Wednesday
6	March 11	Monday
7	April 1	Monday
8	April 8	Monday
9	April 12	Friday
10	April 15	Monday
11	April 19	Friday
12	April 22	Monday
13	April 24	Wednesday
14	April 29	Monday
15	May 3	Friday

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: [illegible] IST Catalog MNPD.pdf

Core In-service Training 2nd Half 2019

Core #	Dates	Days of Week
IST 16-A	July 15 - 17	Monday – Wednesday
IST 16-B	July 17 – 19	Wednesday- Friday
IST 17-A	July 22 - 24	Monday – Wednesday
IST 17-B	July 24 – 26	Wednesday - Friday
IST 18-A	July 29 – 31	Monday – Wednesday
IST 18-B	July 31 – Aug 2	Wednesday – Friday
IST 19-A	August 26 – 28	Monday – Wednesday
IST 19-B	August 28- 30	Wednesday – Friday
IST 20-A	September 9 – 11	Monday – Wednesday
IST 20-B	September 11 – 13	Wednesday – Friday
IST 21-A	September 16 – 18	Monday – Wednesday
IST 21-B	September 18 – 20	Wednesday – Friday
IST 22-A	September 23 – 25	Monday – Wednesday
IST 22-B	September 25 – 27	Wednesday - Friday
IST 23-A	September 30 – Oct 2	Monday – Wednesday

20TH JUDICIAL DISTRICT

Core #	Dates	Days of Week
IST 23-B	October 2 – 4	Wednesday – Friday
IST 24-A	October 7 – 9	Monday – Wednesday
IST 24-B	October 9 – 11	Wednesday – Friday
IST 25-A	October 14 – 16	Monday – Wednesday
IST 25-B	October 16 – 18	Wednesday – Friday
IST 26-A	October 21 – 23	Monday – Wednesday
IST 26-B	October 23 – 25	Wednesday – Friday
IST 27-A	October 28 – 30	Monday – Wednesday
IST 27-B	October 30 – Nov 1	Wednesday – Friday
IST 28-A	November 4 – 6	Monday – Wednesday
IST 28-B	November 6 – 8	Wednesday – Friday
IST 29-A	November 18 – 20	Monday – Wednesday
IST 29-B	November 20 – 22	Wednesday – Friday
IST 30-A	December 2 – 4	Monday – Wednesday
IST 30-B	December 4 – 6	Wednesday – Friday
IST Alt-A	December 9 – 11	Monday – Wednesday
IST Alt-B	December 11 – 13	Wednesday - Friday

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: 2nd Firearm Qualification Day.pdf

2nd Firearm Qualification Day
2nd Half 2019

2nd Firearm Qualification	Date	Day of Week
16	August 26	Monday
17	August 30	Friday
18	September 4	Wednesday
19	September 6	Friday
20	September 13	Friday
21	September 21	Friday
22	September 27	Friday
23	October 4	Friday
24	October11	Friday
25	October 18	Friday
26	October 25	Friday
27	November 1	Friday
28	November 8	Friday
29	November 13	Wednesday
30	November 15	Friday
Alt	December 16	Monday

20TH JUDICIAL DISTRICT

Document Seq: 23, Document Title: DOC-2019 IST Catalog-MNPD.pdf

2019 GPO & Supervisor
Core In-Service Training Schedule
Group A

	Core Day 1 (A)	Core Day 2 (A)	Core Day 3 (A)	Online
7:00	VERBAL DEFENSE AND INFLUENCE	VERBAL DEFENSE AND INFLUENCE	FIREARMS QUALIFICATION	EVOC
				Child Sex Abuse
8:00				Bloodborne pathogens
				Diversity and Inclusion
9:00				Drug Free Workplace
				P.O.S.T. Examination
10:00				Law Update
				Mental Illness
11:00	LUNCH	LUNCH	LUNCH	Preventing Sexual Harassment
12:00	VERBAL DEFENSE AND INFLUENCE	VERBAL DEFENSE AND INFLUENCE	VEHICLE BLOCKING	Use of Force update
13:00				
14:00				
15:00				

20TH JUDICIAL DISTRICT

2019 GPO & Supervisor
Core In-Service Training Schedule
Group B

	Core Day 2 (B)	Core Day 3 (B)	Core Day 1 (B)	Online
7:00	VERBAL DEFENSE AND INFLUENCE	VERBAL DEFENSE AND INFLUENCE	FIREARMS QUALIFICATION	EVOC
				Child Sex Abuse
8:00				Bloodborne pathogens
				Diversity and Inclusion
9:00				Drug Free Workplace
				P.O.S.T. Examination
10:00				Law Update
				Mental Illness
11:00	LUNCH	LUNCH	LUNCH	Preventing Sexual Harassment
12:00	VERBAL DEFENSE AND INFLUENCE	VERBAL DEFENSE AND INFLUENCE	VEHICLE BLOCKING	Use of Force update
13:00				
14:00				
15:00				

20TH JUDICIAL DISTRICT

2019 CPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

	2nd Qual
7:00	Inspections/Pictures/TASER Update
8:00	PT TEST
9:00	
10:00	EVOC
11:00	LUNCH
12:00	FIREARMS QUALIFICATION
13:00	
14:00	
15:00	

20TH JUDICIAL DISTRICT

2019 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2018.

IST 19-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 19-02 Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 19-03 Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom. An emphasis will be placed on safety and departmental policy.

IST 19-04 Law Updates
In this block of instruction officers will be updated on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 19-05 Mental Illness/Mobile Crisis and Law Enforcement
This Distance Learning video will increase knowledge of Mobile Crisis, and to improve skills in working with individuals in a mental health crisis. This class also fulfills the Tennessee Code Annotated requirement for mental health crisis management training.

IST 19-06 Safety & Bloodborne Pathogen Update
Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment, and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations that are offered to all MNPD

20TH JUDICIAL DISTRICT

Document Seq: 23 Document Title: DOC-2019 IST Catalog-MNPD.pdf

employee how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

IST 19-07 Child Sexual Abuse

This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs, who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

IST 19-08 Diversity & Inclusion

This distance learning video will provide information on the role of diversity in the workplace. Topics include: staying in compliance with Title VI / VII guidelines (Civil Rights Act), identifying and explaining the seven protected classes, and recognizing personal biases to avoid stereotyping. Officers will learn related terminology and increase self-awareness to increase community and workplace relations.

IST 19-09 Verbal Defense and Influence

Verbal Defense & Influence training is aimed to prevent and manage conflict using Non-Escalatory and De-Escalatory verbalization skills. The training is aimed at preventing the negative dance between possible aggressors from starting and if already started, to de-escalate it before it gets out of control. This class teaches students to appropriately respond to conflict, manage verbal abuse, keep conflict from escalating into confrontations, defuse confrontations, de-escalate violence, maintain personal safety, build cooperation and collaboration, improve community relation skills, conduct difficult conversations, lower workplace stress levels, and enhance professionalism.

IST 19-10 Drug Free Workplace

This training is mandated by the mayor of Nashville. This will include training on the provisions of the policy, information about controlled substances and alcohol use, and treatment resources that are available.

IST 19-11 Vehicle Blocking for General Police Operations

This block of instruction will 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.

IST 19-12 Use of Force Update

This distance learning video will update students on the use of force continuum. It will also cover topics of less lethal weapons, handcuffing, and emergency medical treatment.

IST 19-13 Preventing Sexual Harassment

This training is mandated by the mayor of Nashville. This distance learning video will cover the definitions of sexual harassment and how to prevent harassment. This video ensures compliance with the mayor's Executive Order 009.

20TH JUDICIAL DISTRICT

IST 19-14 P.O.S.T. Examination
This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

2019 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 19-15 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 19-16 (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 19-17 Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted on the 2nd Qualification IST day.

IST 19-18 Inspection/Department Picture
During this block all officers will be inspected to ensure compliance with policy.

IST 19-19 EVOC (Driving portion)
This block of instruction will be practical, hands on training. Students will be required to successfully complete a driving course without striking cones.

IST 19-20 Taser Update
This course will provide annual updates to the basic operational theory and practical training to instruct users to reasonably, safely, and effectively operate TASER Conducted Electrical Weapons (CEWs). The TASER CEW is capable of creating incapacitation to an actively resistant subject with little to no injury to either the officer who deploys the device or to the subject who is non-compliant.

20TH JUDICIAL DISTRICT

2019 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 19-01 Administrative IST 19-15	30 Minutes	
IST 19-02 Firearms Qualification Core IST 19-16 Firearms Qualification 2nd	4 Hours 4 Hours	Yes 8 hours total
IST 19-03 Emergency Vehicle Operations IST 19-19	1 Hour 1.5 Hours	Yes 2 hours
IST 19-04 Law Updates	1.5 Hour	
IST 19-05 Mental Illness/Mobile Crisis	1 Hour	Yes
IST 19-06 Safety & Bloodborne Pathogens	1 Hour	
IST 19-07 Child Sex Abuse	1 Hour	Yes
IST 19-08 Diversity and Inclusion	1.5 Hour	
IST 19-09 Verbal Defense and Influence	16 Hours	
IST 19-10 Drug Free Workplace	1 Hour	
IST 19-11 Vehicle Blocking for General Police Operations	4 Hours	
IST 19-12 Use of Force Update	1.5 Hours	
IST 19-13 Preventing Sexual Harassment	1 Hours	
IST 19-14 POST Examination	.5 Hours	Yes
IST 19-17 PT Testing	1.5 Hours	
IST 19-18 Inspections/Pictures	1 Hour	
IST 19-20 Taser Update	.5 Hours	

20TH JUDICIAL DISTRICT

2019 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS.

A Memorandum and a Terminal Operator Eligibility form is sent to each officer with a preset date. If this date is not convenient, then the officer must send an e-mail to Nina Adkins requesting a new date. This form MUST be returned before the scheduled testing date, or the officer will not be allowed to test.

Officers will no longer complete the "fill-in-the blank" exercises at the back of the TIES study guide. Officers will use the electronic version of the study guide during re-certification testing. You do not need to print this book and bring it to class with you. If a book is needed, one will be provided to you.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query re-certification testing:
All sworn employees are required to be NCIC certified. You must be re-certified every 2 years. This test is a maximum of four hours and requires a score of 75 or above to pass.

Any questions concerning NCIC please contact Nina Adkins at 862-7617.

20TH JUDICIAL DISTRICT

Appendix 1

2019 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

20TH JUDICIAL DISTRICT

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

*<u>**The Laser Rule:**</u> Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

20TH JUDICIAL DISTRICT

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.
6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.

20TH JUDICIAL DISTRICT

4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.
8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the open range dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year with your assigned weapons **to include Patrol Rifles.**

If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

APPENDIX 2

2019 Driving Track Rules

1. Maintenance checks of the oil, coolant, transmission fluid, and tire pressure must be conducted prior to each day's training session.

2. No sitting on the track, you must be standing and alert when moving about the track, shagging cones, etc.

3. Use caution and look when moving to set up cones

4. If cone is caught under a vehicle, the vehicle must be stopped, in park and turned off before the cone is retrieved.

5. Vehicle changes should be quick and efficient to minimize down time. Be ready "on deck" when it is your turn to drive.

6. Practice the exercises in the manner in which instructed regarding hand position, mirror use, and foot position etc.

7. Take care of equipment – no movement of the gear selector lever when in motion etc.

8. Report any break downs, collisions and hazards etc. immediately.

9. Report any injuries immediately.

10. Doors must be locked when in motion and seatbelts must be worn properly.

11. Hands, arms, and head etc. must be in the vehicle and not hanging out the windows.

12. Dress for the weather and stay hydrated.

13. Enjoy yourself and learn something while maintaining a positive attitude and being professional.

20TH JUDICIAL DISTRICT

Appendix 3

2019 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed <u>and</u> encouraged to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Heat Injury Prevention

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink one quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only by eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

20TH JUDICIAL DISTRICT

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

20TH JUDICIAL DISTRICT

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure
- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

TBI

INVESTIGATIVE REPORTS

NA-5U-000041

Officer Involved Shooting May 1, 2021

Jacob Griffin

Vol. 2 of 2

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 30

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - 2020 IST Catalog - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M,
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DC

20TH JUDICIAL DISTRICT

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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog

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Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2020

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Preview, Document Title: DOC-2020 IST Catalog-MNPD.pdf
OIS\DOC-2020 IST Catalog-MNPD.pdf

TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO / SUPV. Core In-Service / 2nd Qualification Day Training Calendar	8
GPO / SUPV. Core In-Service / 2nd Qualification Day Daily Schedule	12
GPO / SUPV. Core Training Curriculum	14
2nd Qualification Day Training Curricula: GPO and SUPV.	18
Curriculum Summary	19
NCIC Training	20
Appendix 1: Firearm Safety	21
Appendix 2: Extreme Weather Precautions	25

20TH JUDICIAL DISTRICT

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Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2019.

Supervisors and officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to the employee for any in-service training courses.

We recognize that some changes are unavoidable, **but members should immediately plan their in-service dates and supervisors should enter court blocks in Workbrain for Court Appearance as required.**

Please take advantage of firearm practice opportunities on Open Range dates. The Academy staff is more than willing to provide any additional training or assistance needed. There will be no warm-up or practice before qualification.

All in-service distance learning videos will be viewed via the PowerDMS program.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be on PowerDMS but will still be available on PDWeb.

Also, we will be providing, via PowerDMS (and PDWEB,) departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us. We look forward to a rewarding training year and thank you for your cooperation.

Sincerely,

Gregory Blair

Captain / Director of Training

20TH JUDICIAL DISTRICT

2020 In-Service Training
Rules of Conduct:

1. **Attendance:** For both Core and 2nd Qualifications, attendance will be taken at least twice per day, once in the morning at **0700** hours and, in the afternoon, at 1200 hours.

   A sworn employee is required to attend 40 hours of in-service training for POST (Peace Officer Standards and Training Commission) credit. ***Supervisors SHALL submit a court block in Work-brain for scheduled in-service training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the In-service Training Unit Coordinator, for attendance at court. (In-service Training may have to be rescheduled.) Any absence shall be immediately reported to the In-service Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the In-service Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the in-service training period and any absence for such shall not be counted towards the 40-hour requirement. If an employee is late, the will be sent back to their respective work stations and must be rescheduled.**

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of their Division Commander and In-service Training Unit Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the MPD 153 form (Medical Exemption) provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the In-service Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of in-service training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to

20TH JUDICIAL DISTRICT

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participate in a training exercise shall be rescheduled to attend that course or portion of the course again. An employee with a documented medical condition, who is unable to participate in all or any part of in-service training, shall provide written documentation of such condition to the In-service Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption Report MPD Form 153 to the In-service Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the In-service Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for in-service training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, or other similar items/materials that are not related to the presentation may **NOT** be brought into the classroom.

   Students will not engage in any unapproved physical activity. This includes any activity not directly related to physical training. Some examples are: playing basketball in the gymnasium, and general horseplay. Students will not be considered injured on duty should an injury occur. [9.2.1]

   Use of ALL tobacco products is prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The attire for days other than firearms or physical training will be business casual. The In-service Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, tank tops, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges. Please bring appropriate clothing for the courses (i.e. jeans or cargo pants).

   The wearing of firearms in the Academy building or classrooms by students is **prohibited**. The wearing of ANY weapon at Active-Killer training is specifically prohibited, to include firearms, knives, OC spray, Taser, and batons.

20TH JUDICIAL DISTRICT

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5. **Training Substitution(s):** Due to the number of mandatory training courses offered, there will be NO substitutions for the in-service training requirement.

6. **Scheduling:** All supervisors shall fill out the Excel spreadsheets with the training dates for their personnel as soon as practical. Then submit them to the In-Service Training Unit Coordinator, via email, as soon as possible. Once received, the In-Service Training Unit will then enter the personnel into the PowerDMS Training Program. ***It is the responsibility of the Precinct/Division/Bureau to manage their respective slots. If someone wants to change IST dates, it is up to the Precinct/Division/Bureau to swap their personnel***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor (**PACL or designee**) to the In-service Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. Swaps will be approved on a case by case basis. Swaps based on vacations, other training, or any planned event will be denied and the personnel will be expected to be in attendance at IST. Failure to attend IST when a swap was denied may result in disciplinary action.

7. **IST Distance Learning Videos Test:** All employees must take the IST Distance Learning Videos Quizzes/Tests and confirm that they have completed watching all distance learning videos. All videos and quizzes/tests must be completed prior to the employee's CORE IST dates.

The Online Classroom Review and Test **MUST** be completed within 7 days of completing IST Core. All online In-Service Training will be housed on the PowerDMS program.

20TH JUDICIAL DISTRICT

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2020 Important Scheduling Notes

1. Employees, who, by June 30, 2020, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit and notified of the dates via departmental email.
2. In order to maintain safety limits, enrollment for firearms qualification / training is limited to 53 students per date.
3. Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.
4. All videos and associated quizzes/tests shall be completed before attending Core IST. Those who have not completed the videos, quizzes, and test will be turned away and must be rescheduled, and their chain of command will be notified.
5. Requests for changes in IST dates must be approved by the requestor's Captain/Commander.

20TH JUDICIAL DISTRICT

Document Seq: 24, Document Title: DOC-2020 IST Catalog-MNPD.pdf
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2020 GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a 2nd Qualification Day In-Service Training Course.

Core In-Service Training-1st Half 2020

Core #	Dates	Days of Week
IST 1	January 27 – 29	Monday – Wednesday
IST 2	February 3 – 5	Monday – Wednesday
IST 3	February 10 – 12	Monday - Wednesday
IST 4	February 19 – 21	Wednesday - Friday
IST 5	February 24 – 26	Monday - Wednesday
IST 6	March 4 – 6	Wednesday - Friday
IST 7	March 9 – 11	Monday - Wednesday
IST 8	March 30 – April 1	Monday – Wednesday
IST 9	April 13 – 15	Monday – Wednesday
IST 10	April 20 – 22	Monday – Wednesday
IST 11	May 4 – 6	Monday – Wednesday
IST 12	May 11 – 13	Monday – Wednesday
IST 13	May 18 – 20	Monday – Wednesday
IST 14	June 1 – 3	Monday – Wednesday
IST 15	June 22 - 24	Monday – Wednesday

20TH JUDICIAL DISTRICT

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Page: 9 of 20 Location: /Quarantine/DOC-2020 IST Catalog-MNPD.pdf Date: 2/3/2020 Time: 10:07:27 AM Operator: Jessica Hoch\Metro OIS\DOC-2020 IST Catalog-MNPD.pdf

2nd Firearm Qualification Day
1st Half 2020

2nd Firearm Qualification	Date	Day of Week
1	January 7	Tuesday
2	January 8	Wednesday
3	January 10	Friday
4	February 7	Tuesday
5	February 14	Friday
6	February 27	Thursday
7	March 2	Monday
8	March 12	Thursday
9	April 16	Thursday
10	April 24	Friday
11	May 7	Thursday
12	May 14	Thursday
13	May 26	Tuesday
14	May 27	Wednesday
15	June 25	Thursday

20TH JUDICIAL DISTRICT

Core In-service Training, 2nd Half 2020

Core #	Dates	Days of Week
IST 16	August 3 – 5	Monday – Wednesday
IST 17	August 10 – 12	Monday – Wednesday
IST 18	August 17 – 19	Monday – Wednesday
IST 19	August 24 – 26	Monday – Wednesday
IST 20	August 31 - September 2	Monday – Wednesday
IST 21	September 9 – 11	Wednesday - Friday
IST 22	September 14 – 16	Monday – Wednesday
IST 23	September 21 – 23	Monday – Wednesday
IST 24	September 28 – 30	Monday – Wednesday
IST 25	October 5 – 7	Monday – Wednesday
IST 26	October 12 – 14	Monday – Wednesday
IST 27	October 19 – 21	Monday – Wednesday
IST 28	November 2 – 4	Monday – Wednesday
IST 29	November 16 – 18	Monday – Wednesday
IST 30	November 23 - 25	Monday – Wednesday
Alt	December 14 - 16	Monday – Wednesday

20TH JUDICIAL DISTRICT

2nd Firearm Qualification Day
2nd Half 2020

2nd Firearm Qualification	Date	Day of Week
16	August 7	Friday
17	August 13	Thursday
18	August 21	Friday
19	August 27	Thursday
20	September 3	Thursday
21	September 8	Tuesday
22	September 18	Friday
23	September 24	Thursday
24	October 8	Thursday
25	October 16	Friday
26	October 26	Monday
27	October 27	Tuesday
28	October 28	Wednesday
29	November 9	Monday
30	November 10	Tuesday
Alt	December 17	Thursday

20TH JUDICIAL DISTRICT

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2020 GPO & Supervisor Core In-Service Training Schedule

	Core Day 1	Core Day 2	Core Day 3	Online
7:00	Law Update	Professional & Ethical Behavior	Active Killer / Rescue Task Force	EVOC
				Child Sex Abuse
8:00		Officer Wellness & Resiliency		Bloodborne pathogens
				Professional Conduct & Decision Making (bias based policing)
9:00	Documentation of Incidents			P.O.S.T. Examination
10:00	EVOC	DV Update		ICS and CRBNE incidents
				Mental Illness (Trauma Informed Care)
11:00	LUNCH	LUNCH	LUNCH	Officer Involved Shootings
12:00	FIREARMS QUALIFICATION	Defensive Tactics	Active Killer / Rescue Task Force	
13:00				
14:00				
15:00				

20TH JUDICIAL DISTRICT

2020 GPO & Supervisor
2nd Firearm Qualification Day
In-Service Training Schedule

	2nd Qual
7:00	CPR Update
8:00	
9:00	Taser Recertification
9:30	Physical Fitness Test
10:00	
11:00	LUNCH
12:00	FIREARMS QUALIFICATION
13:00	
14:00	
15:00	

20TH JUDICIAL DISTRICT

2020 GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2018.

IST 20-01 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 20-02 - Law Updates
In this block of instruction officers will be updated on relevant legal changes and refreshed on important areas of law. Topics include updates on Metro Ordinances, State Statutes and recent Court Decisions and sources will include additions to TCA and Supreme Court Case Law. The class will also refresh officers' awareness of the law regarding issues they encounter while performing their duties.

IST 20-03 - Incident Documentation & Report Writing
This block of instruction will teach the student the importance of accuracy of documentation. This will include incident reports, supplements, crime scene documentation, documentation of Use of Force incidents, and other incidents which need detailed documentation. Ensuring the: who, what, where, when, how, and why is documented.

IST 20-04 - Emergency Vehicle Operation Course
This block of instruction, both distance learning and classroom learning, will provide officers with required annual training on EVOC and related topics. EVOC updates and the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions, will be presented in the classroom. An emphasis will be placed on safety and departmental policy.

IST 20-05 - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

20TH JUDICIAL DISTRICT

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IST 20-06 - Professional & Ethical Behavior
This training will provide personnel with the insight and perspective of the importance of ethical behavior. This includes behavior both in the personnel's professional and personal lives. Understanding how we represent the department and ourselves both on and off duty is vital. Being aware of influences and the "slippery slope" of justifying behavior which may be in poor judgment can help one understand how important it is to continue to be held to the upmost ethical standard.

IST 20-07 - Officer Wellness & Resiliency
This block of instruction will educate personnel how important it is to take care of oneself. Learning of the different traumatic incidents personnel are exposed to and how it can affect them both professionally and personally and being supplied with the tools and resources to appropriately cope and work through those incidents is essential. Personnel will be given departmental resources, along with individual exercises (tools) in an effort to be educated in what they may experience during a critical incident, to also include cumulative trauma exposure. The more effective ways personnel can take of themselves, they better they will be and the better relationships they will have both professionally and personally.

IST 20-08 - Domestic Violence Update
This block of instruction will present personnel with updated laws, policies, and procedures regarding updated best practices for prosecution of domestic violence incidents. They will also learn, in depth, how to investigate and prosecute victims of elderly abuse. This also includes department and advocacy resources available to victims of elderly abuse.

IST 20-09 - Defensive Tactics
This block of instruction will provide personnel with tactics and tools regarding the arresting process. There will be various types of resistance, from simple verbal resistance to physical resistance, during these practical applications of various tactics (including de-escalation tactics) from soft empty hand control to hard empty hand control, as well as disengaging from a subject who may produce a weapon/threat (up to deadly force).

IST 20-10 - Active Killer/Rescue Task Force
This block of instruction will be a continued exposure to personnel on movements and tactics in relation to active killer incidents, to also include: the establishment of a Rescue Task Force and their movements and responsibilities during active killer incidents. This training will be application based.

IST 20-11 - Child Sexual Abuse
This distance learning video will provide information for the first responding officer or supervisor of a sexually oriented crime reported in Nashville/Davidson County. Topics will include: incident classifications & relevant definitions, call out criteria, MLEs (time requirements), who is required to report child abuse, and review of the department manual regarding handling of calls involving sex crimes, specifically those involving minors.

20TH JUDICIAL DISTRICT

IST 20-12 - Safety & Bloodborne Pathogen Update

Bloodborne Pathogen training is required by OSHA to be taught every year. This distance learning video will cover the definitions of Bloodborne Pathogens, Universal Precautions, personal protective equipment (PPE), and proper hand washing. Also covered are the free Hepatitis B vaccinations/declinations which are offered to all MNPD employee, how to properly dispose of sharps, driving tips, safety tips, the Concentra IOD Clinic, and the MPD Manual and Civil Service Rules pertaining to IOD Injuries. Class participants are reminded about reading the MNPD Exposure Control Plan and where it is located (MPD Manual 2.50).

IST 20-13 - Professional Conduct & Decision Making (Bias Based Policing)

This distance learning video will provide information relating to decision making and what influences someone may experience due to personal bias. The utilization of proper communication skills will assist in de-escalating situations. Understanding the importance of using the five approaches of treating people right, and how it can benefit current and future interactions between the community and the MNPD. In addition, the importance of utilizing the MNPD Incident Decision Making Model during incidents will allow personnel the opportunity to make the best informed decision while ensuring the sanctity of human life.

IST 20-14 - Emergency Contingency Section- Incident Command Systems

This distance learning block of instruction will present information to personnel regarding the implementation of the Incident Command System, especially when utilizing the Unified Command with other government services/resources. Information on how to effectively respond and address chemical spill (or potential for) types of incidents and the importance of using Personal Protection Equipment (PPE) during these types of incidents. Additional information on how to use the Emergency Response Guide (ERG) and being aware of CBRN types of incidents. CBRN: Chemical, Biological, Radioactive, and Nuclear.

IST 20-15 - Mental Health Cooperative: Trauma Informed Care

This Distance Learning video will increase personnel's knowledge of trauma informed care, to include: what is it, how it is beneficial to law enforcement personnel, and how it can be utilized in specific crisis (and non-crisis) incidents. This class also fulfills the Tennessee Code Annotated requirement for mental health crisis management training.

IST 20-16 - Officer Involved Shootings

This distance learning video will educate personnel on how the MNPD responds to officer involved shootings. Personnel will learn who all will respond to officer involved shootings and the procedures which will take place during these types of incidents. In addition, personnel will understand their rights regarding the difference between criminal and administrative investigations and what counseling services (Behavioral Health Services, or BHS) are available, and will respond as well to officer involved shooting incidents.

20TH JUDICIAL DISTRICT

Document Seq: 24, Document Title: DOC-2020 IST Catalog MNPD, Tiffany Gooch\Metro OIS\DOC-2020 IST Catalog-MNPD.pdf

IST 20-17 P.O.S.T. Examination

This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

2020 GPO & Supervisor 2nd Qualification Day Course Curriculum

IST 20-18 - Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

IST 20-19 - CPR Update
Personnel will be presented information regarding the use and application of Heartsaver CPR as well as the utilization of an Automated External Defibrillator (AED). Personnel will be provided tools and information regarding after care assistance to someone who received CPR or the use of an AED.

IST 20-20 - Physical Fitness Testing
All personnel will be participating in physical fitness testing. Appropriate attire and footwear will be needed to complete the push- ups, sit ups, 300 meter run, and 1½ mile run. The physical fitness testing will be conducted on the 2nd Qualification IST day.

IST 20-21 - (2nd Qualification) - Firearms Training & Qualifications
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force.

IST 20-22 - Taser Update
This course will provide annual updates to the basic operational theory and practical training to instruct users to reasonably, safely, and effectively operate TASER Conducted Electrical Weapons (CEWs). The TASER CEW is capable of creating incapacitation to an actively resistant subject with little to no injury to either the officer who deploys the device or to the subject who is non-compliant.

20TH JUDICIAL DISTRICT

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2020 In-Service Curriculum Summary

Course Number and Title	MNPD	POST Requirement
IST 20-01 Administrative IST 20-18	30 Minutes	
IST 20-05 Firearms Qualification Core IST 20-21 Firearms Qualification 2nd	4 Hours 4 Hours	Yes 8 hours total
IST 20-04 Emergency Vehicle Operations	2 Hours	Yes, 2 Hours
IST 20-02 Law Updates	2 Hours	
IST 20-03 Incident Documentation & Report Writing	1 Hour	
IST 20-06 Professional & Ethical Behavior	1 Hour	
IST 20-07 Officer Wellness & Resiliency	2 Hours	
IST 20-08 Domestic Violence Update	1 Hour	
IST 20-09 Defensive Tactics (UOF update)	4 Hours	
IST 20-10 Active Killer/Rescue Task Force	8 Hours	
IST 20-19 CPR Update/Refresher	2 Hours	
IST 20-22 Taser Re-certification	.5 Hours	
IST 20-20 PT Testing	1.5 Hours	
IST 20-17 P.O.S.T. Examination	.5 Hours	Yes
IST 20-11 Child Sex Abuse	1 Hour	Yes
IST 20-14 Incident Command Systems	1 Hour	
IST 20-15 Mental Health/Mobile Crisis	1 Hour	Yes
IST 20-16 Officer Involved Shootings	1 Hour	
IST 20-13 Professional Conduct & Decision Making	1 Hour	
IST 20-12 Safety & Bloodborne Pathogens	1 Hour	Yes

20TH JUDICIAL DISTRICT

2020 NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS.

Officers will receive an email notification from Mary Williams for scheduling their recertification testing date. Once a testing date is scheduled (***through email***), and the officers arrives for their testing, they will be supplied a Memorandum and a Terminal Operator Eligibility form. If the officer must reschedule, they must contact, ***through email***, Mary Williams in an effort to schedule a new date. This form MUST be completed prior to testing. If the officer's certification expires, they will no longer have NCIC access, or be allowed to be around any terminals which are utilized for NCIC access.

Officers will use the electronic version of the study guide during re-certification testing. You do not need to print this book and bring it to class with you. If a book is needed, one will be provided to you.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action. This means your recertification will begin at the time the class is scheduled. If an officer is late, they will not be able to be recertified at that time and must be rescheduled. The officer's chain of command may be notified as well to initiate corresponding disciplinary action.

Query re-certification testing:
All sworn employees are required to be NCIC certified. You must be re-certified every 2 years. This test is a maximum of four hours and requires a score of 75 or above to pass.

Any questions concerning NCIC please contact Mary Williams at 862-7617.

20TH JUDICIAL DISTRICT

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2020 Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. ****Body armor is required for all participants during live fire range usage**

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat ALL weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

20TH JUDICIAL DISTRICT

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

20TH JUDICIAL DISTRICT

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.
6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer. Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.

20TH JUDICIAL DISTRICT

Document Seq: 24 Document Title: DOC-2020 IST Catalog-MNPD.pdf
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4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.
8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the open range dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year with your assigned weapons **to include Patrol Rifles.**

If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

Document Seq: 24, Document Title: DOC-2020 IST Catalog-MNPD.pdf
Appendix 2
Document Title: DOC-2020 IST Catalog-MNPD.pdf
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2020 Extreme Weather Precautions



Water is Important

1. Studies published in the Journal of Epidemiology have shown that drinking enough water reduces the risk for heart disease in males by up to 65% and females by up to 30%.
2. These same studies show that >70% of the American population is clinically dehydrated.
3. Proper water intake aids in reducing risk for heart disease, improves muscle recovery (after an injury and exercise), allows for proper function of internal organs and aids in improved performance (work and athletic).
4. Studies by the Gatorade Institute have shown that as little as 2% dehydration results in a 10-20% decrease in athletic performance.
5. Proper water intake is dependent on activity level and ranges from .5 oz to 1.0 oz per pound of body weight. Water intake should be monitored.
6. According to the Gatorade Institute, the recommended daily dose of caffeine is 420 mg/day. The average American gets between 800 - 1600 mg/day.
7. Caffeine is a diuretic and ads to water loss and dehydration. Therefore, increased caffeine intake can negatively affect athletic/work performance.
8. With the first 10 minutes of initiation of an exercise bout, the blood flow to the digestive tract is reduced by 50%. Therefore, it is important to eat at least one hour before exercising; eating closer to your work out can result in bloating, gas and discomfort. This is also why you should not drink protein or high carbohydrate drinks during your workout. It is better to drink 10-20 minutes after the workout once the blood flow has been normalized.

Note: Students are allowed, <u>and</u> encouraged, to carry a bottle of water with them at all times.

20TH JUDICIAL DISTRICT

Heat Injury Prevention

Consider water a tactical weapon. Reduce heat injury by forcing water consumption. Drink water even if not thirsty.

When possible drink cool water (50*F to 55*F)

Drink one quart of water in the morning, at each meal and before strenuous work. Water requirements vary with climatic conditions and workloads. In hot climates, drink at least one quart of water each hour. In extreme conditions, hourly water requirements increase to over two quarts.

Take frequent drinks since they are more effective than drinking the same amount all at once. Large officers need more water.

Replace salt loss only by eating all meals.

When possible, workloads and /or duration of physical activity should be less during the first days of exposure of heat; then should gradually be increased to follow acclimatization.

Modify activities if conditions which increase risk of heat injury (fatigue/loss of sleep, previous heat exhaustion, taking medication) are present.

Take frequent rest periods in the shade, if possible. Lower the work rate and workloads as the heat conditions increase.

Perform heavy work in the cooler hours of the day such as early morning or late evening, if possible.

Heat Cramps

Symptoms: Muscle cramps of arms, legs, and /or stomach. Heavy sweating (Wet Skin) and extremely thirst may occur.

First Aid:

Move subject to a shady area and loosen clothing.

Slowly give large amounts of cool water.

Watch the subject. Continue to give water, if subject accepts it.

Get medical help if cramps continue.

20TH JUDICIAL DISTRICT

Heat Exhaustion

Symptoms: Heavy sweating with pale, moist, cool skin; headache, weakness, dizziness, and /or loss of appetite.

Heat cramps, nausea (with or without vomiting), urge to move bowels, chills (gooseflesh), raped breathing, confusion, and tingling of the hands/or feet may occur.

First Aid:

Move subject to a cool shady area and loosen clothing.

Pour water on subject and fan to permit cooling effect.

Have subject slowly drink at least one full bottle of water.

Get medical help if symptoms continue; watch subject until symptoms are gone or medical aid arrives.

Heat Stroke

The danger of heat stroke:
Heat stroke can be life threatening if left untreated.

- Drink plenty of fluids, especially when working or playing in the sun.
- Make sure you are taking in more fluid than you are losing.
- Try to schedule physical outdoor activities for the cooler parts of the day.
- Drink appropriate sports drinks to help maintain electrolyte balance.
- For infants and young children, solutions like *Pedialyte* will help maintain electrolyte balance during illness or heat exposure. Do not try to make fluid and salt solutions at home for children.

What is heat stroke?
Heat stroke is the most severe form of heat illness and is a life-threatening emergency. It is the result of long, extreme exposure to the sun, in which a person does not sweat enough to lower body temperature. The elderly, infants, persons who work outdoors and those on certain types of medications are most susceptible to heat stroke. It is a condition that develops rapidly and requires immediate medical treatment.

What causes heat stroke?
Our bodies produce a tremendous amount of internal heat and we normally cool ourselves by sweating and radiating heat through the skin. However, in certain circumstances, such as extreme heat, high humidity or vigorous activity in the hot sun, this cooling system may begin to fail, allowing heat to build up to dangerous levels.

If a person becomes dehydrated and cannot sweat enough to cool their body, their internal temperature may rise to dangerously high levels, causing heat stroke.

20TH JUDICIAL DISTRICT

What are the symptoms of heat stroke?
The following are the most common symptoms of heat stroke, although each individual may experience symptoms differently. Symptoms may include:

- headache
- dizziness
- disorientation, agitation or confusion
- sluggishness or fatigue
- seizure
- hot, dry skin that is flushed but not sweaty
- a high body temperature
- loss of consciousness
- rapid heart beat
- hallucinations

How is heat stroke treated?
It is important for the person to be treated immediately as heat stroke can cause permanent damage or death. There are some immediate first aid measures you can take while waiting for help to arrive.

- Get the person indoors.
- Remove clothing and gently apply cool water to the skin followed by fanning to stimulate sweating.
- Apply ice packs to the groin and armpits.
- Have the person lie down in a cool area with their feet slightly elevated

Intravenous fluids are often necessary to compensate for fluid or electrolyte loss. Bed rest is generally advised and body temperature may fluctuate abnormally for weeks after heat stroke.

How can heat stroke be prevented?
There are precautions that can help protect you against the adverse effects of heat stroke. These include:

- Drink plenty of fluids during outdoor activities, especially on hot days. Water and sports drinks are the drinks of choice; avoid tea, coffee, soda and alcohol as these can lead to dehydration.
- Wear lightweight, tightly woven, loose-fitting clothing in light colors.
- Schedule vigorous activity and sports for cooler times of the day.
- Protect yourself from the sun by wearing a hat, sunglasses and using an umbrella.
- Increase time spent outdoors gradually to get your body used to the heat.
- During outdoor activities, take frequent drink breaks and mist yourself with a spray bottle to avoid becoming overheated.
- Try to spend as much time indoors as possible on very hot and humid days.

If you live in a hot climate and have a chronic condition, talk to your physician about extra precautions you can take to protect yourself against heat stroke.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 31

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Basic Academy Curriculum 2006 - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/ [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

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Metropolitan Police Department

Nashville-Davidson County, Tennessee

Training Academy

20TH JUDICIAL DISTRICT

Basic Police Curriculum

Session 48

Ethics, Law, Community & Fitness

February 1, 2006 – June 22, 2006

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
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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 Session 48 of the Metropolitan Police Training Academy.

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
Preview, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

Contents

	Page
Curriculum Summary	4
Curriculum	
Firearms	5
Emergency Medical Training	7
Patrol Procedures	8
Interpersonal Communications	17
Professional & Ethical Conduct	19
Physical Defense Techniques	20
Criminal & Constitutional Law & Procedures	24
Written Communications	27
Human Relations	28
Criminal Justice System	31
Police Stress	32
Administrative	34
Emergency Vehicle Operation	40
National Safety Council Defensive Driving Course	41
Training Academy Staff	42

20TH JUDICIAL DISTRICT

Curriculum Summary

Block of Instruction	POST Required Hours	Session 48
Firearms	40 Hours	84 Hours
Emergency Medical Training	20 Hours	20 Hours
Patrol Procedures	100 Hours	180 Hours
Interpersonal Communications	25 Hours	37 Hours
Professional and Ethical Conduct	3 Hours	8 Hours
Physical Defense Techniques	40 Hours	118 Hours
Criminal and Constitutional Law and Procedures	50 Hours	92 Hours
Written Communications	18 Hours	23 Hours
Human Relations	30 Hours	40 Hours
Criminal Justice System	11 Hours	11 Hours
Police Stress	9 Hours	26 Hours
Administrative	3 Hours	155 Hours
Emergency Vehicle Operation	40 Hours	40 Hours
National Safety Council Defensive Driving Course	8 Hours	8 Hours

Total: 842 Hours

Total: 100 Training Days 842 Hours

20TH JUDICIAL DISTRICT

Firearms

Total: 84 Hours (POST 40 hours)

Introduction to Firearms Training.....4 Hours

This portion of instruction will introduce the trainee to the basic nomenclature of a semi-auto pistol and shotgun in preparation for the firearms training program. An emphasis is placed on Range Safety Rules, Firearm Safety, Home Safety, and weapon issue. An introduction to the use of force policy, the force continuum, and other relevant policies and procedures are presented. Trainees are issued the Glock Model 22 handgun and instructed in its safety and maintenance.

Pistol Draw Stroke.....

(Covered in Introduction to Firearms)

The objective of this instruction is to have the students learn and demonstrate the proper way to draw and re-holster the pistol from the holster. The student must be able to master this task in order to get the weapon out on target.

Firearms Home Safety.....

(Covered in Introduction to Firearms)

The goal of this course is to reduce the possibility of home injuries due to improper handling of firearms. As a firearms owner and user, officers must take responsibility for the safe handling and safe storage of their firearms. Officers are trained in basic training and inservice on the safe handling and use of firearms. Officers are taught the basic rules of firearm safety, which include but are not limited to: handle all firearms as if they are loaded, always keep the firearm pointed in a safe direction, keep your finger out of the gun's trigger guard and off the trigger until you are on target and have decided to fire, and always be certain of your target and what is beyond it. Officers are issued locks and are given suggestions on how the locks should be used.

20TH JUDICIAL DISTRICT

Handgun Proficiency.....60 Hours

After classroom instruction on safe gun handling and handgun marksmanship, the trainee will participate in live-fire marksmanship training at a variety of distances and conditions. The trainee will qualify on the current departmental handgun course and must demonstrate proficiency in all aspects of the firearms training program. The trainee will be required to successfully complete training on topics to include, stoppage clearance, low-light confrontations, move and shoot, tactical reloading, decision shooting, and other firearms training exercises. An emphasis is placed on judgmental shooting, target identification, threat assessment, and the application of the force continuum.

Shotgun Proficiency.....20 Hours

As with handgun proficiency training, after classroom instruction on safe gun handling and marksmanship, the trainee will participate in live-fire marksmanship training at a variety of distances and conditions. The trainee will qualify on the current departmental shotgun course and must demonstrate proficiency in all aspects of the firearms training program. The trainee will be required to successfully complete training on topics to include, stoppage clearance, low-light confrontations, move and shoot, tactical reloading, decision shooting, and other firearms training exercises. An emphasis is placed on judgmental shooting, target identification, threat assessment, and the application of the force continuum.

20TH JUDICIAL DISTRICT

Emergency Medical Training

Total: 20 Hours (POST 20 Hours)

First Responder Course.....20 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.

20TH JUDICIAL DISTRICT

Patrol Procedures

Total: 180 (POST 100 hours)

Computer Skills: The Police Laptop (MDC).....2 Hours

This block of instruction provides trainees with the basic skills necessary to utilize the wireless police laptop while on patrol and its associated software and online resources. Both classroom presentation and practical exercises using the actual programs are used to instruct.

Radio Issue and Communication Procedures.....9 Hours

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.

Crime Scene Protection and Investigation (Covered in Basic Latent Print Training)

The purpose of this instruction is to provide the trainee with the knowledge, skills and abilities to properly protect and secure a crime scene and the evidence associated with the crime scene. Also covered during this block of instruction will be departmental policy and procedure regarding the handling and processing of crime scenes and an introduction into the information that can be learned from the proper processing of a crime scene.

Incident Command (National Incident Management System) ..... 6 Hours

The purpose of this course of instruction is to ensure that trainees have a working knowledge of the National Incident Management System, Departmental Contingency Plans, and departmental policy and procedure on the law enforcement incident command system. Also covered will be civil disobedience tactics, equipment and procedures that will be utilized during a civil disturbance. An emphasis is placed in the proper response to such calls for service with the guidelines of departmental policy, law, and the constitutional rights of involved parties.

20TH JUDICIAL DISTRICT

HomelandSecurity/WMD.....8 Hours

The purpose of this course is to ensure that trainees are able to effectively respond to incidents involving weapons of mass destruction. A historical overview of terrorism and hate groups will also be covered. The course will explain techniques for the safe response to biological, chemical, radiological and ordnance incidents. An emphasis will be placed on first responder personal protection, and determining immediate isolation zones, and identifying safety hazards.

Traffic Direction and Control..... 3 Hours
The objective of this block of instruction is to explain the safe and proper manual direction and control of traffic. The course will review departmental policy and procedure regarding traffic direction and control and the techniques and signals (hand and whistle) that should be used when directing traffic.

Traffic Collision Investigation.....8 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.

Traffic Law & Enforcement Policy..... 4 Hours

The objective of this block of instruction is to provide the trainee with a working knowledge of state and local laws as they relate to motor vehicles, the driver, rules of the road, licensing, and laws relating to impaired driving. Also covered is departmental policy and procedure regarding traffic enforcement and crash investigation.

FOR JUDICIAL DISTRICT

Traffic Collision Diagram and Report Forms ..... 4 Hours

The objective of this block of instruction is to provide the trainee with the proper techniques for completing the collision report and diagram. Specific content will include orientation to direction, relative position of vehicle(s) involvement of fixed objects the determination of and pictorial representation of the approach, point of impact and final rest locations, and depiction of physical evidence. Determining contributing factors and physical evidence in order to document the investigation will be covered. Both classroom instruction and practical exercises will present the proper completion of the traffic crash reports and their supplements.

Traffic Final Examination..... 1 Hour

During this period, the trainee will be tested on all aspects of traffic collision investigation, traffic law, and related departmental policy and procedure.

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.

NCIC..... 25 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.

20TH JUDICIAL DISTRICT

Basic Drug Investigation (Street Level Drugs).....2 Hours

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 shown the current "drugs of choice" and will learn the effects of each. Also covered will be tactics on how to safely handle calls for service involving those subjects who may be under the influence of such drugs.

Impaired Driver Detection & Enforcement (DUI).....19 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 MNPD 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 as it relates to state law on blood and breath testing.

Role of the Field Training Officer (FTO).....2 Hours

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.

Officer Survival.....23 Hours
Note: Officer survival training and tactics are infused throughout training.

During this period of instruction, police safety will be carefully examined through lecture and discussion with respect to the daily performance of law enforcement officer's duties while responding to calls for service and interacting with the public. The discussion will include the critical impact of attitude on an officer's chances of survival and the normal patrol tactics of the law enforcement officer. Emphasis will be placed on

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30TH JUDICIAL

identifying "routine" practices of officers that result in compounded mistakes that are utilized to the advantage of criminals.

Other Class Topics covered during training:

1. High Risk Patrol Tactics
2. Off Duty Confrontations
3. FATS Training
4. Officer as Hostage
5. Contact and Cover
7. Traffic Stops
8. Felony Take down Traffic Stops

Traffic Stops.....4 Hours

This block of instruction is designed to teach the trainee the basics of making an unknown risk traffic stop. The trainee will also be instructed as to the danger signals that may cause a shift from an unknown-risk to a known-risk traffic stop. High-risk stops and the problems associated with stopping unusual vehicles will also be discussed. The Parking Tickets, Traffic Citations and the Vehicle Stop Data Form will also be covered. Traffic Stops will also be incorporated during the wait time during Emergency Vehicle Operations.

Traffic Stops- Safe and Legal Traffic Stops (SALTS).....3 Hours

During this block of instruction emphasis is placed on developing the ability to communicate effectively with those who are stopped by the police in a selective enforcement program and safe and effective methods to complete traffic stops. Also covered are applicable departmental policies, procedures, and forms.

Hate Crime Investigations.....2 Hours

This block of instruction informs trainees of the key role they will play in identifying potential hate crimes, reporting them to supervisors, conduction follow-up investigations and determine the proper response toward the victim in accordance with departmental policy.

20TH JUDICIAL DISTRICT

Use of Street Guide (Map Reading).....1 Hour

This block of instruction covers the proper use of the departmental issued Handy Map. The trainees are taught the proper way to orient themselves using the map. Trainees are then given several scenarios in which they must find the quickest and most direct route to the location given.

Practicums.....16 Hours

This time is devoted to challenging the trainee with the skills that they have learned thus far. Trainees are given a scenario via being dispatched and must deal with the call as if it were the real thing. Simmunitions training is also used during the practicums. Trainees must be able to apply practical application of the law and act on it. They must also complete the proper paperwork that is required for the call. The trainees will be forced to take appropriate actions within the force continuum.

FATS (Firearms Training Simulator).....
(Covered in Firearms and Officer Survival)

This time is used to give trainees an opportunity to experience scenarios where they must choose what type of force needs to be applied. It is also used to improve fundamentals of firearms training. These are decision making scenarios shoot/don't shoot situations.

20TH JUDICIAL DISTRICT

Intradepartmental Components

Domestic Violence Division.....8 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.

Hazardous Devices Unit.....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.

Youth Services Division.....3 Hours

The purpose of this instruction is to provide the trainee with an insight into the contributing causes of delinquency, the amount and scope of the delinquency issue, possible methods of control, and areas of prevention. Also included is a discussion of relevant factors that contribute to the formation of juvenile gangs and methods of intervention. Emphasis is placed on the need for cooperation and referrals between Youth Services Division and the Patrol Division. Departmental policy, procedures, and forms applicable to the handling and processing of calls for service involving **juvenile(s) missing children** and specifically the **juvenile citation** is presented.

Basic Latent Print Training.....8 Hours

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

Transportation Licensing Board.....1 Hour

This block of instruction covers the laws and procedures that govern wrecker services, including issues and illegal actions.

K-9 .....2 Hours

The objective of this block of instruction is to inform the trainee the appropriate times that a K-9 team can be used for criminal apprehension and explain when an explosive detection dog and/or a narcotic detection dog can be used. Also discussed will be the

SOUTH JUDICIAL DISTRICT

importance of securing a perimeter and the responsibilities of patrol officers on the scene, after an arrest, and medical assistance when K-9 has been utilized.

Property and Evidence.....
(Covered in Crime Scene Investigation/Latent Prints)

This block of instruction will teach the trainee the process of turning evidence in to the property room, to include documentation and the forms needed to ensure a chain of custody for evidence.

Criminal Gangs.....2 Hours

The goal of this block of instruction is to inform the trainee of the difference between the hardcore gang members and at risk subjects. They will have a better understanding of basic gang culture, criminal gangs, tracking these gangs, the different types of gangs and how they operate in Nashville, Tn.

TDOT Help Program.....1 Hour

To provide information about the services provided such as route coverage, focus on congestion and quick clearance, and the effects of traffic congestion.

Adult Sex Abuse.....1 Hour

To provide general knowledge of the fundamentals of criminal investigation as they pertain to sex abuse. General knowledge of the terminology, laws, and the duties of the first responder officer will be provided.

The Law and Animals.....2 Hours

Instructs officers on how to recognize and respond to situations dealing with dangerous animals and how to report the animal as the victim of a crime.

20TH JUDICIAL DISTRICT

Document Seq: 25 Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
Preview Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

Fugitive and Extradition.....1 Hour

Topics covered are extradition of a defendant to this jurisdiction, making proper notification regarding a fugitive's status, and returning the individual to the jurisdiction where they are wanted.

20TH JUDICIAL DISTRICT

Interpersonal Communications

Total: 37 Hours (POST 25 Hours)

Command Spanish.....10 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.

COPS (Community Oriented Police Services).....3 Hours

This block of instruction will introduce the trainees to the concept of community oriented policing. Emphasis will be placed on the Community Coordinator's position at each precinct and the officers role with respect to cooperation within the community, building community partnerships, developing relationships with community leaders, identifying community resources, and the benefit of problem-solving through effective partnerships. The importance of the officer-citizen-community relationship is stressed throughout the academy training program.

Media Relations.....3 Hours

This block of instruction will review the guidelines regarding the release of information to the media as prescribed by department policy. Emphasis will be placed on the issue of the public's right to know vs. the security of information needed to successfully complete an investigation. Also presented will be practical examples of public speaking to the media, the issuance of press releases, and how to convey information in an effective and concise format.

20TH JUDICIAL DISTRICT

Verbal Judo..... 9 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 and 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.

Team Building & Leadership Skills.....12 Hours

This course is a challenge course that is designed to develop the principles of teamwork and provide them with the opportunity to overcome fears and weaknesses. The course will emphasize ways to work in a team environment, through coordination and communication and how these principals can be applied in their daily duties.

20TH JUDICIAL DISTRICT

Professional and Ethical Conduct

Total: 8 Hours (POST 3 Hours)

Ethics for the Police Officer.....8 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.**

20TH JUDICIAL DISTRICT

Physical Defense Techniques

Total: 118 Hours (POST 40 hours)

Physical Fitness Training.....53 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 weekly 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. Recognizing the value of an entire fitness and wellness program, a portion of the physical training program is dedicated to wellness, both from a lifestyle perspective and a police fitness perspective. Particular emphasis is placed on nutrition, hydration, stress management, and the role of exercise in maintaining a healthy lifestyle.

Aerosol Chemical Weapons.....3 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 to provide the subject will also be instructed.

ARCON—Hand and Foot Strikes.....4 Hours

The objective of this instruction is to accompany other techniques learned in defensive tactics. It is not to be the only way to control subjects. The goal is to give officers an additional way to control offenders. The force continuum will be reviewed.

Confrontation Drills (Covered Under Grappling).....

The objective of this period of instruction is to instruct the student how to safely get control of a person who is violently resisting and/or attacking the officer. Additional objectives are: reason for proper distance and reactionary gap, how easy it is to get hit by a suspect, why being in good shape is important, and how to deal with confrontation both physically and mentally.

20TH JUDICIAL DISTRICT

Edged Weapon Defense.....4 Hours

The objective is to teach officers how to defend against the most common attacks from edged weapons. The student will also understand the results of fighting with an edged weapon and how to increase their chances of survival.

Gun Retention and Disarming.....4 Hours

The objective of this course is to teach the students to fend off disarming attempts when their weapon is drawn or holstered and; to teach students to disarm "close in" handgun wielding assailants. The students will also learn to disarm subjects with shotguns or rifles in close confrontations.

Handcuffing and Searching......4 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.

Sudden Custody Death Syndrome (Positional Asphyxia).....2 Hours

The objective is to inform the student of the meaning of positional asphyxia. The class will teach them the proper way to position suspects during arrest and transportation.

Box Drill.....4 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.

PPCT.....4 Hours

The objective is to instruct the student how temporary inhibiting motor dysfunction techniques can be used in controlling resisting subjects.

Grappling.....8 Hours

This period of instruction is to re-enforce all techniques learned in defensive tactics. The goal is to show officers additional ways to control offenders. If an officer is knocked

20TH JUDICIAL DISTRICT

down onto their back in a confrontation this instruction will offer the student techniques in controlling the subject while on the ground, or how to overcome the confrontation and position themselves upright on their feet.

Vehicle Extractions.....2 Hours

The objective of the course is to instruct the student in the proper way to remove someone from a vehicle.

Off-Duty Confrontations.....
(Incorporated during Firearms training)

The object of the course is to instruct the student in the proper carry techniques and safe holsters or additional devises to secure their firearm and or magazines in an appropriate manner. The course will go over how to draw, show ID, load, and unload with strong and support hands.

ASP Baton.....4 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 with current policies and procedures of the Metropolitan Police Department.

Use of Force Continuum (Covered Under Law Instruction).....

The objective of this instruction is to inform the student about MNPD's Use of Force policy. The student will learn when to apply force to affect an arrest. This instruction will be throughout training when working with Confrontation Management.

Active Shooter (Covered during Practicums).....

The objective of this course is to identify and exercise techniques and tactics which are swift, decisive, and organized so that such incidents necessitating a radical deployment may be resolved with maximum safety, as rapidly as possible, to stop the active threat to life.

Field Interview Stance.....1 Hour

20TH JUDICIAL DISTRICT

The field interview stance is taught to trainees so that they will be able to react to immediate threats and to protect themselves from those being interviewed.

Room Entry/Clearing.....8 Hours

This block of instruction covers the proper technique for making entry into a building and clearing the rooms. Particular emphasis is placed on communicating with other officers and knowing each officer's area of responsibility.

Mental Illness (Confrontation Management).....1 Hour

The objective of this block is to instruct the student in how to interact with people who have mental illness. The student is instructed on how to use verbal direction to calm and control the subject.

Defensive Tactics Practical and Written Review and Test.....2 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.

TASER Training .....4 Hours

The trainee will be instructed on how to deploy the TASER consistent with established policy and procedure governing the force continuum. The trainee will be instructed that the deployment of a TASER will be consistent with department-approved training.

20TH JUDICIAL DISTRICT

Criminal & Constitutional Law

Total: 92 Hours (POST 50 Hours)
(Block I, II and V are interwoven in to the required 11 hours of Criminal Justice System instruction)

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.

Law Block I (Introduction to Law)..... 10 Hours

Law Block II (Statutory Law)..... 22 Hours

Law Block III (Use of Force) .....12 Hours

Law Block IV (Constitutional Restrictions).....34 Hours

Law Block V (Practical Applications).....10 Hours

Law Final Comprehensive Review & Exam.....4 Hours

Total..... 92 Hours

20TH JUDICIAL DISTRICT

Law Block I ..... 10* Hours
Introduction to Law

I. History and Sources of Law ..... 2* hours
*(Includes these hours that are counted in the POST category "Criminal Justice System")

II. Court System and Jurisdiction ..... 1* hour
*(Includes these hours that are counted in the POST category "Criminal Justice System")

III. Levels of Proof .....2* hours
*(Includes these hours that are counted in the POST category "Criminal Justice System")

IV. Arrest Power .....1* hour

V. Review and Exam .....2 hours

Law Block II .....22 Hours
Statutory Law

I. Grading of Offenses .....1 hour

II. Criminal Statutes .....15 hours

III. Mental Health Statutes .....2 hours

IV. Review and Exam ..... 4 hours

Law Block III .....12 Hours
Use of Force

I. Self Defense / Defense of Others .....4 hours

II. Effectuating Arrest .....3 hours

III. Handgun Permits .....1 hour

IV. Police Commissions .....1 hour

V. Security Guards .....1 hour

VI. Review and Exam .....2 hours

Law Block IV ..... 34 Hours
Constitutional Restrictions

I. Fourteenth Amendment .....2 hours

II. First Amendment .....2 hours

III. Second Amendment .....1 hour

IV. Fourth Amendment and Tenn. Constitution Article I § 7....23 hours
(1* hour Criminal Justice System)

20TH JUDICIAL DISTRICT

V. Fifth Amendment and Tenn. Constitution Article I § 9 .....8 hours
VI. Sixth Amendment .....2 hours
VII. Review and Exam .....4 hours

Law Block V..... 10* Hours

Practical Applications

I. Civil Scenarios .....2 hours
II. Civil Liability .....2 hours
III. Criminal Procedure .....1* hour
*(Includes this hour that is counted in the POST category "Criminal Justice System")
IV. Composing Affidavits .....1 hour
V. Evidence .....1 hour
VI. Testifying .....3* hours
*(Includes these hours that are counted in the POST category "Criminal Justice System")
VII. Review and Exams .....2 hours

Final Comprehensive Exam ..... 4 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 .....2 hours
II. Exam .....2 hours

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
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WRITTEN COMMUNICATION

Total: 23 Hours (POST 18 Hours)

Report Writing / Writing Skills.....19 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.

CJIS.....4 Hours

This course of instruction will cover the Criminal Justice Information System. The trainees will learn to use the system with an emphasis on obtaining warrants via computer, whether the individual is in custody, or has a private prosecutor.

20TH JUDICIAL DISTRICT

Human Relations

Total: 40 Hours (POST 30 Hours)

Sexual Harassment.....2 Hours

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

Diversity.....4 Hours

This block of instruction is designed to provide trainees with practical insight and a working knowledge of the ever-growing diverse population in our city. This course will also address the changing role of the police officer in our community and the importance of recognizing the value of such diversity. An emphasis is placed on the cultural differences an officer may encounter during interactions with the various cultures.

Elderly Abuse.....
(Covered under Alzheimer's)
This course will provide insight into the various forms of elderly abuse, identify available resources, identify factors that cause elderly abuse, and describe the warning signs of an abusive situation.

Cultural Awareness.....
(Note: Covered in Diversity Training)

This block of instruction is to provide insight into the cultural differences of the various ethnic groups and to provide a working knowledge of the resources that are available to help assist the officer and the community.

2014 JUDICIAL DISTRICT

Homeless Services.....2 Hours

During this block of instruction trainees will learn the services available and the location of these services: Father Strobel's, the Mission, the Women's Shelter etc.

Epilepsy Foundation.....2 Hours

This block of instruction covers the way an officer should treat an individual who may be having an epileptic seizure. It covers the possible causes of this disease and how it can be controlled. Officers are shown ways to identify a possible seizure as opposed to an individual who is being combative towards them.

Mental Illness Awareness for LEO.....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.

Alzheimer's Association.....2 Hours

The objective of this block is to instruct the student on basics of Alzheimer's disease and how to interact with people who are afflicted with this illness. The student is also taught to be sensitive to the family members or caregivers of individuals who may have this illness.

Child Development Community Policing.....4 Hours

This block of instruction will consist of an overview of the Child Development Community Policing Program. Emphasis will be placed on needs assessment and CDCP training as a tool to use in problem solving.

20TH JUDICIAL DISTRICT

Character Counts.....3 Hours

This block of instruction is to provide insight into the six pillars of character: trustworthiness, respect, responsibility, fairness, caring, and citizenship. This course emphasizes the importance of the police officer's role model in the community.

Domestic/International Terrorism.....8 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 skills relative to patrol officers as they relate to the issue of domestic and international terrorist threats.

Hate Crime Investigations.....2 Hours

This block of instruction informs trainees of the key role they will play in identifying potential hate crimes, reporting them to supervisors, conducting follow-up investigations and determining the proper response toward the victim in accordance with departmental policy.

Criminal Gangs.....2 Hours

The objection of this block of instruction is to inform the trainee of the difference between hardcore gang members and at risk subjects. They will have a better understanding of basic gang culture, criminal gangs, tracking these gangs, the different types of gangs, and how they operate in Nashville.

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
Preview, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

CRIMINAL JUSTICE SYSTEM

Total: 11 Hours (POST 11 Hours)
(*Covered under Criminal and Constitutional Law)

Law Block I ..... 6 Hours
Introduction to Law

I. History and Sources of Law..... .2 hours
II. Court System and Jurisdiction..... 2 hours
III. Levels of Proof..... 2 hours

Law Block V.....5 Hours
Practical Applications

III. Criminal Procedure.....4 hour
VI. Testifying.....1 hour

20TH JUDICIAL DISTRICT

POLICE STRESS

Total: 26 Hours (POST 9 Hours)

Behavioral Health Services .....4 Hours

This course will introduce the trainee to Police Advocacy Support Services (PASS), the Peer Support Program, and Chaplain Services, which are designed to provide emotional support for law enforcement officers and their family members. The trainee will be able to identify behaviors that place them at risk for health related problems, express support for law enforcement families and how to access various support services. Also covered will be departmental policy and procedure as it relates to P.A.S.S.

Critical Incident Stress Management. (P.A.S.S.).....4 Hours

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.

Chemical Dependency (P.A.S.S.).....4 Hours

Trainees will become aware of the symptomatology of chemical addictions and the available departmental resources. Trainees will also identify the warning signs of addiction and discuss departmental policy on substance abuse.

Death Notification and Chaplain Services.....4 Hours

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.

20TH JUDICIAL DISTRICT

Anger Management.....2 Hours

This course is designed to enhance participant's skill in managing anger. Trainees will have increased knowledge of the dynamics of anger, expression of anger, and effective methods to reduce and control anger.

Peer Support.....
(Incorporated into the Behavioral Health Services)
This segment is to introduce the per support program to the trainees. The program's purpose and structure is reviewed with the trainees. The program's procedures and policy are presented along with how to access services.

Domestic Violence In Law Enforcement.....4 Hours

Trainees are provided information regarding the prevalence and factors related to domestic violence occurring among law enforcement family members. This course is designed to increase their knowledge and understanding of the "trauma response" of victims and services to assist them. Information is provided regarding the role of PASS in supporting families.

Victims of Crime (V.I.P.)..... 4 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.).

20TH JUDICIAL DISTRICT

ADMINISTRATIVE

Total: 155 Hours (POST 3 Hours)

Academy Rules & Regulations.....2 Hours

The objective of this block of instruction is to inform the trainees of the rules, regulations, policies, and procedures that apply to the trainee during their training at the police academy.

Benefit Board.....4 Hours

The objective of this period is to introduce the trainees to the various health plans, employee benefit programs, and pension plans.

ING (Metro Max).....2 Hours

This block of instruction is to inform the trainees of Metro Nashville's 457 Deferred Compensation Plan.

Employee Benefits.....4 Hours

This block of instruction is to inform the trainees on the benefits through Metro Government and the insurance options they have as a Metro employee. This is presented by Metro Human Resources.

Chamber of Commerce.....2 Hours

The purpose of this block of instruction is to familiarize the trainees with the demographics of Nashville, Visitors Bureau and Convention Center.

Office of Professional Accountability.....2 Hours

This block of instruction will familiarize the trainees with the principles of departmental policy regarding deportment and discipline, employee rights, the complaint process, and the disciplinary hearing process.

20TH JUDICIAL DISTRICT

Court Appearance Section.....1 Hour

This block of instruction will inform the trainees of the Court Appearance Section. An emphasis is placed on departmental policy and procedure regarding court scheduling and court appearances.

Inspections Section.....1 Hour

During this block of instruction the Inspections Section will inform the trainees of their responsibilities they have and the responsibilities the officers have when inspections conduct on site inspections in the field. They will also conduct an inspection of the trainees uniforms, I.D. Cards, driver license, and access cards.

Civil Service Rules & Policy.....2 Hours

This block of instruction is to inform the trainees of the rules and policies as adopted by the Civil Service Commission. During this instruction the trainees will be presented with the various rules by which their conduct and working environment is governed. Also covered will be the disciplinary process and appeal provisions of the rules. An emphasis is placed on the particular rules applicable to police employees and the section which specifically governs to the Police Department.

Class Pictures.....3 Hours
This period of time will be used for individual and group photographs of each trainee for various departmental identifications.

Command Staff Inspection.....2 Hours

Trainees will participate in a formal inspection to be conducted by the Chief of Police and Deputy Chief of the Administrative Services Bureau.

Drill & Ceremonies.....11 Hours

During this period of instruction, the trainees will learn the basic military movements in the area of drill and ceremonies. The instruction will include such movements as the position of attention, right face, left face, saluting, how to fall into formation, how inspections are conducted, and procedures for flag ceremonies.

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

Secondary Employment Unit.....1 Hour

This block of instruction is to inform the trainees of the departmental policy governing off duty employment.

Drug Testing.....6 Hours

Trainees will undergo departmental drug testing that will be conducted by the assigned drug testing coordinator.

Safety Coordinator.....2 Hours

During this block of instruction, the trainee will be informed of the functions of the department safety coordinator, bloodborne pathogens, and the 101 Injury Form. An emphasis is placed on departmental policy and procedure regarding in-line-of-duty injuries, illness, infectious diseases, department vehicle collisions, and related matters. The department policy and procedure on exposure to hazardous materials and infectious/contagious disease will be explained. An emphasis is placed on departmental requirements regarding compliance and documentation.

Final Flag and Bell Ceremony.....1 Hour

This ceremony is the final time that the class will lower the American Flag. The Bell Ceremony is something special as the class had been posting the bell daily; however they could not ring it. The ringing of the bell symbolizes the hard work and dedication each of the trainees put forth to make it to Graduation.

Fraternal Order of Police Memorial.....4 Hours

This time is spent attending the FOP sponsored Police Officer Memorial during National Police Memorial Week. Trainees attend the service held at St. Mary's Church.

General Examination.....6 Hours

Each general examination consists of at least 50 multiple choice and true/false questions that will test a block of general classroom instruction not covered by specific examinations.

20TH JUDICIAL DISTRICT

Graduation Rehearsal.....8 Hours

This time will be used to practice for the graduation exercise and related ceremony. Emphasis will be placed on practicing the "Oath of Office," presenting a professional appearance, and drill and ceremony.

Graduation.....4 Hours*

This ceremony will be held to award those trainees who successfully complete the academy training program with a certificate of graduation. The Mayor of Nashville or designee swears the trainees into service and badges are awarded.

Inspection (Departmental).....1 Hour

The purpose of this block of instruction is to ensure that each trainee has all the required equipment and written directives. Inspections will issue a current directory index and will inspect all departmental orders and required items. The trainee will also be instructed on the departmental inspection procedure and related policy and procedure.

Inspections (Trainee Operations Staff – Class A).....1 Hour
(Will be conducted during roll call)

This time is used by the Trainee Operations Staff to inspect the Class A Uniform. This is done prior to the Chiefs final inspection. Proper wear and fit of the uniform and duty belt are ensured.

Organizational Structure.....
(Integrated into Departmental Policies and Procedures)
This block of instruction is to inform the trainee of the basic principles of organization and a unified chain of command. It will also make the trainee aware of the general organizational structure of the MNPD, the chain of command, the rank structure, and the mission of the various Bureaus, Divisions, Sections/Sectors and Units.

Orientation – Command Staff Welcome.....2 Hour

This period is to welcome the trainees to the Academy and to provide a brief overview of the upcoming training period. Representatives of the Command Staff and Mayor's Office welcome the trainees and address the trainees regarding their expectations.

20TH JUDICIAL DISTRICT

Orientation- Trainee Operations Welcome.....1 Hour

This time is spent conducting roll call, taking first day pictures, and gives the trainee operations staff the opportunity to welcome the trainees to the Training Academy. Also at this time the trainees are introduced to the Academy staff and instructors.

Roll Call & Inspection.....50 Hours

This 30-minute period is used at the beginning of each workday to address administrative matters and inform the trainee of the days' activities. This is conducted to ensure that all trainees are present and to conduct a physical inspection of each trainee, their uniform, and equipment

Class Critiques.....1 Hour

The objective of this block of instruction is to conduct a comprehensive critique of the background process and the training program.

Uniform Fitting, Identification, & Equipment Issue and Turn-in.....14 Hours

This time will be used for the purpose of ensuring correct fit of the trainee uniform, "class A" uniform, equipment, and body armor. In addition, individual data, fingerprints and photographs will be compiled for departmental identification and commission cards.

Departmental Orders, Policy, & Procedure.....12 Hours

During this course the trainee will be instructed on the various rules, regulations, policies, and procedures that govern the on and off duty behavior of a police officer. This instruction will be divided throughout the training program by discussion and application of the General, Special, and Procedural orders. Emphasis will be placed on the trainee understanding the orders and their application, proper maintenance of the departmental orders notebook and the importance of periodic review. Trainees are encouraged to seek supervisory guidance regarding the application of such policies and procedures when needed.

20TH JUDICIAL DISTRICT

Substance Abuse Policy .....2 Hours

This block of instruction will outline the departmental policy and procedure governing the substance abuse policy.

E-Mail Policy .....1 Hour

The objective of this block of instruction is to inform the trainee of the Mayors' Executive Order on e-mail and the policy that has been established. The class not only discusses the Metro Government's policy, but it also covers the Police Departments use of email, Internet use, and various departmental bulletin boards.

Concerns of Police Survivors .....2 Hours

The goal is to provide information concerning COPS, Crime Victims' Rights, police safety, and completing a personal diary.

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
Preview, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

Emergency Vehicle Operation

Total: 40 Hours (POST 40 Hours)

Defensive Driving..... 40 Hours

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.

Advanced 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.

Vehicle Pursuits: Policy & Safety .....(Covered Under Defensive Driving)

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.

Stinger Spike Strip.....(Covered Under Defensive Driving).

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

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
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National Safety Council Defensive Driving Course

Total: 8 Hours (POST 8 Hours)

National Safety Council Defensive Driving Course.....8 Hours

The trainee will be required to successfully complete the defensive driving course as described by the National Safety Council.

20TH JUDICIAL DISTRICT

Document Seq: 25, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
Preview, Document Title: DOC-Basic academy curriculum 2006-MNPD.pdf
OIS\DOC-Basic academy curriculum 2006-MNPD.pdf

Metropolitan Police Training Academy

STAFF

Capt. Mike Hagar	Director of Training
Lt. Glenn Yates	Confrontation Management & Academics
Lt. Steve Hewitt	Trainee Operations Unit
Sgt. Robert Allen	Confrontation Management Unit
Sgt. William Dyer	Trainee Operations Unit
Sgt. Michelle Coon	Inservice Training Unit
Sgt. DeLap	Trainee Operations Unit
Sgt. Natalie Lokey	Trainee Operations
Officer David Malone	Confrontation Management Unit (Active Military)
Officer Clint Gilleland	Confrontation Management Unit
Officer Ed Lawrence	Trainee Operations Unit
Officer Marshall Willis	Trainee Operations Unit
Officer Angie Page	Trainee Operations Unit
Officer Tim Stauffer	Trainee Operations Unit (Active Military)
David Davenport	Videographer
Alma Brady	Special Commissions Unit
Karen Brown	Administrative Support
Eula Daniels	Administrative Support
Joe Daniel	Armorer
Pam Thompson	NCIC Training Coordinator
Lisa Lawrence	NCIC Clerical Support

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 32

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Inservice 2007-2014 - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2014
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	2/3/2014	16.00	2014 IST Core Videos	POST Inservice	Inservice Training	Core Videos
		Class Meeting Date/Time: Monday: 0700 - 1600					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 16.00		**Class Score:** Pass	
2	Completed	2/4/2014	1.00	Administrative	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 0700 - 0715					
		Class Location: Training Academy		**Instructor:** Little, Terri Lynn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
3	Completed	2/4/2014	.75	Wellness Quick Tips	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 0715 - 0800					
		Class Location: Training Academy		**Instructor:** Willis, Marshall Wayne		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.75		**Class Score:** Pass	
4	Completed	2/4/2014	3.00	Physical Fitness Testing	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 0800 - 1100					
		Class Location: Training Academy		**Instructor:** Willis, Marshall Wayne		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
5	Completed	2/4/2014	1.00	TASER Recertification	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 1200 - 1300					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 92.75 **Total Classes/Hours Completed: 21 / 92.75**

Document Seq: 26 Document Title: DOC-0[illegible] Description: MNPD Officer Gooch\Metro OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2014
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	2/4/2014	.50	Patrol Rifle Familiarization	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 1300 - 1330					
		Class Location: Training Academy		Instructor: Lee, Gregory Glenn		Agency: Metro Police Department	
		Class Attendance Status: Completed		Hours Attended: 0.50		Class Score: Pass	
7	Completed	2/4/2014	2.50	Firearm Qualifications	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Tuesday: 1330 - 1600					
		Class Location: Training Academy		Instructor: Allen, Robert		Agency: Metro Police Department	
		Class Attendance Status: Completed		Hours Attended: 2.50		Class Score: 100.00	
8	Completed	2/5/2014	2.75	EVOC	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 0700 - 0945					
		Class Location: Training Academy		Instructor: Frith, Brandon Lewis		Agency: Metro Police Department	
		Class Attendance Status: Completed		Hours Attended: 2.75		Class Score: Pass	
9	Completed	2/5/2014	.25	Stinger Deployment Update	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 0945 - 1000					
		Class Location: Training Academy		Instructor: Willis, Marshall Wayne		Agency: Metro Police Department	
		Class Attendance Status: Completed		Hours Attended: 0.25		Class Score: Pass	
10	Completed	2/5/2014	1.00	Ethics	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 1000 - 1100					
		Class Location: Training Academy		Instructor: Allen, Robert		Agency: Metro Police Department	
		Class Attendance Status: Completed		Hours Attended: 1.00		Class Score: Pass	

Total Classes/Hours Scheduled: 21 / 92.75 **Total Classes/Hours Completed: 21 / 92.75**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2014
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	2/5/2014	.75	PASS	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 1200 - 1245					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 0.75		**Class Score:** Pass	
12	Completed	2/5/2014	1.50	Substance Abuse Awareness	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 1245 - 1415					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.50		**Class Score:** Pass	
13	Completed	2/5/2014	.75	Tactical Trauma Care	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 1415 - 1500					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 0.75		**Class Score:** Pass	
14	Completed	2/5/2014	1.00	POST Test	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Wednesday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Little, Terri Lynn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 98.00	
15	Completed	2/27/2014 - 3/1/2014	24.00	Field Force Extrication	Audit-No Grade/C	Inservice Training	Field Force Extrication
		Class Meeting Date/Time: Thursday: 0800 - 1700 Friday: 0800 - 1700 Saturday: 0800 - 1700					
		Class Location: Hermitage Precinct		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 24.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 92.75 **Total Classes/Hours Completed: 21 / 92.75**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2014
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	3/6/2014 - 3/7/2014	16.00	AR 15 Rifle Armorer Course	Audit-No Grade/C	Inservice Training	AR 15 Rifle Armorer Course
		Class Meeting Date/Time: Thursday: 0730 - 1630 Friday: 0730 - 1630					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 16.00		**Class Score:** 100.00	
17	Completed	5/1/2014	8.00	TITAN Crash Reporting Training	Audit-No Grade/C	Inservice Training	TITAN Crash Reporting Train
		Class Meeting Date/Time: Thursday: 0800 - 1600					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 8.00		**Class Score:** Pass	
18	Completed	5/14/2014	4.00	NCIC Update	Audit-No Grade/C	Inservice Training	NCIC Update
		Class Meeting Date/Time: Wednesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Thompson, Pamela		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 95.00	
19	Completed	8/14/2014	4.00	Low Light Fire and Room Clearing Tactics	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 0700 - 1100					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
20	Completed	8/14/2014	2.00	Active Killer Tactics Refresher	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1200 - 1400					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 92.75 **Total Classes/Hours Completed: 21 / 92.75**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul

ENO: [redacted]

Assignment: Special Weapons and Tactics Team

Training Year: 2014

Classification: Police Officer-II

Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
21	Completed	8/14/2014	2.00	Weapon Qualifications	POST Inservice	Inservice Training	2nd Shoot Date

Class Meeting Date/Time: Thursday: 1400 - 1600

Class Location: Training Academy **Instructor:** Allen, Robert **Agency:** Metro Police Department

Class Attendance Status: Completed **Hours Attended:** 2.00 **Class Score:** 100.00

Total Classes/Hours Scheduled: 21 / 92.75 **Total Classes/Hours Completed: 21 / 92.75**

Document Seq: 26 Document Title: DOC-Grindstaff_S2007-2015_MNPD.pdf
Preview Document Date: 05/04/21 Page 5 of 5
OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2013
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	1/10/2013	4.00	Weapon Qualifications	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 0700 - 1100					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 100.00	
2	Completed	1/10/2013	.50	Patrol Rifle Familiarization	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1200 - 1230					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.50		**Class Score:** Pass	
3	Completed	1/10/2013	.50	Handcuffing and Searching	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1230 - 1300					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.50		**Class Score:** Pass	
4	Completed	1/10/2013	1.00	Response to Resistance	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
5	Completed	1/10/2013	1.00	TASER Recertification	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 17 / 44 **Total Classes/Hours Completed: 17 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2013
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	1/10/2013	1.00	Active Killer Updates	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Thursday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
7	Completed	3/20/2013	4.00	Patrol Rifle Class 4hr	Audit-No Grade/C	Inservice Training	Patrol Rifle Class 4hr
		Class Meeting Date/Time: Wednesday: 1200 - 1600					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 94.00	
8	Completed	11/25/2013	.25	Administrative	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Monday: 0700 - 0715					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.25		**Class Score:** Pass	
9	Completed	11/25/2013	.75	Wellness Quick Tips	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Monday: 0715 - 0800					
		Class Location: Training Academy		**Instructor:** Frith, Brandon Lewis		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.75		**Class Score:** Pass	
10	Completed	11/25/2013	3.00	Physical Fitness Testing	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Monday: 0800 - 1100					
		Class Location: Training Academy		**Instructor:** Frith, Brandon Lewis		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 17 / 44 **Total Classes/Hours Completed: 17 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2013
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	11/25/2013	4.00	Firearm Qualifications	POST Inservice	Inservice Training	Core Day 1
		Class Meeting Date/Time: Monday: 1200 - 1600					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 100.00	
12	Completed	11/26/2013	3.00	Department Inspections	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Tuesday: 0700 - 1000					
		Class Location: Training Academy		**Instructor:** Massey, Jeffrey S		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
13	Completed	11/26/2013	1.00	EVOC	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Tuesday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Boese, Jonathan T		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
14	Completed	11/26/2013	2.00	Verbal Judo	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Tuesday: 1200 - 1400					
		Class Location: Training Academy		**Instructor:** Willis, Marshall Wayne		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
15	Completed	11/26/2013	1.00	Tactical Trauma Care	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Tuesday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 17 / 44 **Total Classes/Hours Completed: 17 / 44**

Document Seq: 2 Doc Type: Training Record Title: DOC-Training Record-Inservice 2007-2015-MNPD.pdf
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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul

ENO: [redacted]

Assignment: Special Weapons and Tactics Team

Training Year: 2013

Classification: Police Officer-II

Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	11/26/2013	1.00	POST Test	POST Inservice	Inservice Training	Core Day 2
		Class Meeting Date/Time: Tuesday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 92.00	
17	Completed	11/27/2013	16.00	2013 IST Core Videos	POST Inservice	Inservice Training	Core Videos
		Class Meeting Date/Time: Wednesday: 0700 - 2300					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 16.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 17 / 44 **Total Classes/Hours Completed: 17 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2012
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	2/13/2012	3.00	Firearm Qualifications	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Monday: 0800 - 1100					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** 100.00	
2	Completed	2/13/2012	1.00	Firearms Inventory	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Monday: 1100 - 1200					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
3	Completed	2/13/2012	2.00	Pharmaceutical Drug DiversionDrug ID an	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Monday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
4	Completed	2/13/2012	1.00	TASER Recertification	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Monday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
5	Completed	2/13/2012	1.00	Tactical Treatment of Gunshot Wounds	POST Inservice	Inservice Training	2nd Shoot Date
		Class Meeting Date/Time: Monday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 15 / 44 **Total Classes/Hours Completed: 15 / 44**

Document Seq: 26 Doc: Grindstaff, Matthew Paul DOC-Training Record-2007-2015-MNPD.pdf
OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2012
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	5/18/2012	4.00	NCIC Update	Audit-No Grade/C	Inservice Training	NCIC Update
		Class Meeting Date/Time: Friday: 0900 - 1300					
		Class Location: Training Academy		**Instructor:** Thompson, Pamela		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 95.00	
7	Completed	9/12/2012	.25	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0800 - 0815					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.25		**Class Score:** Pass	
8	Completed	9/12/2012	.75	Wellness and Nutrition	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0815 - 0900					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 0.75		**Class Score:** Pass	
9	Completed	9/12/2012	3.00	Physical Fitness Testing	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Willis, Marshall Wayne		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
10	Completed	9/12/2012	1.00	There Is No Such Thing As Business Ethi	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 15 / 44 **Total Classes/Hours Completed: 15 / 44**

Document Seq: 26 Doc Type: Training Record Doc Date: 05/04/2021 Filed: 05/04/2021 Page: 2 of 2 OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2012
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	9/12/2012	3.00	EVOC	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 1400 - 1700					
		Class Location: Training Academy		**Instructor:** Boese, Jonathan T		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
12	Completed	9/13/2012	4.00	Tactics for the Back Up Officer	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
13	Completed	9/13/2012	3.00	Handgun Training and Qualifications	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1300 - 1600					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** 100.00	
14	Completed	9/13/2012	1.00	POST Test	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 92.00	
15	Completed	9/14/2012	16.00	2012 IST Videos	POST Inservice	Inservice Training	Videos
		Class Meeting Date/Time: Friday: 0800 - 2359					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 16.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 15 / 44 **Total Classes/Hours Completed: 15 / 44**

Document Seq: 20 Doc Type: DOC Case: 2015-MNPD-01 Filed: 05/04/2021 Page: 3 of 3 OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2011
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	3/15/2011	1.00	2nd Firearm Qualifications	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 100.00	
2	Completed	3/15/2011	3.00	Reality Based Scenarios	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
3	Completed	3/15/2011	2.00	Back Up Gun Class	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
4	Completed	3/15/2011	2.00	Firearms Simulator	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
5	Completed	8/23/2011	2.00	Workbrain OT Voucher	Audit-No Grade/C	Inservice Training	Workbrain OT Voucher
		Class Meeting Date/Time: Tuesday: 1030 - 1230					
		Class Location: Training Academy		**Instructor:** Hunt, Rhonda		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.00		**Class Score:** 0.00	

Total Classes/Hours Scheduled: 18 / 42 **Total Classes/Hours Completed: 18 / 42**

Document Seq: 2 Doc Type: DOC-OIS Doc ID: 2007-2015-MNPD.pdf OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2011
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	10/11/2011	16.00	2011 IST Videos	POST Inservice	Inservice Training	Videos
		Class Meeting Date/Time: Tuesday: 0800 - 2359					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 16.00		**Class Score:** Pass	
7	Completed	10/12/2011	.25	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0800 - 0815					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.25		**Class Score:** Pass	
8	Completed	10/12/2011	.25	Bloodborne Pathogens	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0815 - 0830					
		Class Location: Training Academy		**Instructor:** Lyon, Dana M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.25		**Class Score:** Pass	
9	Completed	10/12/2011	.50	Wellness and Nutrition	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0830 - 0900					
		Class Location: Training Academy		**Instructor:** Vaughn, Sarah		**Agency:** Metro Health Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.50		**Class Score:** Pass	
10	Completed	10/12/2011	3.00	Physical Fitness Testing	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Willis, Marshall Wayne		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 18 / 42 **Total Classes/Hours Completed: 18 / 42**

Document Seq: 26 Document Title: DOC-0155[illegible]_2007-2015-MNPD.pdf
OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2011
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	10/12/2011	2.00	Department Inspection	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Hertenstein, Jerry Edwin		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
12	Completed	10/12/2011	1.00	Domestic Violence	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
13	Completed	10/12/2011	1.00	Post Traumatic Stress Disorder	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Wednesday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
14	Completed	10/13/2011	2.00	Firearm Qualifications	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 0800 - 1000					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** 100.00	
15	Completed	10/13/2011	2.00	EVOC	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1000 - 1200					
		Class Location: Training Academy		**Instructor:** Boese, Jonathan T		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 18 / 42 **Total Classes/Hours Completed: 18 / 42**

Document Seq: 2 Doc Type: Training Record DOC-0[redacted]
OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2011
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	10/13/2011	1.00	TASER Recertification	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
17	Completed	10/13/2011	2.00	Tactical Treatment of Gunshot Wounds	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1400 - 1600					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
18	Completed	10/13/2011	1.00	POST Test	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Thursday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 92.00	

Total Classes/Hours Scheduled: 18 / 42 **Total Classes/Hours Completed: 18 / 42**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2010
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	2/9/2010	1.00	Use of Force Updates	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
2	Completed	2/9/2010	2.00	TASER Recertification	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 0900 - 1100					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
3	Completed	2/9/2010	5.00	2nd Firearm Qualifications	POST Inservice	Inservice Training	2nd Firearm Qualification
		Class Meeting Date/Time: Tuesday: 1200 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 5.00		**Class Score:** 100.00	
4	Completed	5/19/2010	4.00	NCIC Update	Audit-No Grade/C	Inservice Training	NCIC Update
		Class Meeting Date/Time: Wednesday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Thompson, Pamela		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 95.00	
5	Completed	8/2/2010	.33	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0800 - 0820					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

Document Seq: 26 Doc: Grindstaff Matthew D0c2 - Case 3:16-cv-02067-B Document 35-5 Filed 02/06/17 Page 5 of 6 PageID 1 OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2010
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	8/2/2010	.34	Bloodborne Pathogens	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0820 - 0840					
		Class Location: Training Academy		**Instructor:** Lyon, Dana M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.34		**Class Score:** Pass	
7	Completed	8/2/2010	.33	Child Sex Abuse	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0840 - 0900					
		Class Location: Training Academy		**Instructor:** Watkins, William Joseph		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
8	Completed	8/2/2010	3.00	Law Updates	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Mayo, Joshua S		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
9	Completed	8/2/2010	1.00	Employee Involved Critical Incidents	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Donegan, Jamie M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
10	Completed	8/2/2010	1.00	OPA Conducting Employee Investigations	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Williams, Anna Maria		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

Document Seq: 26 Doc Type: Training Record Title: DOC-0[illegible]_20071[illegible]_MNPD Officer Gooch\Metro OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2010
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	8/2/2010	2.00	Leadership and Communication Excellenc	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Newbern, Daniel David		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
12	Completed	8/3/2010	4.00	Active Shooter	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 0800 - 1200					
		Class Location: In-State Location		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
13	Completed	8/3/2010	1.00	Ethics	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
14	Completed	8/3/2010	1.00	Officer Survival Updates	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Haworth, Marjorie Sue		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
15	Completed	8/3/2010	2.00	EVOC	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Fulbright, Amy Elizabeth		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

Document Seq: 20 Doc Type: Training Record DOC Created: 2015-05-20 07:12:20 MNPD Officer Gooch\Metro OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2010
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	8/4/2010	2.00	Tactical Treatment of GSW	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 0800 - 1000					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
17	Completed	8/4/2010	6.00	Firearm Qualifications	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1000 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 6.00		**Class Score:** 92.00	
18	Completed	8/5/2010	2.50	Sexual Harassment	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 0800 - 1030					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.50		**Class Score:** Pass	
19	Completed	8/5/2010	1.50	Diversity	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1030 - 1200					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.50		**Class Score:** Pass	
20	Completed	8/5/2010	3.00	Substance Abuse	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1300 - 1600					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

Document Seq: 20 Doc Type: Training Record ID: DOC-0[illegible] Filed: 2007-2015-MNPD.pdf
OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul

ENO: [redacted]

Assignment: Special Weapons and Tactics Team

Training Year: 2010

Classification: Police Officer-II

Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
21	Completed	8/5/2010	1.00	POST Test	POST Inservice	Inservice Training	Day 4

Class Meeting Date/Time: Thursday: 1600 - 1700

Class Location: Training Academy

Instructor: Puckett, Merri Lee

Agency: Metro Police Department

Class Attendance Status: Completed

Hours Attended: 1.00

Class Score: 98.00

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	1/15/2009	4.00	Vehicle Stops Form	ARMS Training	ARMS Training	Sworn
		Class Meeting Date/Time: Thursday: 1700 - 2100					
		Class Location: East Precinct Community Room		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
2	Completed	4/6/2009	.33	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0800 - 0820					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
3	Completed	4/6/2009	.34	Bloodborne Pathogens	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0820 - 0840					
		Class Location: Training Academy		**Instructor:** Lyon, Dana M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.34		**Class Score:** Pass	
4	Completed	4/6/2009	.33	Child Sex Abuse	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0840 - 0900					
		Class Location: Training Academy		**Instructor:** Potter, Charles Kenneth		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
5	Completed	4/6/2009	3.00	Law Update	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Barnes, Donald A		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	4/6/2009	4.00	Managing Civil Actions in Threat Inciden	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Kitchens, David Michael		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
7	Completed	4/7/2009	1.00	Departmental Inspections	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Massey, Jeffrey S		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
8	Completed	4/7/2009	1.00	Health and Fitness	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 0900 - 1000					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
9	Completed	4/7/2009	1.00	Ethics	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
10	Completed	4/7/2009	1.00	Police Involved Shootings	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1100 - 1200					
		Class Location: Training Academy		**Instructor:** Postiglione, Patrick A		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	4/7/2009	2.00	Active Shooter and Room Entry	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
12	Completed	4/7/2009	2.00	EVOC	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Boese, Jonathan T		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
13	Completed	4/8/2009	2.00	Meth Lab Materials and Homemade Bomb	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 0800 - 1000					
		Class Location: Training Academy		**Instructor:** Burns, Brad Kelly		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
14	Completed	4/8/2009	1.00	Police Response to Mentally Ill and Disabl	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
15	Completed	4/8/2009	5.00	Firearms Training and Qualifications	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1200 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 5.00		**Class Score:** 100.00	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	4/9/2009	2.00	DNA	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 0800 - 1000					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
17	Completed	4/9/2009	1.00	Generations in The Workforce	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Donegan, Jamie M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
18	Completed	4/9/2009	1.00	Elder Abuse	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1100 - 1200					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
19	Completed	4/9/2009	1.00	Preventing Suicide Among Law Enforceme	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Greene, Lorraine		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
20	Completed	4/9/2009	2.66	TASER Recertification and Window of O	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1400 - 1630					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.66		**Class Score:** Pass	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
21	Completed	4/9/2009	.34	POST Test	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1630 - 1700					
		Class Location: Training Academy		**Instructor:** Puckett, Merri Lee		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.34		**Class Score:** 96.00	
22	Completed	4/27/2009	8.00	Reid Interview and Interrogation Day 1	Audit-No Grade/C	Specialized	Reid Interview and Interrogation
		Class Meeting Date/Time: Monday: 0800 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 8.00		**Class Score:** Pass	
23	Completed	4/28/2009	8.00	Reid Interview and Interrogation Day 2	Audit-No Grade/C	Specialized	Reid Interview and Interrogation
		Class Meeting Date/Time: Tuesday: 0800 - 1700					
		Class Location: East Precinct Community Room		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 8.00		**Class Score:** Pass	
24	Completed	4/29/2009	8.00	Reid Interview and Interrogation Day 3	Audit-No Grade/C	Specialized	Reid Interview and Interrogation
		Class Meeting Date/Time: Wednesday: 0800 - 1700					
		Class Location: East Precinct Community Room		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 8.00		**Class Score:** Pass	
25	Completed	6/3/2009	2.00	Search and Seizure	Audit-No Grade/C	Inservice Training	Search and Seizure
		Class Meeting Date/Time: Wednesday: 1900 - 2100					
		Class Location: Training Academy		**Instructor:** Gilder, Christopher		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2009
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
26	Completed	7/1/2009	1.00	Felony Forfeitures	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Wednesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
27	Completed	7/1/2009	1.00	Use of Force Updates	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Wednesday: 0900 - 1000					
		Class Location: Training Academy		**Instructor:** Lee, Gregory Glenn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
28	Completed	7/1/2009	1.00	Weapon Transition Skills	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Wednesday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Gilleland, Clint Russell		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
29	Completed	7/1/2009	1.00	Handcuffing Practicums	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Wednesday: 1100 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
30	Completed	7/1/2009	4.00	GPO 5th Day Firearms Training	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Wednesday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 100.00	

Total Classes/Hours Scheduled: 30 / 70 **Total Classes/Hours Completed: 30 / 70**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2008
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	1/22/2008	.33	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 0800 - 0820					
		Class Location: Training Academy		**Instructor:** Coon, Michele Lynn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
2	Completed	1/22/2008	.34	Bloodborne Pathogens	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 0820 - 0840					
		Class Location: Training Academy		**Instructor:** Lyon, Dana M		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.34		**Class Score:** Pass	
3	Completed	1/22/2008	.33	Child Sex Abuse	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 0840 - 0900					
		Class Location: Training Academy		**Instructor:** Blackwell, Christopher D		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
4	Completed	1/22/2008	3.00	Law Update	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Gilder, Christopher		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
5	Completed	1/22/2008	1.00	Conducting Preliminary Investigations	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 24 / 52 **Total Classes/Hours Completed: 24 / 52**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team
Training Year: 2008
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	1/22/2008	1.00	Homelessness LE Response	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
7	Completed	1/22/2008	2.00	Anger management	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Tuesday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
8	Completed	1/23/2008	4.00	Firearms Training and Qualifications	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Wednesday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 86.00	
9	Completed	1/23/2008	2.00	Officer Safety Use of Force Update	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Wednesday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
10	Completed	1/23/2008	2.00	Characteristics of Armed Gunmen	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Wednesday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 24 / 52 **Total Classes/Hours Completed: 24 / 52**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2008
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	1/24/2008	4.00	Street Crimes	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Thursday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
12	Completed	1/24/2008	4.00	Emergency Vehicle Operations	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Thursday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
13	Completed	1/25/2008	1.00	EMC Update	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
14	Completed	1/25/2008	1.00	LE Interactions with Mentally Ill	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 0900 - 1000					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
15	Completed	1/25/2008	1.00	Ethics Public Corruption	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 1000 - 1100					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 24 / 52 **Total Classes/Hours Completed: 24 / 52**

Document Seq: 26 Doc Date: 10/02/2015 Filed: 10/02/2015 Page: 1 of 1 DOC-OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2008
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	1/25/2008	1.00	Domestic Violence Update	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 1100 - 1200					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
17	Completed	1/25/2008	2.00	Homeland Security Crowd Control Threat A	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Vick, Christopher		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
18	Completed	1/25/2008	1.00	Employee Relations HR Topics	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
19	Completed	1/25/2008	1.00	POST Test	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Friday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 98.00	
20	Completed	5/16/2008	4.00	NCIC Update	Audit-No Grade/C	Inservice Training	NCIC Query
		Class Meeting Date/Time: Friday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Thompson, Pamela		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 95.00	

Total Classes/Hours Scheduled: 24 / 52 **Total Classes/Hours Completed: 24 / 52**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2008
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
21	Completed	6/11/2008	8.00	TASER Certification	Audit-No Grade/C	Inservice Training	TASER Certification
		Class Meeting Date/Time: Wednesday: 0800 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 8.00		**Class Score:** Pass	
22	Completed	7/18/2008	4.00	GPO 5th Day Firearms and Qualifications	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Friday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 100.00	
23	Completed	7/18/2008	2.00	Officer Safety Update	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Friday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
24	Completed	7/18/2008	2.00	Criminal Profiling	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Friday: 1500 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 24 / 52 **Total Classes/Hours Completed: 24 / 52**

Document Seq: 26 Document Title: DOC-Grindstaff, Matthew Paul 2008-2015-MNPD Officer Gooch\Metro OIS\DOC-Inservice 2007-2015-MNPD.pdf

Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2007
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
1	Completed	3/9/2007	4.00	GPO 5th day Firearms and Quals	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Friday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** 100.00	
2	Completed	3/9/2007	4.00	GPO Sexual Harass Discrimination and s	POST Inservice	Inservice Training	GPO 5th Day
		Class Meeting Date/Time: Friday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
3	Completed	9/17/2007	.33	Administrative	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0800 - 0820					
		Class Location: Training Academy		**Instructor:** Coon, Michele Lynn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
4	Completed	9/17/2007	.33	Child Sex Abuse and SIDS	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0820 - 0840					
		Class Location: Training Academy		**Instructor:** Blackwell, Christopher D		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.33		**Class Score:** Pass	
5	Completed	9/17/2007	.34	Bloodborne Pathogen Update	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0840 - 0900					
		Class Location: Training Academy		**Instructor:** Goodwin, Gary		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 0.34		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2007
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
6	Completed	9/17/2007	3.00	Law Update	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Gilder, Christopher		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	
7	Completed	9/17/2007	4.00	DUI Enforcement and SFST Update	POST Inservice	Inservice Training	Day 1
		Class Meeting Date/Time: Monday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Shearon, Kevin Leslie		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
8	Completed	9/18/2007	1.00	Use of Force Update	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
9	Completed	9/18/2007	3.00	Firearms Qualification	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** 98.00	
10	Completed	9/18/2007	1.00	Emergency Medical Care Update	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1300 - 1400					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2007
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
11	Completed	9/18/2007	1.00	Mental Illness Awareness for LEO	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1400 - 1500					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
12	Completed	9/18/2007	1.00	Ethics in Law Enforcement	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Delap, Brian Kris		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
13	Completed	9/18/2007	1.00	Human Trafficking	POST Inservice	Inservice Training	Day 2
		Class Meeting Date/Time: Tuesday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
14	Completed	9/19/2007	1.00	Departmental Inspection	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 0800 - 0900					
		Class Location: Training Academy		**Instructor:** Goodwin, Gary		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
15	Completed	9/19/2007	3.00	Defensive and Emergency Driving Update	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 0900 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 3.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul
ENO: [redacted]
Assignment: Special Weapons and Tactics Team

Training Year: 2007
Classification: Police Officer-II
Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
16	Completed	9/19/2007	2.00	Professional Communication Skills	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1300 - 1500					
		Class Location: Training Academy		**Instructor:** Instructor, Special Course		**Agency:** Independent Contractor	
		Class Attendance Status: Completed		**Hours Attended:** 2.00		**Class Score:** Pass	
17	Completed	9/19/2007	1.00	POST Test	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1500 - 1600					
		Class Location: Training Academy		**Instructor:** Coon, Michele Lynn		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** 98.00	
18	Completed	9/19/2007	1.00	Active Shooter	POST Inservice	Inservice Training	Day 3
		Class Meeting Date/Time: Wednesday: 1600 - 1700					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 1.00		**Class Score:** Pass	
19	Completed	9/20/2007	4.00	Firearms Active Shooter	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 0800 - 1200					
		Class Location: Training Academy		**Instructor:** Allen, Robert		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	
20	Completed	9/20/2007	4.00	Homeland Security	POST Inservice	Inservice Training	Day 4
		Class Meeting Date/Time: Thursday: 1300 - 1700					
		Class Location: Training Academy		**Instructor:** Hyde, Floyd		**Agency:** Metro Police Department	
		Class Attendance Status: Completed		**Hours Attended:** 4.00		**Class Score:** Pass	

Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

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Metropolitan Police Department - Training Division

Training Class Schedule

Name: Grindstaff, Matthew Paul

ENO: [redacted]

Assignment: Special Weapons and Tactics Team

Training Year: 2007

Classification: Police Officer-II

Agency: Metro Police Department

No.	Class Status	Begin / End Date & Class Day / Time	Class Hours	Class Name	Class Purpose	Class Type	Curriculum
21	Completed	9/21/2007	4.00	Pharmaceutical Drug Diversion	Audit-No Grade/C	Inservice Training	Pharmaceutical Drug Diversion

Class Meeting Date/Time: Friday: 0800 - 1200

Class Location: Training Academy

Instructor: Instructor, Special Course

Agency: Independent Contractor

Class Attendance Status: Completed

Hours Attended: 4.00

Class Score: Pass

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Total Classes/Hours Scheduled: 21 / 44 **Total Classes/Hours Completed: 21 / 44**

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 33

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Inservice 2015-Present - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [redacted]

20TH JUDICIAL DISTRICT

User - MATTHEW GRINDSTAFF* (MGRINDSTAFF) Printed by User - MATTHEW GRINDSTAFF* (MGRINDSTAFF)

Courses - History

Course Number	Course Name	Section	Start	End	Score	Status
2015 IST 1	2015 IST Core Videos 1	2015-01	2/10/2015 5:11 PM	2/24/2015 8:13 AM	0 / 0 (0%)	Passed
IST 3	2015 Core Day 1	2015 - 07		2/25/2015 4:00 PM	100 / 100 (100%)	Passed
IST 4	2015 Core Day 2	2015 - 07		2/26/2015 4:00 PM	100 / 100 (100%)	Passed
IST 2	2015 Firearms Second Qualification	2015 - 16		7/20/2015 4:00 PM	200 / 200 (100%)	Passed
2015 UTV	2015 ST UTV	003		7/21/2015 12:00 AM		In Progress
IST 5	2015 IST Core Videos 2	2015 - 01	2/23/2015 9:08 AM	9/25/2015 12:27 PM	0 / 0 (0%)	Passed
2016-02	2016 IST CORE	04		2/26/2016 7:40 AM	198 / 200 (99%)	Passed
2016 NCIC	Query Certification and Re-Certification	043		3/29/2016 4:00 PM	100 / 100 (100%)	Passed
IST2016-01	2016 IST Videos	001	3/6/2016 3:42 PM	7/6/2016 3:24 AM	84 / 84 (100%)	Passed
2016-03	2016 Weapons Second Qualification	023		9/27/2016 10:00 PM	200 / 200 (100%)	Passed
2016-F117	2016 DV Supplement 117 Form	001	10/10/2016 3:56 PM	10/10/2016 4:23 PM	0 / 0 (0%)	Passed
2016- DV S	2016 Strangulation Symposium	001	10/10/2016 4:24 PM	10/13/2016 8:45 PM	0 / 0 (0%)	Passed
2016-DV	2016 Lethality Assessment Program (LAP) Training	001	10/13/2016 9:11 PM	10/13/2016 9:59 PM	0 / 0 (0%)	Passed
2016-ST-DV	Communication with Survivors	001	12/14/2016 4:38 PM	12/14/2016 4:48 PM	0 / 0 (0%)	Passed
2016-FIP	Fair & Impartial Policing	57		1/9/2017 4:30 PM	0 / 0 (0%)	Passed
2017-01	2017 IST Core	02		2/10/2017 4:00 PM	100 / 100 (100%)	Passed
IST2017-01	2017 IST Videos	001	5/5/2017 12:25 PM	7/5/2017 11:06 AM	56 / 56 (100%)	Passed
2017-02	2017 Weapons Second Qualification	19		8/7/2017 4:00 PM	200 / 200 (100%)	Passed
2018	NCIC - Query Certification and Re-Certification	020		3/14/2018 3:00 PM	100 / 100 (100%)	Passed
2018-01	2018 IST CORE	008		4/10/2018 12:00 AM	100 / 100 (100%)	Passed
IST2018-01	2018 IST Videos	001	4/5/2018 2:01 PM	4/17/2018 7:46 PM	104 / 104 (100%)	Passed
2018-02	2018 Firearms Second Qualification	028		11/19/2018 12:00 AM	200 / 200 (100%)	Passed
2017 0720	2017 Promotional Process--THIS IS NOT A REQUIRED VIDEO	001		12/31/2018 12:00 AM		In Progress
2019-01	2019 IST CORE	01-B		1/18/2019 12:00 AM	100 / 100 (100%)	Passed
DVRCT01	2019 VAPIT/ELDER ABUSE	001	3/4/2019 2:53 PM	3/7/2019 4:53 PM	0 / 0 (0%)	Passed

Course Number	Course Name	Section	Start	End	Score	Status
IST2019-01	2019 IST Videos	001	1/2/2019 11:10 AM	3/29/2019 9:08 PM	50 / 50 (100%)	Passed
2019-2	2019 Firearms Second Qualification	017		8/30/2019 12:00 AM	100 / 100 (100%)	Passed
2019-006	2019 Promotional Process--THIS IS NOT A REQUIRED VIDEO	001	10/9/2019 12:03 PM	10/17/2019 4:16 PM	0 / 0 (0%)	Passed
2020 NCIC	2020 NCIC Certification and Re-Certification	001	1/6/2020 12:00 AM	1/6/2020 12:00 AM	100 / 100 (100%)	Passed
2019-006	2019 Promotional Process--THIS IS NOT A REQUIRED VIDEO	001	10/17/2019 4:17 PM	2/1/2020 12:00 AM		In Progress
2020-01	2020 IST CORE	002		2/5/2020 12:00 AM	100 / 100 (100%)	Passed
IST2020-1	2020 IST Videos	001	1/21/2020 9:13 AM	2/6/2020 3:48 PM	54 / 54 (100%)	Passed
2020-2	2020 Firearms Second Qualification	016		8/7/2020 12:00 AM	100 / 100 (100%)	Passed
IST2020-2	2020 IST Videos Addendum	001	7/6/2020 1:25 PM	8/10/2020 9:42 AM	0 / 0 (0%)	Passed
2020 - 003	2020 MNPD Body Worn Camera / In-Car Camera	001	9/11/2020 10:20 AM	9/13/2020 12:42 PM	0 / 0 (0%)	Passed
2020 - 005	2020 MNPD Body Worn Camera / In-Car Camera Quiz and Test	009	9/14/2020 2:24 PM	9/14/2020 2:32 PM	100 / 100 (100%)	Passed
2020 Safe	2020 Safety Officer Course	2020		9/23/2020 12:00 PM	0 / 0 (0%)	Passed
2020 - 10	Range Safety Officer Course	001		11/16/2020 11:00 AM	0 / 0 (0%)	Passed
2020 - 10	Range Safety Officer Course	001		11/16/2020 11:00 AM	0 / 0 (0%)	Passed
2020 Safe	2020 Safety Officer Course	2020		11/16/2020 12:00 PM	0 / 0 (0%)	Passed
2020NSC-01	2020 New Supervisor Course	001	11/19/2020 4:34 PM	11/20/2020 10:34 PM	0 / 0 (0%)	Passed
2020 - 004	2020 MNPD Evidence Library	001	1/15/2021 2:16 PM	1/15/2021 2:24 PM	0 / 0 (0%)	Passed
2020 - 003	2020 MNPD Body Worn Camera / In-Car Camera	001	9/14/2020 2:20 PM	2/26/2021 6:01 AM	0 / 0 (0%)	Passed
2021	2021 IST CORE	003		4/7/2021 4:00 PM	100 / 100 (100%)	Passed
01	2021 - LPVO	001		4/14/2021 12:00 AM		In Progress
007	2021 IST Videos	001	3/14/2021 8:14 AM	4/18/2021 7:46 AM	90 / 91 (98.9%)	Passed

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TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 35

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Sworn Catalog 2008 - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M,

20TH JUDICIAL DISTRICT

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Metropolitan Police Department

Nashville, Tennessee

In-Service Training Catalog



20TH JUDICIAL DISTRICT

Police Training Academy

2715 Tucker Road, Nashville, Tennessee 37218
(615) 862-7617

Training Year 2008

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TABLE OF CONTENTS

	Page
Message from the Director of Training	3
In-Service Training Rules of Conduct	4
GPO/SUPV. In-Service/5th Day Training Calendar	7
GPO/SUPV. In-Service/5th Day Daily Schedule	11
GPO/SUPV. Training Curriculum	13
5th Day Training Curricula: GPO and SUPV.	17
Curriculum Summary	19
NCIC Training	20
Appendix 1: Firearm Safety	21
Range/Classroom Safety Rules	
Firearm Training Facility Rules of Conduct	
Individual Instruction and Alternate, Off Duty & Other Firearms	

20TH JUDICIAL DISTRICT

Message from the Director of Training

Welcome to our In-service Training Catalog. We look forward to providing an exciting and relevant program for Training Year 2008.

Supervisors and Officers will attend and have the same core training this year. This ensures that everyone receives the same training. There is no cost to attend any In-Service Training courses.

Supervisor and Officer 5th days will be slightly different, with supervisors having some supervisor specific instruction.

It is very important that members schedule their inservice as soon as possible and maintain that schedule. We recognize that some changes are unavoidable, but members should immediately plan their in-service dates and notify Court Appearance as required. There are ample dates for all members to attend an inservice core class and a 5th day firearms course. We cannot exceed 50 persons per class-please schedule accordingly.

Remember, while a firearms score of 75% is required and considered as passing, we are scheduling remedial training for anyone below 80%. The best way to avoid remedial training is to take advantage of firearm practice opportunities. Please check the open range and individual instruction dates. The Academy staff is more than willing to provide any additional training or assistance needed on those dates.

Please remember to monitor the Training Bulletin Board for training information, announcements, and updates. Significant training documents will also be posted to the PDWEB on the Policies-Directives page.

Also, we will be providing, via the PDWEB, departmental training manuals on firearms, defensive and arrest tactics, and other topics. Your reading and understanding of the material in these manuals is a requirement for your successful completion of in-service training. Announcements will precede their posting.

If myself, or any of the Academy staff, can be of assistance, please do not hesitate to contact us.

We look forward to a rewarding training year and Thank You for your cooperation.

Sincerely,

Mike Hagar

20TH JUDICIAL DISTRICT

In-Service Training Rules of Conduct

1. **Attendance:** Attendance will be taken at least twice per day, once in the morning at 0800 hours and, in the afternoon, at 1300 hours. An employee is required to attend 40 hours of inservice training for POST (Police Officer Standards and Training Commission) credit. ***Sworn employees SHALL submit a leave of absence notice to Court Appearance for scheduled inservice training dates as soon as possible.*** An employee may have an excused absence, subject to approval by the Inservice Training Unit Coordinator, for attendance at court. Any absence shall be immediately reported to the Inservice Training Unit Coordinator and documented on the form approved by the Training Division. Absences for other appointments shall be documented and the Inservice Training Unit Coordinator shall notify the workstation of the affected employee of their change in work status (i.e. excused, sick, etc.). **An employee should not schedule personal appointments during the inservice training period and any absence for such shall not be counted towards the 40-hour requirement**.

   Members on Restricted Duty:

   Members who are on light duty, IOD, decommissioned, or any form of restricted duty must have approval of the IST Coordinator prior to attending IST. Such members shall not attend any in-service training course without such prior approval.

   Members with any medical restrictions shall also have the approval of the treating physician and such approval shall be documented on the M-IOD Physician Information form provided by the IST Coordinator and shall be maintained as part of the permanent IST records.

   Failure to attend a scheduled training course, without notice to the Inservice Training Unit Coordinator, may result in disciplinary action.

2. **Participation:** All employees are required to fully participate in all aspects of inservice training. The levels of fitness required for successful participation are outlined in the Police Officer Job Description and may include but not limited to bending, stooping, lifting, climbing, walking, running, and basic calisthenics. An employee who is unable or unwilling to participate in a training exercise shall be rescheduled to attend that course or portion of the course. An employee with a documented medical condition, who is unable to participate in all or any part of inservice training, shall provide written documentation of such condition to the Inservice Training Unit Coordinator. An employee who, as a result of a documented medical condition, is unable to participate in a training exercise and whose doctor does not expect the employee to return to a status where the employee can participate during the training year shall provide a completed Medical Exemption and Certification Report MNPD

20TH JUDICIAL DISTRICT

Document Seq: 29 Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
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Form 153 to the Inservice Training Unit Coordinator. An employee who is unable to participate in any portion of the training shall have such training requirements reviewed by the Inservice Training Unit Coordinator and the Director of Training. For personnel with a physical or medical condition who are unable to fully participate in a training event or class, a reasonable accommodation will be made whenever possible.

3. **Classroom Conduct:** Instructors for inservice training will maintain a professional learning environment. In order to maintain such an environment, the instructor and/or Training Staff may require a disruptive person to leave the classroom. A person who is disruptive during a training session may be subject to disciplinary action.

   Food, newspapers, books, magazines, laptop computers, PDA's, or other similar items/material that is not related to the presentation may **NOT** be brought into the classroom.

   Use of ALL tobacco products are prohibited on Academy grounds.

4. **Appearance & Clothing:** Refer to existing departmental policy for dress codes and appearance guidelines. The recommended attire for days other than firearms or physical training will be business casual. The Inservice Training Unit Coordinator, along with the entire Academy staff, will ensure compliance with departmental policy and procedure regarding appearance and clothing. ***Inappropriate attire includes: shorts, open toed shoes, cut-off's, etc***.

   Due to safety concerns, shorts are not permitted on the firing ranges by those persons participating in firearms training. Please bring appropriate clothing for the courses (i.e. jeans or BDU style pants).

   The wearing of firearms in the Academy building or classrooms by students is prohibited. Wearing of firearms at off campus training sessions will be at the discretion of that facility.

5. **Training Substitution(s):** Generally, there will be NO substitutions for the inservice training requirement. Due to the number of mandatory training courses offered, requests for approval of substitution courses must be submitted as soon as practical to the Inservice Training Unit Coordinator and such requests should be submitted prior to attending the course.

6. **Scheduling:** All supervisors shall schedule the training dates for their personnel as soon as practical. ***The number of available training dates is at a minimum***. Requests for changes to scheduled dates must be made **in writing** by the affected employees supervisor to the Inservice Training Unit Coordinator (email is sufficient). Requests must state the reason for the request. The employees' supervisor may request

20TH JUDICIAL DISTRICT

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ONE reschedule. **Any further requests for rescheduling must be made by the affected employees Division Commander.**

Important Scheduling Notes

1. **Employees, who, by March 30, 2008, are not scheduled for 40 hours of in-service training, will be scheduled for any necessary courses by the In-service Training Unit Coordinator and notified of the dates via departmental email.**

2. **In order to maintain safety limits, enrollment for 5th Day firearms training is limited to 50 students per date-NO EXCEPTIONS. REGISTER EARLY! There are ample available slots for everyone.**

3. **Members failing to meet departmental or POST standards for firearms training may lose their eligibility for POST Salary Supplement and/or certification.**

20TH JUDICIAL DISTRICT

GPO & Supervisor In-Service Calendar

Sworn members shall attend the appropriate In-Service Training Course **AND** a Fifth Day In-Service Training Course.

Core In-Service Training-1st Half 2008

Members who select a date here should choose a 5th day from the 2nd half 2008.

Core #	Dates	Days
IST 01	January 22 - 25	Tuesday - Friday
IST 02	January 28 - 31	Monday - Thursday
IST 03	February 4 - 7	Monday -Thursday
IST 04	February 11 -14	Monday -Thursday
IST 05	March 10 -13	Monday - Thursday
IST 06	March 17 – 20	Monday -Thursday
IST 07	March 24 – 27	Monday -Thursday
IST 08	April 7- 10	Monday -Thursday
IST 09	April 14 - 17	Monday -Thursday
IST 10	April 21 - 24	Monday -Thursday
IST 11	April 28 – May 1	Monday -Thursday
IST 12	June 2 - 5	Monday -Thursday
IST 13	June 9 - 12	Monday -Thursday
IST 14	June 16 – 19	Monday - Thursday
IST 15	June 30 – July 3	Monday -Thursday
IST 16	July 21 - 24	Monday -Thursday

20TH JUDICIAL DISTRICT

5th Day Firearms Qualification-1st Half 2008

For those members who select a Core IST date from the 2nd half of 2008.

5th Day	Dates	Days
GPO	February 8	Friday
GPO	February 15	Friday
GPO	February 20	Wednesday
GPO	February 21	Thursday
GPO	February 22	Friday
GPO	February 25	Monday
SUPV	February 26	Tuesday
SUPV	April 11	Friday
GPO	April 18	Friday
SUPV.	April 25	Friday
GPO	May 2	Friday
SUPV	May 28	Wednesday
GPO	May 29	Thursday
GPO	May 30	Friday
GPO	June 6	Friday
GPO	June 20	Friday

20TH JUDICIAL DISTRICT

Core In-service Training-2nd Half 2008

Members who select a date here should choose a 5th day from the 1st half of 2008.

Core #	Dates	Days
IST 17	July 28 – 31	Monday -Thursday
IST 18	August 4 – 7	Monday -Thursday
IST 19	August 11 – 14	Monday -Thursday
IST 20	September 15 – 18	Monday -Thursday
IST 21	September 29 – October 2	Monday -Thursday
IST 22	October 6 - 9	Monday -Thursday
IST 23	October13 – 16	Monday -Thursday
IST 24	November 3 - 6	Monday -Thursday
IST 25	November 10 - 13	Monday -Thursday
IST 26	December 1- 4	Monday - Thursday

20TH JUDICIAL DISTRICT

5th Day Firearms Qualification-2nd Half 2008

For those members who select a Core IST date from the 1st half of 2008.

5th Day #	Dates	Days
GPO	July 18	Friday
GPO	July 25	Friday
SUPV	August 8	Friday
SUPV	September 3	Wednesday
GPO	September 4	Thursday
GPO	September 5	Friday
GPO	October 3	Friday
GPO	October 20	Monday
SUPV	October 21	Tuesday
GPO	October 24	Tuesday
SUPV	November 14	Friday
GPO	November 24	Monday
GPO	November 25	Tuesday

20TH JUDICIAL DISTRICT

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GPO & Supervisor

Core In-Service Training Schedule

	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core	GPO & SUPV Core
0800-0850	Administrative, Child Sex Abuse, SIDS, & Bloodborne Pathogen Update	Firearms	Street Crimes: Classroom & Practical	Emergency Medical Care Update
0900-0950	Law Update			LE Interactions with Mentally Ill
1000-1050				Ethics: Public Corruption
1100-1150				Domestic Violence Update
1200-1300	***Lunch***	***Lunch***	***Lunch***	***Lunch***
1300-1350	Conducting Preliminary Investigations	Officer Safety Update Use of Force Update	Emergency Vehicle Operations	Homeland Security / Crowd Control / Threat Assessment
1400-1450	Homelessness & Law Enforcement Response			
1500-1550	Anger Management / Conflict Resolution: PASS	Characteristics of Armed Gunmen		Employee Relations: Human Resources Update
1600-1650				TEST

20TH JUDICIAL DISTRICT

Document Seq: 29, Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
Preview, Document Title: DOC-Sworn_Catalog 2008-MNPD.pdf
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GPO & Supervisor

Fifth Day In-Service Training Schedule

	2nd Firearms GP	2nd Firearms SUPV
0800-0850	Firearms	Firearms
0900-0950		
1000-1050		
1100-1150		
1200-1300	***Lunch***	***Lunch***
1300-1350	Officer Safety Update: Practical Exercises	Taser Recertification
1400-1450		
1500-1550	Criminal Profiling	Criminal Profiling
1600-1650		

20TH JUDICIAL DISTRICT

GPO & Supervisor Core Curriculum

The below described courses constitute the curriculum for the General Police Officer and Supervisor In-service Training Course for Year 2008.

Administrative
This period of instruction is for completion of POST required attendance documentation and to address the various administrative items (i.e. instructions, issuance of course material, etc.).

Child Sexual Abuse
This period of instruction is to provide updated information regarding the investigation of child sexual abuse and the sex offender registry. An emphasis will be placed on understanding the policy, procedures and laws that guide this type of investigation.

Bloodborne Pathogen Update
This period of instruction is to provide officers with updated information regarding bloodborne pathogens and the use of personal protective equipment. An emphasis is placed on officer and citizen safety along with crime scene safety.

Law Update & Review
This block of instruction will provide officers with updated information regarding changes in the law; both statutory and case law. Also covered during this block will be a review of basic legal issues involving standards of proof, and the law of arrests, search and seizure, stop and frisk, use of force, and the recently enacted "Crooks With Guns" legislative package.. An emphasis is placed on the legal and practical aspects of a police-citizen contact, including the legal grounds for the stop, tactics, department policy, and critical thinking skills necessary to properly and legally analyze the officer's actions. Also covered during this block of training are specific areas of law governing domestic violence issue, interactions with the mentally ill or handicapped, operation of emergency vehicles, and civil liability. Specific emphasis will be placed on understanding and application of the legal issues with department policy.

Conducting Preliminary Investigations
This block of instruction will provide officers with refresher training on report writing and best practices when responding to and documenting crimes. An emphasis will be placed on the expectations that investigative personnel have regarding report content and actions for initial responders to take prior to the arrival of investigative personnel.

Homelessness and Law Enforcement Response
This block of instruction will provide officers with an understanding of the homeless problem in our city. Areas of emphasis will be: understanding the circumstances causing homelessness, common law enforcement problems and effective solutions, and community-based resources available to homeless persons.

20TH JUDICIAL DISTRICT

Document Seq: 29 Document Title: DOC-SWORN Catalog 2008-MNPD.pdf
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Anger Management / Conflict Resolution
This block of instruction will provide officers with proven tools to use to handle stressful situations, effectively resolve conflict, and manage anger

Firearm Training & Qualification-IST
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Each student must attain a 75% score or higher on the qualification courses. Employees scoring less than 80% may be scheduled for remedial training. Employees will be required to demonstrate critical thinking skills necessary to properly and legally analyze the proper use of deadly force

Officer Safety & Use of Force Update
This period of instruction is to provide officers with any updated information concerning use of force, to include changes in departmental policy and procedures, the force continuum, chemical spray, baton, Tasers, and deadly force. An emphasis is placed on practical application and techniques authorized under policy along with the suspect medical evaluation and treatment process.

Also covered during this block of instruction will be techniques to identify and handle those persons who may be involved in a physical or mental health crisis (including excited delirium), suspect control, pursuit termination devices, interactions with animals, and other topics relevant to officer safety and survival—in particular: unknown risk vehicle stops, high risk vehicle stops, and officer positioning during traffic enforcement or other vehicle-based encounters.

Characteristics of Armed Gunmen.
This block of instruction will educate officers on the physical characteristics of persons who are carrying concealed firearms. An emphasis will be placed on mannerisms, body movements, clothing, and actions of individuals who are carrying concealed firearms. Officers will also be instructed on the best practices to employ when approaching these individuals.

Street Crimes
This block of instruction will provide officers with a better understanding of street crime. The material will be presented in a modular fashion which will follow a typical sequence of events that an officer might encounter in normal police duties.

Street drug recognition will educate officers on drugs often encountered. Refresher training will be provided on the "common" drugs of marijuana and cocaine in different forms. Further training will be provided on drugs which are emerging in our jurisdiction, such as club drugs, khat, and methamphetamines.

Surveillance and investigative techniques will educate officers on the best practices to follow in drug investigations, with a particular emphasis on effective interview techniques and judicially approved investigative tools. Use of cross-trained canines and the "knock-and-talk" will be covered.

20TH JUDICIAL DISTRICT

Document Seq: 29 Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
Preview Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
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Arrest and control techniques will serve as update and refresher training for officers when conducting interviews, making arrests, and searching arrestees. Particular emphasis will be placed on thoroughly searching for weapons and contraband.

Emergency Vehicle Operation Course
This block of instruction will provide officers with required annual training on EVOC and related topics. The material will be presented in a modular fashion.

EVOC update will cover the elements required by state law, including: emergency and non-emergency operation, applicable statutes and ordinances, and accident avoidance / defensive driving reactions. An emphasis will be placed on departmental policy.

Basic traffic management will cover several topics related to the safe and effective management of traffic flow around police or public safety incidents. Particular emphasis will be placed on recognizing the need for / implementing control measures, such as tapers, detours, closures, etc. Best practices to follow will also be discussed, particularly with respect to multi-jurisdictional and / or multi-agency incidents. A review of available equipment and resources will also take place.

Emergency Medical Care Update
This period of instructions provides a review of basic life support and basic CPR (cardio pulmonary resuscitation) techniques.

Law Enforcement Interactions with Mentally Ill
This course will help the officer be better able to effectively identify someone that may be suffering from a mental illness, have an understanding of how to approach that person, and be informed of community resources that are available as to an alternate to incarceration. An emphasis is placed on safe and effective interactions.

Ethics: Public Corruption
This period of instruction includes review of the principles of the Law Enforcement Code of Ethics and a discussion of the investigation / prosecution of public corruption cases.

Domestic Violence Update
This period of instruction includes a review of applicable state laws related to domestic violence investigations and departmental policies and procedures covering the response to DV calls.

Homeland Security Update
This period of instruction will cover issues related to crowd control techniques and the threat assessment process.

Employee Relations
This block of instruction will provide officers with a better understanding of several employee-related programs available to them, and the appropriate ways to utilize these programs. Topics to be covered include: Family Medical Leave Act (FMLA,) performance evaluations, WorkBrain time accounting issues, workplace harassment, and Title VI compliance.

20TH JUDICIAL DISTRICT

POST Examination

This period of instruction will test the material covered during the academic portions of the in-service training program. Each student must attain a 75% score or higher on the examination.

20TH JUDICIAL DISTRICT

Firearm Training & Qualification-Fifth Day
This period of instruction includes review of range rules, departmental firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Also during this period, department firearms will be inventoried. Each student must attain a 75% score or higher on the qualification courses.

Officer Safety & Use of Force Update: Practical Exercises
This period of instruction is to provide officers with hands-on active training concerning use of force, to include changes in departmental policy and procedures, the force continuum, chemical spray, baton, Tasers, and deadly force. An emphasis is placed on practical application and techniques authorized under policy along with the suspect medical evaluation and treatment process. The proper handling of prisoners is also reviewed and practical exercises cover the appropriate search techniques.

Criminal Profiling and Terrorism Indicators
This block of instruction will educate officers on indicators of criminal and terrorism activities. An emphasis will be placed on effective patrol, investigative, and interview techniques. The material will be presented in a modular fashion.

Criminal profiling will provide an overview of criminal organizations, specifically organized narcotic and other criminal enterprises. Instruction will be provided on behaviors or observations which might indicate the need for further investigation and the relationships among investigative entities.

Terrorism indicators will provide an overview of international and domestic terrorism, specifically as local law enforcement relates to these issues. Instruction will be provided on behaviors or observations which might indicate the need for further investigation and the relationships among investigative entities.

20TH JUDICIAL DISTRICT

Supervisor 5th Day Curriculum

The below described classes constitute the curriculum for supervisor fifth day for 2008.

Firearm Training & Qualification-Fifth Day
This period of instruction includes review of range rules, department firearm policy and procedures, firearm safety; and practical firearm skill evaluation including: judgmental firearm use, shooting on-the-move and from cover; and qualification drills with assigned firearms. A particular emphasis will be placed on firearm safety, both on and off duty. Also during this period, department firearms will be inventoried. Each student must attain a 75% score or higher on the qualification courses **Sexual**

Taser Re-Certification
This period of instruction will re-certify students to carry and use a Taser EID device, including a review of the most recent MNPD Taser Student Guide and updates provided by Taser International, Inc.

Criminal Profiling and Terrorism Indicators
This block of instruction will educate officers on indicators of criminal and terrorism activities. An emphasis will be placed on effective patrol, investigative, and interview techniques. The material will be presented in a modular fashion.

Criminal profiling will provide an overview of criminal organizations, specifically organized narcotic and other criminal enterprises. Instruction will be provided on behaviors or observations which might indicate the need for further investigation and the relationships among investigative entities.

Terrorism indicators will provide an overview of international and domestic terrorism, specifically as local law enforcement relates to these issues. Instruction will be provided on behaviors or observations which might indicate the need for further investigation and the relationships among investigative entities.

20TH JUDICIAL DISTRICT

In-Service Curriculum Summary

		MNPD	POST Requirement
Child Sexual Abuse		**30 Minutes**	**Yes**
Law Update		**3 Hours**	**Yes**
Law Update	2 Hours		
Law of Domestic Violence	1 Hour		
Firearm Training & Qualification		**8 Hours***	**8 Hours**
Core Fifth Day* Fifth Day**	4 Hours 4 Hours 4 Hours		
POST Exam		**1 Hour**	**Yes**
Administrative		15 Minutes	None
Bloodborne Pathogen Update		15 Minutes	None
Conducting Preliminary Investigations		1 Hour	None
Homelessness & Law Enforcement Response		1 Hour	None
Emergency Medical Care Update		1 Hour	
LEO Interactions w/Mentally Ill		1 Hour	None
Ethics: Public Corruption		1 Hour	None
Anger Management / Conflict Resolution : PASS		2 Hours	None
Domestic Violence Update		1 Hour	None
Employee Relations : HR Topics		1 Hour	None
Homeland Security / Crowd Control / Threat Assessment		2 Hours	None
Officer Safety Update : Use of Force Update		2 Hours	None
Characteristics of Armed Gunmen		2 Hours	None
Street Crimes		4 Hours	None
Emergency Vehicle Operations		**4 Hours**	**YES**
TASER Recertification**		2 Hours	None
Criminal Profiling		2 Hours	None
Officer Safety Update : Practical Exercises*		2 Hours	None
TOTAL		**40 Hours**	**40 Hours**

** GPO Only*
*** Supervisor Only*

20TH JUDICIAL DISTRICT

NCIC/TIES Training

This period of instruction provides each terminal operator up-to-date information on TIES, NCIC and NLETS. The NCIC database is checked to determine who is a candidate for Query and Basic recertification.

A Memorandum and a Terminal Operator Eligibility form is sent to that candidate with a preset date explaining that the TIES Study guide is now on-line. If this date is not convenient, then the Supervisor must send an e-mail to Mrs. Pam Thompson or Lisa Lawrence requesting a new date.

This course requires that each candidate complete the "fill-in-the blank" exercises at the back of the TIES study guide and have with them on the date of the test. This course also requires a test with the score of 76 or above to pass.

Failure to attend scheduled mandatory class may result in corrective and/or disciplinary action.

Query Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC and NLETS whose job requires that have this certification. This is course is 16 hours. This course is for new hires or employees that have lost their certification for a period of time. Each candidate will be provided with hands on training and requires a test with a score of 76 or above to pass.

Basis Certification Classes: This period of instruction provides each terminal operator with up-to-date information on TIES, NCIC, and NLETS whose job requirement is to have this certification. This course is for candidates that are required to make entries into NCIC. This course is 40 hours. This period of instruction is hands on and requires a test with a score of 76 or above to pass.

Any questions concerning NCIC please contact Pam Thompson or Lisa Lawrence at 862-7617.

20TH JUDICIAL DISTRICT

Firearm Training Facility Rules of Conduct

1. Learn the mechanical and handling characteristics of the firearm you are using.
2. Do not load a weapon until instructed to do so by an instructor.
3. Do not fire a weapon until instructed to do so by an instructor.
4. Clear and check all firearms prior to leaving the firing line.
5. On all firearms training courses, a bullet resistant vest shall be worn.
6. All shotguns shall have the action open, safety on, magazine empty and properly slung, except when on the firing line or as otherwise instructed by a firearms training supervisor.
7. Loaded firearms are NOT allowed in the Range Offices, Tower, Classroom or Cleaning House.
8. Proper attire is required at all times. Body armor is required for all participants during range practice

Every year officers and others are injured and killed by careless handling of firearms. With modern duty weapons, barring mechanical failure, there are no "accidental" discharges. Unintended or unwanted discharges occur because the user did not follow basic safety procedures or disregarded fundamental safety rules. Do not let familiarity with your weapon make you complacent. If you follow the safety rules **every time** you will never have an unintended discharge.

Four Cardinal Rules of Firearms Safety

1. Treat All weapons as if they were loaded
2. Keep the muzzle pointed in a safe direction. (Laser Rule)
3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire.
4. Be sure of your target and what is beyond it.

Firearms safety is an attitude. It is an attitude that requires constant reminding and attention. No safety rules are any more valuable than the degree to which they are enforced.

Because these are so fundamental, we will look at them in some detail.

1. Treat All weapons as if they were loaded. If you follow this rule—even if you believe a weapon is empty—you will be building good weapon-handling habits. You will keep the weapon pointed in a safe direction, keep your finger off the trigger, and so on. If you handle all guns the same way every time—loaded and unloaded—you will be less likely to make a mistake with a loaded gun. Even if you know the weapon is empty, treat it as a loaded gun. It does no harm, and it may save a life. More than one officer has removed the magazine containing ammunition from a pistol and forgotten that there may be one more round of ammunition in the chamber of the gun.

2. Keep the muzzle pointed in a safe direction. (Laser Rule*). This rule accomplishes two things: it builds good habits and prevents injury if you do have an unintended discharge. Imagine a laser beam coming out of the barrel of your weapon: never let that laser touch anything—even for a moment—that you aren't

20TH JUDICIAL DISTRICT

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willing to shoot. If you follow this rule faithfully, you will build a strong habit that will function even when you are under great stress and unable to think things through. As you will learn, stress causes blood and oxygen to move away from the cognitive part of your brain—it literally becomes difficult or impossible to think. Your ingrained habit of never "lasering" anyone you don't intend to shoot may keep you from killing your partner in a gun battle.

3. Keep your finger off the trigger and outside the trigger guard until you are on target and have decided to fire. This rule prevents you from unintentionally firing because you were startled or had a sympathetic reaction. Suppose you are covering an open door of a warehouse while fellow officers clear the interior looking for a burglar. A sudden noise or someone bursting out the door may startle you and cause an involuntary tensing of your muscles. If you have your finger on the trigger, that tensing may be enough to fire the weapon. Similarly, if you use your reaction hand to turn on a flashlight or key your radio microphone, you may have a sympathetic involuntary movement of your gun hand. If your finger is on the trigger, it could cause you to fire. Keep your index finger extended along the frame of the weapon until you fire. It takes very little time to move it to the trigger.

4. Be sure of your target and what is beyond it. This rule addresses two issues: bullet penetration and tunnel vision. As discussed earlier, bullets may travel right through a target and strike something behind it. Even bullets that are designed to expand upon impact, lessening the chance of over-penetration, may fail to expand for various reasons. You cannot be sure that your bullet will be stopped by the target. Additionally, you may miss, especially under stress. Stress will often have the effect of narrowing your visual field as you concentrate on the threat. Making a habit of checking what is around and beyond your target may keep you from shooting something that, because of stress, you literally did not see.

Note: Law and policy provides that you should never handle or use weapons when you are using alcohol and/or any drug that may adversely affect your judgment, perception, alertness, and reaction time.

***The Laser Rule:** Imagine that your weapon is a laser that is automatically activated as soon as it is drawn from the holster. This laser cuts through anything that it passes through. This laser has the ability to kill or destroy anything in its path. This laser is a bullet.

Classroom Safety

1. Handle weapons only when instructed to do so.
2. Do not point any weapon at yourself or others during weapons handling exercises.
3. Do not get ahead of the Instructor or anticipate instructions.
4. If, at any time, you do not understand the instructions or have difficulty learning an operation or procedure, ask questions!
5. All weapons will be cleared prior to beginning class and under the supervision of an instructor.

20TH JUDICIAL DISTRICT

Document Seq: 29 Doc Description: DOC-Sworn Catalog 2008-MNPD Doc Title: DOC-Sworn Catalog 2008-MNPD.pdf Date: 1/23/2008 Time: 10:38:17 AM User: dfadyGooch\Metro OIS\DOC-Sworn Catalog 2008-MNPD.pdf

6. **No live ammunition is allowed in the classroom.** (Note: All weapons will be cleared prior to any class and whenever the weapon leaves your immediate control).

Range Safety

Law enforcement officers must practice shooting frequently to remain proficient. Normally you will do most of your shooting at a range. Because a range is typically used by many officers at once, safety requires that you follow certain rules. The following range rules are general rules, applicable to any range. Be sure to learn and follow all range rules. Here are some general rules:

1. The range Master has the authority to issue orders to anyone on the range, regardless of rank. Always obey a range officer's commands as promptly as possible.
2. **Obey all commands by the range officer.** At most ranges, the range officer or range **Keep your weapon holstered (or slung) at all times when not on the firing line or otherwise directed by an instructor.** At a range, the location from which you fire at a target is called the firing line. Sometimes it is an actual painted line, and sometimes it is simply a position in space. Other shooters may share the line with you. Many ranges nowadays run the range "hot," meaning that officers may have their weapons loaded even when they are not on the firing line. Obviously, it would not be safe to have people drawing loaded weapons except when they are on the firing line ready to fire. The best way to ensure that does not happen is to make sure that the only time and place anyone is allowed to un-holster a weapon is on the firing line, when it is time to shoot. All shotguns brought to the range or handled away from the firing line will be empty with the action open and safety on. **No weapons will be handled while anyone is forward of the firing line and/or your position.**
3. **Draw your weapon only when directed to do so by a range officer.** Even if you are on the firing line, wait to draw your weapon until directed. Range officers or others may have to go down range (toward the targets) for some reason.
4. **Always keep your weapon pointed down range.** If you have a malfunction, or some other firing problem that you cannot solve by yourself, keep your weapon pointed down range and raise your hand. When a range officer arrives to help you, keep your weapon pointed down range, and explain the problem. Do not turn around to talk to the range officer, bringing your weapon along with you.
5. **Remain on the firing line, facing down range, unless directed otherwise by a range officer.** Never go forward of the firing line—even to retrieve a dropped magazine—unless directed by a range officer. You may not be aware of someone else on the line about to fire. The range officer will make sure the entire line is safe before allowing anyone to go forward.
6. **If a cease-fire is called, immediately cease shooting and remain at the low ready until further direction by a range officer.** Anyone may call a cease-fire, not just a range officer. When you hear the command, stop immediately and wait for direction.
7. **If you see any unsafe condition, call a cease-fire and notify a range officer.** Range safety depends on everyone, not just the range officers. If

20TH JUDICIAL DISTRICT

Document Seq: 29, Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
Preview Document Title: DOC-Sworn Catalog 2008-MNPD.pdf
OIS\DOC-Sworn Catalog 2008-MNPD.pdf

you see something unsafe—another person going down range without authorization, for example—don't assume the range officer also sees it. Call a cease-fire immediately.

8. **Always wear eye and ear protection.** Bullet fragments can sometimes "splash back" from metal targets, and spent brass casings are ejected from pistols with some force. Protect your eyes from injury with wrap-around safety glasses. Always wear ear protection (either sound-deadening earmuffs or earplugs). Even short-term exposure to the reports from gunfire—especially if the sound is contained within concrete range walls and baffles—can cause permanent hearing damage. A ballistic vest is required by all MNPD personnel when using the range.
9. **Ammunition Safety:** Do not throw or toss live rounds onto hard surfaces. Do cover the ejection port of your weapon when ejecting a live round.
10. **Please also review and adhere to ALL posted and announced range rules and Academy rules.**

Please also review and adhere to ALL posted and announced range rules and Academy rules. Failure to adhere to any Academy rules may result in disciplinary action.

Open Range Practice Dates: Announced Monthly on the Training Bulletin Board.

Individual Instruction

Anyone who routinely scores below 40 (80%) and would like to improve prior to attending IST or 2nd firearms qualification or anyone who would like individual instruction in basic handgun or shotgun marksmanship on any of the above dates, please call the Confrontation Management Unit at 880-1906 to schedule a time.

Alternate, Off Duty, & Other Firearms

Reminder: Departmental Policy requires that you qualify TWICE each year.
If you have any questions please feel free to call any of the Training Staff at 862-7617 or the Confrontation Management Unit at 880-1906.

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 36

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 10-209420 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, D

20TH JUDICIAL DISTRICT

COPY TO FORCE REVIEW BOARD ATTN: CAPT. REINBOLD SA/DV 5/26/10

USE OF FORCE REPORT — METROPOLITAN POLICE DEPARTMENT — STATE OF TENNESSEE

M.P.D. FORM 108 (Rev. 01/2008)
CALEA 4.2.6

1. CONTROL NO. 10025210

2. COMPLAINT NO. 2010-209420

OIS\DR-Use of Force 209420 Grindstaff-MNPD

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP. NO	RANK/CLASS	4. RACE	5. SEX	6. AGE
Grindstaff, Mathew, Paul	[redacted]	POII	White	Male	29

7. HEIGHT	8. WEIGHT	9. EMPLOYEE'S ASSIGNMENT	10. DATE/ TIME OF INCIDENT
5"9	178	BUREAU FOB SECTOR / DIVISION North Precinct SECTION CSU	02/25/10 2345

11. EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code) [redacted]

12. REASON FOR USE OF FORCE (Check all applicable) ☒ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☐ NON-COMPLIANCE TO COMMANDS ☐ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13. WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE ... ☒ FIREARM(S) (Type Remington Caliber 12 gauge Serial no. [redacted] Rounds expended 1)

☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR/CS GAS ☐ TASER (COMPLETE M.P.D. FORM #108T) ☐ VEHICLE ☐ OTHER

PHYSICAL FORCE, TYPE ... ☐ FOOT STRIKES ☐ HANDSTRIKES ☐ TAKEDOWN TECHNIQUES ☐ WRESTLING/GRAPPLING ☐ OTHER

14. OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.

None

14A. RECEIVED TREATMENT ☐ YES ☒ NO

14B. RESULT OF FORCE USED ☐ YES ☒ NO

15. EMPLOYEE WAS WEARING ☐ UNIFORM ☒ PLAIN CLOTHES

16. DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY

17. IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18. WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO IF YES, IS M.P.D. FORM #130 ON FILE ? ☐ YES ☐ NO EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19. LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

SUBJECT INFORMATION

20. SUBJECT'S NAME (Last, First, Middle)	☐ JUVENILE	21. SEX	22. RACE	25. AGE	26. HT.	27. WT.
Fuqua, Quincy, Maurice		Male	Black	33	5"9	230

28. SUBJECT'S ADDRESS (Since ...)

29. RES. PHONE NO.

30. BUS. PHONE NO. ( ) -

... OF RESISTANCE ☐ NO RESISTANCE ☐ PASSIVE RESISTANCE ☐ ATTEMPT TO FLEE ... ☐ ACTIVELY RESISTED ARREST ☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☒ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32. SUBJECT ARMED WITH (☐ NONE) ☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☒ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33. SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)

Gun shot wound to the lower abdobmen

33A. RESULT OF OFFICER'S USE OF FORCE ☒ YES ☐ NO

34. TYPE AND LOCATION OF MEDICAL TREATMENT

Vanderbilt Hospital

34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☐ YES ☐ NO LIST: Unknown

35. CHEMICAL SPRAY AFTERCARE FORM ISSUED ☐ YES ☒ NO ☐ N/A

☐ N/A

WITNESS INFORMATION

☐ OTHER WITNESSES CONT. IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A

See Homicide Case File

37. RESIDENCE ADDRESS (Street, City, State, & Zip Code)

38. SEX	39. RACE	40. D.O.B.	41. RESIDENCE TELEPHONE NO.	42. BUSINESS TELEPHONE NO	43. BUSINESS ADDRESS (Street, City, State, & Zip Code)
			( ) -	( ) -	

44. WITNESS' #2 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A

See Homicide Case File

45. RESIDENCE ADDRESS (Street, City, State, & Zip Code)

46. SEX	47. RACE	48. D.O.B.	49. RESIDENCE TELEPHONE NO.	50. BUSINESS TELEPHONE NO.	51. BUSINESS ADDRESS (Street, City, State, & Zip Code)
			( ) -	( ) -	

MAY 19 PM 2:07 POLICE CHIEF

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE

Narcotic Search Warrant

53. SWAT CALL ☐ YES ☐ NO

54. SUPERVISOR NOTIFIED DATE/ TIME 02/25/10 2350 HRS NAME & ENO: Sgt. Dwayne T. Greene [redacted]

DID SUPERVISOR RESPOND TO SCENE? ☒ YES ☐ NO

DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☐ YES ☒ NO

DID SUPERVISOR WITNESS INCIDENT? ☐ YES ☒ NO

EMPLOYEES SECTOR / DIVISION COMMANDER'S NAME: North Precinct/Commander Anthony Carter

55. PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO DN 5-26-10

LOCATION WHERE FILED / STORED

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☐ NO

LOCATION WHERE FILED / STORED Unknown

57. CRIMINAL CHARGES FILED ? TYPE OF CHARGES ☒ YES ☐ NO Attempted Homicide X 8, Federal Criminal Complaint For Weapons

58. TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)

NAME & EMPLOYEE # N/A

DISTRICT JUDICIAL

USE OF FORCE REPORT — METROPOLITAN POLICE DEPARTMENT — RELATED COMPLAINT NO. 2010-209420

M.P.D. FORM 109 (Rev. 10/2005)
CALEA 1.3.6 (PAGE 2 OF 2)

Document Seq: 80 Entered in Electronic Records System 9420 on 7/31/2010 at 11:20:00 AM
2010-209420 Grindstaff MNPD.pdf

U.K. [redacted] NARRATIVE

59. DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.

On 02/25/2010, North CSU Detectives executed a narcotic related search warrant at [redacted]. We approached the front door in clearly marked police attire. We had a police vehicle in front of the residence with its blue lights activated and announcing over the public address system, Police search warrant come to the door and do not resist. I knocked on the front door and announced, Police search warrant come to the door don't resist. After ample time with no response, Detective Williams began to ram the front door open. After several attempts, Detective Williams was able to get the front door open. I was assigned to the point position.

As the door opened, I observed Hodison seated by the door. I took a step inside and heard a shot towards our direction. I continued to announce, Police search warrant as we made entry. I advanced towards the kitchen and saw Owens standing next to Fuqua by the kitchen counter. Both Fuqua and Owens had revolvers in their hands. Before I could take a shot, Owens and Fuqua moved behind the wall. I moved forward and observed Fuqua running backwards in the kitchen as he fired a shot in our direction. I ducked and fired one shot into Fuqua's torso. My shotgun malfunctioned and I transitioned to my handgun. Fuqua had fallen face first on the ground. I went around the corner of the kitchen and observed Owens laying face up with his hands by his face. Detective Mendenhall placed Owens in custody and I placed Fuqua in custody. I searched Fuqua and recovered a large amount of money from his front pockets. Sgt. Greene called for an ambulance.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

20TH JUDICIAL DISTRICT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60. REPORTING EMPLOYEE'S PRINTED NAME & EMP. NO.	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
Mathew Grindstaff [redacted]	MATTHEW GRINDSTAFF [redacted]	03/15/10 HRS.
61. APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO.	APPROVING SUPERVISOR'S SIGNATURE	/ TIME
Sgt. Dwayne T. Greene [redacted]	Sgt. Dwayne T. Greene	3/15/10 1400 HRS.
62. SHIFT COMMANDER	DATE	63. DIVISION/ PRECINCT COMMANDER — DATE
Lt. [redacted]	3/15/10	Acting Commander — 3/15/10
64. BUREAU COMMANDER	DATE	65. DEPUTY CHIEF OF POLICE — DATE
		[redacted] Jones Kelton — 5/18/10

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 37

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 11-0568220 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, D[redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB

20TH JUDICIAL DISTRICT

Document Scanned Date: [illegible] Time: [illegible] Scanned by: [illegible]
CISDR-Use of Force 11-0568220 Grindstaff, Matthew Paul

USE OF FORCE REPORT
M.P.D. FORM 108 (Rev. 10/2007)
CASE #

NASHVILLE, TENNESSEE
Please Fax to Chief of Police (615) 862-7787

1 CONTROL NO

2 COMPLAINT NO. 11-0568220

EMPLOYEE INFORMATION

3 EMPLOYEE'S NAME (Last, First, Middle)	EMP NO.	RANK/CLASS	4 RACE	5 SEX	6 AGE
Grindstaff, Matthew Paul	[redacted]	POII	W	M	30

7 HEIGHT	8 WEIGHT	9 EMPLOYEE'S ASSIGNMENT	10 DATE/TIME OF INCIDENT
5'9"	185	BUREAU Investigative Services SECTOR / DIVISION SID SECTION Narcotics	07/18/11 2200

11 EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code): S. 5th Street and Summer Place

12 REASON FOR USE OF FORCE (Check all applicable): ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☒ NON-COMPLIANCE TO COMMANDS ☒ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13 WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE ... ☐ FIREARM(S) (Type____ Caliber____ Serial no____ Rounds expended____)
☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR/CS GAS ☐ TASER (COMPLETE MNPD FORM #108T) ☐ VEHICLE ☐ OTHER____
PHYSICAL FORCE, TYPE ☐ FOOT STRIKES ☐ HANDSTRIKES ☒ TAKEDOWN TECHNIQUES ☐ WRESTLING/GRAPPLING ☐ OTHER____

14 OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.
None

14A RECEIVED TREATMENT ☒ YES ☐ NO | 14B RESULT OF FORCE USED ☒ YES ☐ NO

15. EMPLOYEE WAS WEARING ☐ UNIFORM ☒ PLAIN CLOTHES
16 DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY
17 IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18 WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO | IF YES, IS M P D FORM #150 ON FILE ? ☐ YES ☐ NO | EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19 LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

SUBJECT INFORMATION

20 SUBJECT'S NAME (Last, First, Middle) ☒ JUVENILE	21 SEX	22 RACE	23 ETHNICITY	24 DOB	HT.	27 WT
Johnson, Antonio Larontez	M	B	AA		1"	140

28. SUBJECT'S ADDRESS (Street, City, State, & Zip Code) N
29 RES PHONE NO. ( ) -
30. BUS PHONE NO. ( ) -

31 SUBJECT'S LEVEL OF RESISTANCE ☐ NO RESISTANCE ☐ PASSIVE RESISTANCE ☐ ATTEMPT TO FLEE ESCAPE ☐ ACTIVELY RESISTED ARREST
☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☐ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32 SUBJECT ARMED WITH (☐ NONE)
☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☒ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33 SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)
Bloody lip and Nose

33A. RESULT OF OFFICER'S USE OF FORCE ☒ YES ☐ NO

34 TYPE AND LOCATION OF MEDICAL TREATMENT
Vanderbilt Medical Center

34A ANY PRE-EXISTING MEDICAL CONDITION(S)? ☒ YES ☐ NO LIST: gun shot wound right knee

35 CHEMICAL SPRAY AFTERCARE FORMISSUED ☐ YES ☐ NO ☒ N/A

☐ N/A

WITNESS INFORMATION

☐ OTHER WITNESSES CONT. IN NARRATIVE

36 WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A
Szymanski, Timothy [redacted]

37 RESIDENCE ADDRESS (Street, City, State, & Zip Code)

38 SEX	39 RACE	41 RESIDENCE TELEPHONE NO	42 BUSINESS TELEPHONE NO	43 BUSINESS ADDRESS (Street, City, State, & Zip Code)
M	W	-		/

44 WITNESS' #2 NAME (Last, First, Middle, employee no.)
Galluzzi, Michael [redacted]

46 SEX	47 RACE	48. DOB	49. RESIDENCE TELEPHONE NO.	50. BUSINESS TELEPHONE NO	51. BUSINESS ADDRESS (Street, City, State, & Zip Code)
M	W		( ) -		

[redacted]

52 TYPE OF ORIGINAL CALL OR OCCURRENCE
10-78

53 SWAT CALL ☐ YES ☒ NO

54 SUPERVISOR NOTIFIED DATE / TIME 07/18/11 2200 HRS. NAME & ENO Lt. Mackall [redacted]
DID SUPERVISOR RESPOND TO SCENE? ☒ YES ☐ NO
DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☒ YES ☐ NO
DID SUPERVISOR WITNESS INCIDENT? ☐ YES ☒ NO
EMPLOYEE'S SECTOR / DIVISION COMMANDER'S NAME

55 PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED NA

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

57. CRIMINAL CHARGES FILES ? TYPE OF CHARGES
☒ YES ☐ NO Poss Resale, Resisting arrest, Crooks w/guns, Drug Free Sch Zone

58 TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)
NAME & EMPLOYEE # Mike Galluzzi [redacted]

METRO POLICE DISTRICT
AUG 4 2011
OFFICE OF THE CHIEF

USE OF FORCE REPORT
M.P.D. FORM 108 (Rev. 10/2005)
CALL NO. (PAGE 2 OF 3)

METROPOLITAN POLICE DEPARTMENT

RELATED COMPLAINT NO
2011-568220

Document Seq. Brev Document Title: USE OF FORCE REPORT 2011-568220 Grindstaff MNPD.pdf

BLK NO [redacted] 39. DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE
ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS

On 07/18/2011 detectives were working a Hermitage/East Precinct Buy Bust Initiative. Detective Smith was working in an undercover capacity attempting to purchase narcotics from street level drug dealers. While on South 7th Avenue, Detective Smith made contact with two suspects, one of which matched Antonio Johnson's description. Detective Smith successfully purchased narcotics from the two suspects and the takedown signal was given. Surveillance detectives moved in to apprehend the two suspects. Both suspects fled from the area. The suspects were given verbal commands stop, police. However, both suspects continued to flee. After a short time, Johnson was observed running towards Shelby Street. We continued to give Johnson commands to stop but he continued to flee. Johnson was apprehended several minutes later. Detective Szymanski placed Johnson in custody. I arrived on the scene and assisted Detective Szymanski in walking Johnson to the transport vehicle. We attempted to search Johnson and he continued to struggle. We gave Johnson more commands to stop resisting but he refused. Johnson slipped his left hand out of the handcuffs and became more combative. We continued to give Johnson commands to stop resisting and put your hands behind your back. Detective Szymanski attempted to restrain Johnson by grabbing around Johnson's shoulders. I observed Johnson reaching towards his waistband area. I grabbed Johnson around the waistband area and placed him on the ground. As we attempted to get Johnson's hands from under his body, I noticed Johnson was bleeding from nose and lip area. We continued to give Johnson commands to stop resisting and put your hands behind your back but he refused. While Johnson was on the ground, he attempted to keep his hands under his body. Detective Szymanski and I were able to pull Johnson's hands out from under his body and place behind his back. Johnson was searched and detectives recovered a loaded handgun in his waistband area and additional narcotics in his pants pocket.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60 REPORTING EMPLOYEE'S PRINTED NAME & EMP NO	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
M. Grindstaff [redacted]	[signature]	07/22/11 1000 HRS
61 APPROVING SUPERVISOR'S PRINTED NAME & EMP NO	APPROVING SUPERVISOR'S SIGNATURE	DATE / TIME
Lt. William MacKall [redacted]	[signature]	7/22/11 - 1000 HRS.

62 SHIFT COMMANDER	DATE	63. DIVISION/ PRECINCT COMMANDER	DATE
[signature]	7/24/11	[signature]	7/27/11
64 BUREAU COMMANDER	DATE	65. DEPUTY CHIEF OF POLICE	DATE
N/A		[signature]	8/3/11

30TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 38

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 11-595878 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, I

20TH JUDICIAL DISTRICT

USE OF FORCE REPORT
M.P.D. FORM 108 (Rev. 10/2007)
CALEA 1.3.6

Document Sec. 32, Document Title: USE OF FORCE - [redacted] Grindstaff-MNPD.pdf

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE
Please Fax to Chief of Police (615) 862-7787

1 CONTROL NO: 2075811
2 COMPLAINT NO.: 11-595878

EMPLOYEE INFORMATION

3 EMPLOYEE'S NAME (Last, First, Middle)	EMP NO	RANK/CLASS	4 RACE	5 SEX	6 AGE
Grindstaff, Matthew, Paul	[redacted]	POII	White	Male	30

7 HEIGHT	8 WEIGHT	9 EMPLOYEE'S ASSIGNMENT	10 DATE/ TIME OF INCIDENT
5'9"	185	BUREAU ISB / SECTOR / DIVISION SID / SECTION Narcotics	07/28/11 2155hrs

11 EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code): 2nd Avenue South and McCann Street

12 REASON FOR USE OF FORCE (Check all applicable): ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☒ NON-COMPLIANCE TO COMMANDS ☒ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13 WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE – ☐ FIREARM(S) (Type____ Caliber____ Serial no____ Rounds expended____) ☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR/CS GAS ☐ TASER (COMPLETE M.N.P.D. FORM #108T) ☐ VEHICLE ☐ OTHER____

PHYSICAL FORCE, TYPE ☐ FOOT STRIKES ☒ HANDSTRIKES ☒ TAKEDOWN TECHNIQUES ☒ WRESTLING/GRAPPLING ☐ OTHER____

14 OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101
None

14A. RECEIVED TREATMENT ☐ YES ☒ NO | 14B. RESULT OF FORCE USED ☐ YES ☒ NO

15 EMPLOYEE WAS WEARING ☐ UNIFORM ☒ PLAIN CLOTHES

16 DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY

17 IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☒ NO

18 WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☒ NO | IF YES, IS M P D FORM #150 ON FILE? ☐ YES ☐ NO | EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19 LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)
N/A

SUBJECT INFORMATION

20 SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21 SEX	22 RACE	23 ETHNICITY	24 D.O.B.	25 AGE	26 HT	27 WT
Head, Jimmy, Lee	Male	Black	African American				180

28 SUBJECT'S ADDRESS (Street, City, State, & Zip Code)

29 RES PHONE NO (N/A) - | [redacted] (N/A) -

☐ NO RESISTANCE ☐ PASSIVE RESISTANCE ☒ ATTEMPT TO FLEE/ESCAPE ☒ ACTIVELY RESISTED ARREST ☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☒ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32 SUBJECT ARMED WITH (☐ NONE) ☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☒ ROCK / BOTTLE ☒ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33 SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)
Small lacerations on head

33A RESULT OF OFFICER'S USE OF FORCE ☒ YES ☐ NO

34 TYPE AND LOCATION OF MEDICAL TREATMENT
Meharry General Hospital

34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☒ YES ☐ NO LIST Slipped disc in back

35 CHEMICAL SPRAY AFTERCARE FORMISSUED ☐ YES ☒ NO ☐ N/A

☐ N/A

WITNESS INFORMATION

☐ OTHER WITNESSES CONT. IN NARRATIVE

36 WITNESS #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A
Galluzzi, Michael [redacted]

37 RESIDENCE ADDRESS (Street, City, State, & Zip Code)
MNPD 200 James Robertson Pkwy

38 SEX	39 RACE	40 D.O.B.	41 RESIDENCE TELEPHONE NO	42 BUSINESS TELEPHONE NO	43 BUSINESS ADDRESS (Street, City, State, & Zip Code)
Male	White			( ) -	MNPD 200 James Robertson Pkwy

44 WITNESS' #2 NAME (Last, First, Middle) (If ... ☐ N/A

45 RESIDENCE ADDRESS (Street, City, State, & Zip Code)

46 SEX	47 RACE	48 D.O.B.	49 RESIDENCE TELEPHONE NO	50 BUSINESS TELEPHONE NO	51 BUSINESS ADDRESS (Street, City, State, & Zip Code)
			( ) -	( ) -	

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE
10-78 Activity

53 SWAT CALL ☐ YES ☒ NO

54 SUPERVISOR NOTIFIED	DATE / TIME	DID SUPERVISOR RESPOND TO SCENE?	DID SUPERVISOR INTERVIEW INVOLVED PARTIES?	DID SUPERVISOR WITNESS INCIDENT?	EMPLOYEE'S SECTOR / DIVISION COMMANDER'S NAME
NAME & ENO Sgt. T. Gene Donegan [redacted]	07/28/11 2155 HRS	☒ YES ☐ NO	☒ YES ☐ NO	☐ YES ☒ NO	Capt. Paul Trickey

55 PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

56 PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

57 CRIMINAL CHARGES FILED ? TYPE OF CHARGES
☒ YES ☐ NO Agg. Assault - Deadly Weapon

58 TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)
NAME & EMPLOYEE # Patrick Oakley [redacted]

METRO POLICE CHIEF

USE OF FORCE REPORT
M PD FORM 108 (Rev 08/2005)
CALEA 1.3.6 (PAGE 2 OF 2)

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

RELATED COMPLAINT NO.
11-595878

Document Seq. 32, Document Title: DR-Use of Force-11-595878 Grindstaff-MNPD.pdf

BLK NO	NARRATIVE	59 DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.

On 07/28/2011, detectives were working with Central CSU on a precinct initiative. Detective Sanderson was working in an undercover capacity in the area of 2nd Avenue South and McCann Street attempting to combat prostitution in the area. Detective Sanderson made contact with three suspects on McCann Street in between 3rd Avenue South and 2nd Avenue South. Jimmie Head became upset and threw a bottle at Detective Sanderson's vehicle as he drove away from the scene. Jimmie Head then began running towards Detective Sanderson's vehicle and fired three shots. Detective Galluzzi and I observed the third shot. Jimmie Head had the gun pointed directly at Detective Sanderson's vehicle and fired a shot. Detective Galluzzi activated his blue lights and siren. Jimmie Head began running towards 2nd Avenue South. Detective Galluzzi followed Jimmie Head down McCann Street. I observed Jimmie Head throw down the revolver and run down the alley. Detective Galluzzi and I gave commands to Jimmie Head such as stop police and you are under arrest. Jimmie Head refused commands and continued to flee. I ran down the alley and caught up to Jimmie Head at the end of the alley. I conducted a leg sweep and placed Jimmie Head on the ground. I continued to give Jimmie Head commands to stop resisting but he refused. Jimmie Head continued to struggle by attempting to conceal his hands under his body and attempting to get away. I gave Jimmie Head soft empty hand strikes to his back instructing him to free his hands and stop resisting which he refused. After I applied soft empty hand strikes, Detective Galluzzi and I were able to pull Jimmie Head's hands behind his back. I noticed he had an abrasion on his forehead from the leg sweep. It appeared Detective Galluzzi had control of Jimmie Head. Detective Sanderson and I immediately went back to the scene and recovered the gun before one of the other suspects recovered the gun. I went back to Detective Galluzzi and found him struggling with Jimmie Head. I assisted Detective Galluzzi in placing Jimmie Head in custody.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

20TH JUDICIAL DISTRICT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60 REPORTING EMPLOYEE'S PRINTED NAME & EMP. NO	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
M. GRINDSTAFF [redacted]		08/11/11 1509 HRS
61. APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO	APPROVING SUPERVISOR'S SIGNATURE	DATE / TIME
SGT. T. GENE DONEGAN [redacted]	SGT T Donegan	8/15/11 1600 HRS
62 SHIFT COMMANDER	DATE	63. DIVISION / PRECINCT COMMANDER	DATE
[redacted]	8/18/11		8/28/11
64 BUREAU COMMANDER	DATE	65. DEPUTY CHIEF OF POLICE	DATE
N/A		J. Dawn Hagar	8/30/11

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 39

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 12-401864 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, [redacted]

20TH JUDICIAL DISTRICT

USE OF FORCE REPORT — METROPOLITAN POLICE DEPARTMENT — NASHVILLE, TENNESSEE

M.P.D. FORM 108 (Rev. 10/2007)
CALEA 1.3.6

DIS\DR-Use of Force\12-401864 Grindstaff, Matthew P\Staff-MNPD Memo.pdf

Please Fax to Chief of Police (615) 862-7787

1 CONTROL NO: U052812

2 COMPLAINT NO: 12-401864

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP NO	RANK/CLASS	4 RACE	5 SEX	6 AGE
Grindstaff, Matthew P.	[redacted]	POII	WHT	Male	31

7. HEIGHT	8 WEIGHT	9 EMPLOYEE'S ASSIGNMENT	10 DATE/TIME OF INCIDENT
5'9"	180	BUREAU Investigative SECTOR / DIVISION Specialized Inv. SECTION Narcotics	05/11/12 2030

11 EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code): [redacted]

12 REASON FOR USE OF FORCE (Check all applicable): ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☒ NON-COMPLIANCE TO COMMANDS ☒ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13 WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE — ☐ FIREARM(S) (Type _____ Caliber _____ Serial no _____ Rounds expended _____)

☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR GAS ☐ TASER (COMPLETE MNPD FORM #108T) ☐ VEHICLE ☐ OTHER _____

PHYSICAL FORCE, TYPE — ☐ FOOT STRIKES ☐ HANDSTRIKES ☐ TAKEDOWN TECHNIQUES ☒ WRESTLING/GRAPPLING ☐ OTHER _____

14 OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101

None

14A RECEIVED TREATMENT ☐ YES ☐ NO — 14B RESULT OF FORCE USED ☐ YES ☐ NO

15 EMPLOYEE WAS WEARING ☐ UNIFORM ☒ PLAIN CLOTHES

16 DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY

17 IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18 WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO — IF YES, IS M P D FORM #130 ON FILE? ☐ YES ☐ NO — EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19 LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

SUBJECT INFORMATION

20 SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21 SEX	22 RACE	23 ETHNICITY	24 D O B	25 AGE	26 HT	27 WT.
Bright, Martiez	Male	BLK	AA			5'9"	190

28 SUBJECT'S ADDRESS (Street, City, State, & Zip Code)

29 RES PHONE ( ) unk - — ONE NO. ( ) unk -

31 SUBJECT'S LEVEL OF RESISTANCE ☐ NO RESISTANCE ☐ PASSIVE RESISTANCE ☒ ATTEMPT TO FLEE ESCAPE ☒ ACTIVELY RESISTED ARREST ☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☐ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32 SUBJECT ARMED WITH (☒ NONE) ☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☐ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33 SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)

Cuts and abrasions to lips and face.

33A RESULT OF OFFICER'S USE OF FORCE ☒ YES ☐ NO

34 TYPE AND LOCATION OF MEDICAL TREATMENT: General Hospital

34A ANY PRE-EXISTING MEDICAL CONDITION(S)? ☐ YES ☒ NO LIST

35 CHEMICAL SPRAY AFTERCARE FORM ISSUED ☐ YES ☐ NO ☒ N/A

WITNESS INFORMATION

☐ N/A ☐ OTHER WITNESSES CONT IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.): Szymanski, Timothy [redacted] ☐ N/A

37 RESIDENCE ADDRESS (Street, City, State, & Zip Code)

38. SEX	39 RACE	40 D O B	41 RESIDENCE TELEPHONE NO	ONE NO
Male	WHT			3(☒

44 WITNESS' #2 NAME (Last, F

46 SEX	47 RACE	48 D O B	49. RESIDENCE TELEPHONE NO	50 BUSINESS TELEPHONE NO	51 BUSINESS ADDRESS (Street, City, State, & Zip Code)
			( ) -	( ) -	

INCIDENT INFORMATION

52 TYPE OF ORIGINAL CALL OR OCCURRENCE: 10-78 (Cocaine Buy/Take-down)

53. SWAT CALL ☒ YES ☐ NO

54 SUPERVISOR NOTIFIED — DATE / TIME 05/11/12 2030 HRS — NAME & ENO Sgt. James Jones [redacted]

DID SUPERVISOR RESPOND TO SCENE? ☒ YES ☐ NO — DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☒ YES ☐ NO — DID SUPERVISOR WITNESS INCIDENT? ☐ YES ☒ NO — EMPLOYEES SECTOR / DIVISION COMMANDER'S NAME: Captain D. Jones

55 PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO — LOCATION WHERE FILED / STORED

56 PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☒ NO — LOCATION WHERE FILED / STORED

57 CRIMINAL CHARGES FILED ? TYPE OF CHARGES ☒ YES ☐ NO Possession of cocaine with intent, resisting, etc.

58 TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE) — NAME & EMPLOYEE # NFD Ambulance

RECEIVED 2012 MAY 30 PM 3:47 CRIMINAL JUSTICE DISTRICT

USE OF FORCE REPORT
M P D FORM 108 (Rev. 10/2005)
CALEA 1.3.6 (PAGE 2 OF 2)

METROPOLITAN POLICE DEPARTMENT

RELATED COMPLAINT NO
12-401864

BLK. NO | NARRATIVE | 62. DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.

On 05/11/2012, detectives were assisting DEA/ATF on a takedown. The DEA/ATF briefed us that the CI would be purchasing one kilogram of cocaine from Martiez C. Bright. The deal was to take place a[redacted] in the driveway. I was assigned to maintain surveillance on Vine Hill Road during the takedown.

As Bright arrived and the takedown signal was given, I observed Bright fleeing the scene at a high rate of speed. Surveillance later radioed they believed Bright abandoned his vehicle in the area of Wedgewood Avenue and Waverly Avenue. We maintained a perimeter and attempted to locate Bright.

Bright was later located in the area of Wade Street and 11th Avenue. Bright was attempting to conceal something in his left pocket/waistband area as I arrived. Det. Szymanski was already giving Bright verbal commands as I was approaching. I gave Bright commands to show his hands but he refused to obey commands. Bright got off the ground and attempted to run directly towards Detective Szymanski. Szymanski used a knee strike to knock Bright to the ground; however, he still refused verbal commands. I continued to give Bright commands to stop resisting and to show his hands which he refused. I used my body weight on the suspect's upper back to immobilize him but he continued to struggle and I couldn't see his hands.

Eventually, Detective Szymanski and I were able to wrestle his hands out from under him by using body weight and leverage to pry them out. After struggling with Bright while on the ground, we were able to place Bright's hands behind his back to get him into custody. Bright was stood up and I searched his pockets. In Bright's right front pocket, I recovered a large amount of U.S. Currency. In Bright's left front pocket, I recovered a large clear bag of white power substance consistent with cocaine.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60 REPORTING EMPLOYEE'S PRINTED NAME & EMP NO.	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
Matthew Grindstaff [redacted]	[signature]	05/22/12 0800 HRS
61 APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO	APPROVING SUPERVISOR'S SIGNATURE	DATE / TIME
James L. Jones [redacted]	[signature]	5/22/12 0800 HRS

62. SHIFT COMMANDER	DATE	63. DIVISION/PRECINCT COMMANDER	DATE
Lt Ken Spencer	5/22/12	[signature]	5/24/12
64 BUREAU COMMANDER	DATE	65 DEPUTY CHIEF OF POLICE	DATE
		Bcol Louise Kelton	5/30/12

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 40

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 12-427337 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, D
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOE

20TH JUDICIAL DISTRICT

Document Sec. 34 Document Title: DR-Use of Force 12-427337-Grindstaff-MNPD.pdf

M.P.D. FORM 108 (Rev. 10/2007)
CALEA 1.3.6

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE
Please Fax to Chief of Police (615) 862-7787

1. CONTROL NO. U053312
2. COMPLAINT NO. 12-427337

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP. NO.	RANK/CLASS	4. RACE	5. SEX	6. AGE
Grindstaff, Matthew P.	[redacted]	POII	C	M	31

7. HEIGHT	8. WEIGHT	9. EMPLOYEE'S ASSIGNMENT	10. DATE/ TIME OF INCIDENT
5'9"	185	BUREAU Investigative SECTOR / DIVISION Specialized Inv. SECTION Narcotics	05/20/12 2348

11. EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code) [redacted]

12. REASON FOR USE OF FORCE (Check all applicable) ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☒ NON-COMPLIANCE TO COMMANDS ☐ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13. WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE – ☒ FIREARM(S) (Type GL1-40 Caliber 40MM Serial no [redacted] Rounds expended 2)

☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☒ TEAR GAS ☐ TASER (COMPLETE MOPD FORM #104T) ☐ VEHICLE ☐ OTHER

PHYSICAL FORCE, TYPE ☐ FOOT STRIKES ☐ HANDSTRIKES ☐ TAKEDOWN TECHNIQUES ☐ WRESTLING/GRAPPLING ☐ OTHER

14. OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.
None

14A. RECEIVED TREATMENT ☐ YES ☐ NO | 14B RESULT OF FORCE USED ☐ YES ☐ NO

15. EMPLOYEE WAS WEARING ☒ UNIFORM ☐ PLAIN CLOTHES

16. DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY

17. IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18. WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO | IF YES, IS M.P.D FORM #150 ON FILE? ☐ YES ☐ NO | EXTRA DUTY EMPLOYMENT WAS FOR: ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19. LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

SUBJECT INFORMATION

20. SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21. SEX	22. RACE	23. ETHNICITY	6. HT.	27. WT.
Pearson, Clinton M.	Male	BLK	AA	5'8"	175

(Street, City, State & Zip Code)	29. RES. PHONE NO.	30. BUS. PHONE NO.
	( ) unk -	( ) unk -

31. SUBJECT'S LEVEL OF RESISTANCE ☒ PASSIVE RESISTANCE ☐ ATTEMPT TO FLEE ESCAPE ☐ ACTIVELY RESISTED ARREST ☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☐ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32. SUBJECT ARMED WITH (☐ NONE) BD 1-25-12
☐ BLUNT INSTRUMENT ☒ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☐ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33. SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)
None

33A. RESULT OF OFFICER'S USE OF FORCE ☐ YES ☐ NO

34. TYPE AND LOCATION OF MEDICAL TREATMENT
Treated for c/s exposure by NFD at scene.

34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☐ YES ☒ NO LIST:

35. CHEMICAL SPRAY AFTERCARE FORM ISSUED ☒ YES ☐ NO ☐ N/A

WITNESS INFORMATION

☐ N/A ☐ OTHER WITNESSES CONT. IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A	37. RESIDENCE ADDRESS (Street, City, State, & Zip Code)
BeCraft, Dale W. [redacted]	

38. SEX	39. RACE	40. D.O.B.	41. RESIDENCE TELEPHONE NO	42. BUSINESS TELEPHONE NO.	43. BUSINESS ADDRESS (Street, City, State, & Zip Code)
M	W	[redacted]	( ) -	(615) 862-7623	M.N.P.D. SWAT

44. WITNESS' #2 NAME (Last, [redacted] If applicable, employee no.) ☐ N/A	45. RESIDENCE ADDRESS (Street, City, State, & Zip Code)
Denton, Jerry D. [redacted]	

46. SEX	47. RACE	48. D.O.B.	49. RESIDENCE TELEPHONE NO	50. BUSINESS TELEPHONE NO.	51. BUSINESS ADDRESS (Street, City, State, & Zip Code)
M	W	[redacted]	( ) -	(615) 862-7623	M.N.P.D. SWAT

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE
Code 3000

53. SWAT CALL ☒ YES ☐ NO

54. SUPERVISOR NOTIFIED | DATE / TIME 05/20/12 2348 HRS | NAME & ENO: Sgt. John Boese [redacted]
DID SUPERVISOR RESPOND TO SCENE? ☒ YES ☐ NO
DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☒ YES ☐ NO
DID SUPERVISOR WITNESS INCIDENT? ☒ YES ☐ NO
EMPLOYEE'S SECTOR / DIVISION COMMANDER'S NAME: Captain D. Jones

55. PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

57. CRIMINAL CHARGES FILED ? TYPE OF CHARGES
☒ YES ☐ NO DV Assault, False Imprisonment.

58. TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)
NAME & EMPLOYEE # Officer Thomas Smith [redacted]

JUL 10 PM 1:53 POLICE CHIEF'S DISTRICT

USE OF FORCE REPORT
M.P.D. FORM 108 (Rev. 10/2005)
CALEA 1.3.6 (PAGE 2 OF 2)

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

RELATED COMPLAINT NO 12-427337

BLK NO | NARRATIVE | 59 DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS

On 05/20/2012 at approximately 2130 hours, SWAT team members responded to [redacted] on a barricaded suspect with a knife. Upon arrival at the scene, I was briefed that Pearson had outstanding warrants for a domestic assault that occurred earlier in the evening. Patrol attempted to serve the warrants but Pearson refused to be arrested, barricaded himself in the residence and told officers he was only coming out in a body bag. Pearson told officers he had knives. Pearson also called 911 and communicated to dispatch he had a gun in his lap and was going to kill himself. Announcements were made to Pearson to surrender. Announcements were also made to Pearson to pick up a throw phone that was made available to him but Pearson refused. Pearson later took the throw phone inside the residence and immediately threw the phone back out of the window. Crisis Negotiators attempted to get Pearson to surrender but he refused. Crisis Negotiators called an impasse and turned the call over to the Incident Command. The Incident Commander then requested SWAT for a tactical resolution. A plan was formulated to deliver OC into the residence. Pearson was again given commands to surrender or chemical spray would be used. Pearson continued to refuse to surrender and called 911. Pearson told Negotiators over the phone to "bring the gas on". I was then tasked with deploying one 40 mm OC ferret round into each window beside the front door of the residence (side four). At approximately 2348 hours, I delivered one round of OC from the 40mm launcher into the windows on each side of the front door. I delivered the two rounds in an upward manner in an attempt to strike the ceiling of the residence. After approximately three minutes, Pearson walked out of the residence and surrendered. I assisted in covering Pearson as other SWAT officers secured him.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60 REPORTING EMPLOYEE'S PRINTED NAME & EMP NO	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
Matt Grindstaff [redacted]	[signature]	06/21/12 1916 HRS
61 APPROVING SUPERVISOR'S PRINTED NAME & EMP NO	APPROVING SUPERVISOR'S SIGNATURE	DATE / TIME
James Jones [redacted]	[signature]	6/25/12 1500 HRS

62 SHIFT COMMANDER	DATE	63 DIVISION/ PRECINCT COMMANDER	DATE
Li. [signature]	7/5/12	Dhana Jones	7/6/12
64 BUREAU COMMANDER	DATE	65 DEPUTY CHIEF OF POLICE	DATE
		Agt [signature] Acting DCOP	7/9/12

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 41

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 17-0296169 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, .
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DC

20TH JUDICIAL DISTRICT

Document Seq: 85 Doc Type: Incident Title: USE OF FORCE REPORT Case: 2017-0296169 Grindstaff-MNPD.pdf

USE OF FORCE REPORT

CALEA 1.3.6

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

Please Fax to Chief of Police (615) 862-7787

1. REPORT NO. U040517

2. COMPLAINT NO. 2017-0296169

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP. NO.	RANK/CLASS	4. RACE	5. SEX	6. AGE
Grindstaff, Matt	[redacted]	POII	White	Male	36

7. HEIGHT	8. WEIGHT	9. EMPLOYEE'S ASSIGNMENT	10. DATE/ TIME OF INCIDENT
5'9"	190	BUREAU FOB SECTOR / DIVISION SWAT/SRT SECTION SRT	04/04/2017 0650 hrs

11. EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code): [redacted] Nashville, Tn

12. REASON FOR USE OF FORCE (Check all applicable): ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☑ NON-COMPLIANCE TO COMMANDS ☐ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☑ OTHER

13. WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE ... ☐ FIREARM(S) (Type____ Caliber____ Serial no.____ Rounds expended____) #Rounds

☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR/CS GAS ☐ TASER (COMPLETE MNPD FORM #103T) ☐ VEHICLE ☐ OTHER____

PHYSICAL FORCE, TYPE .. ☐ FOOT STRIKES ☐ HANDSTRIKES ☐ TAKEDOWN TECHNIQUES ☐ WRESTLING/GRAPPLING ☑ OTHER____

14. OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.

None

DISTANCE BETWEEN OFFICER AND SUSPECT 2 FT

14A. RECEIVED TREATMENT ☐ YES ☑ NO

14B. RESULT OF FORCE USED ☐ YES ☑ NO

15. EMPLOYEE WAS WEARING ☑ UNIFORM ☐ PLAIN CLOTHES

16. DUTY STATUS (IF ON DUTY, SPECIAL ASSIGNMT. MOVE ON TO # 20) ☐ ☑ ON DUTY ☐ OFF DUTY

17. IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18. WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO IF YES, IS M.P.D. FORM #150 ON FILE ? ☐ YES ☐ NO

EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19. LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

INCIDENT INVESTIGATED BY OUTSIDE AGENCY ☐ YES ☑ NO

SUBJECT INFORMATION

20. SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21. SEX	22. RACE	23. ETHNICITY	24. D.O.B.	25. AGE	26. HT.	27. WT.
Brown, Nicholas S.	Male	Black	None		21	6'00	260

28. SUBJECT'S ADDRESS (Street, City, State, & Zip Code)

29. RES. PHON... ( ) -

...S. PHONE NO ( ) -

...STANCE ☐ PASSIVE RESISTANCE ☐ ATTEMPT TO FLEE ESCAPE ☐ ACTIVELY RESISTED ARREST

☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☐ ASSAULTED OFFICER WITH A WEAPON ☑ OTHER (DESCRIBE IN NARRATIVE)

32. SUBJECT ARMED WITH (☑ NONE)

☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☐ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33. SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)

Small Cut on forehead

33A. RESULT OF OFFICER'S USE OF FORCE ☑ YES ☐ NO

34. TYPE AND LOCATION OF MEDICAL TREATMENT

N/A

34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☐ YES ☑ NO LIST: None

35. CHEMICAL SPRAY AFTERCARE FORM ISSUED ☐ YES ☐ NO ☑ N/A

WITNESS INFORMATION

☐ N/A ☐ OTHER WITNESSES CONT. IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A

Chalou, Marcel

37. RESIDENCE ADDRESS (Street, City, State, & Zip Code)

38. SEX	39. RACE	40. D.O.B.	41. RESIDENCE TELEPHONE NO.	42. BUSINESS
Male	White		( ) -	( ) -

44. WITNESS' #2 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A

45. RESIDENCE ADDRESS (Street, City, State, & Zip Code)

46. SEX	47. RACE	48. D.O.B.	49. RESIDENCE TELEPHONE NO.	50. BUSINESS TELEPHONE NO.
			( ) -	( ) -

51. BUSINESS ADDRESS (Street, City, State, & Zip Code)

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE

SWAT Officers were executing a narcotic search warrant for South CSU

53. SWAT CALL ☑ YES ☐ NO

54. SUPERVISOR NOTIFIED DATE / TIME 04/04/2017 0650 HRS. NAME & ENO: Sgt. Daniel Walz [redacted]

DID SUPERVISOR RESPOND TO SCENE? ☑ YES ☐ NO

DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☑ YES ☐ NO

DID SUPERVISOR WITNESS INCIDENT? ☐ YES ☑ NO

EMPLOYEES SECTOR / DIVISION COMMANDER'S NAME: Captain Dhana Jones

55. PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☑ NO

LOCATION WHERE FILED / STORED N/A

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☑ YES ☐ NO

LOCATION WHERE FILED / STORED K Drive

57. CRIMINAL CHARGES FILES ? TYPE OF CHARGES ☑ YES ☐ NO Possession of Cocaine w/intent, Weapons Charge

58. TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE) NAME & EMPLOYEE # Randy Combs [redacted]

20TH JUDICIAL DISTRICT

C#U040517

Document Sec. Doc Description Unfiled Date Time Event Initials Comments Filed By Date Time
OIS\DR Use of Force 17-0296169 Grindstaff-MNPD.pdf

USE OF FORCE REPORT
M.N.P.D. FORM 10k (Rev. 9/2013)
OIS/DR Version

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

RELATED COMPLAINT NO.
2017-0296169

BLK. NO.	NARRATIVE	59. DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.

On 04/04/2017, I assisted with a search warrant a e arrived at the residence and approached the door. Officer Chalou repeatedly knocked and announced at the front door "Police, Search Warrant, Come to the door". Announcements were also made over the public address system from Rescue Two. After ample amount of time was given with no response, the command was given to breach the door by Sgt. Walz. As I breached the door with the mechanical ram and it was coming open, I observed Mr. Brown standing behind the door just inside the living room with a small cut on his forehead. Officers had not yet entered the residence or made any physical contact with Mr. Brown. As we made entry into the residence, officers gave Mr. Brown commands to show his hands and to get on the ground which he complied.

☑ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60. REPORTING EMPLOYEE'S PRINTED NAME & EMP. NO.	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
Matt Grindstaff [redacted]	M. Grindstaff [redacted]	04/10/17 1321 HRS
61. APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO.	**APPROVING SUPERVISOR'S SIGNATURE**	**DATE / TIME**
Sgt. Daniel Walz [redacted]	Sgt Daniels	04/10/17 1330 HRS

62. SHIFT COMMANDER	DATE	63. DIVISION/ PRECINCT COMMANDER	DATE
[signature]	04/21/2017	[signature]	4/29/17 1350
64. BUREAU COMMANDER	**DATE**	**65. DEPUTY CHIEF OF POLICE**	**DATE**
		[signature]	5/3/17

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 42

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 18-0295964 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W
(O-A) JACOB ALEXANDER GRIFFIN, W/M

20TH JUDICIAL DISTRICT

Document Seq: 36, Document Title: DR-Use of Force 18-0295964 Grindstaff-MNPD.pdf

USE OF FORCE REPORT
M.N.P.D. FORM 108 (Rev. 10/2014)
CALEA 1.3.6

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE
Please Fax to Chief of Police (615) 862-7787

1 CONTROL ID: U040418
2 COMPLAINT NO: 2018-0295964

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP. NO	RANK/CLASS	4. RACE	5. SEX	6. AGE
Grindstaff, Matthew P	[redacted]	POII	White	Male	37

7. HEIGHT	8. WEIGHT	9. EMPLOYEE'S ASSIGNMENT			10. DATE/ TIME OF INCIDENT	
5'9	190	BUREAU SSB	SECTOR / DIVISION SOD	SECTION SWAT	04/02/18	2143

11. EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code): [redacted]

12. REASON FOR USE OF FORCE (Check all applicable): ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☑ NON-COMPLIANCE TO COMMANDS ☐ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13. WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE ... ☐ FIREARM(S) (Type____ Caliber____ Serial no.____ Rounds expended____) #Rounds
☐ BATON/ASP ☐ CANINE ☑ CHEMICAL SPRAY ☐ TEAR GAS ☐ TASER (COMPLETE MNPD FORM #108T) ☐ VEHICLE ☐ OTHER____

PHYSICAL FORCE, TYPE ... ☐ FOOT STRIKES ☐ HANDSTRIKES ☐ TAKEDOWN TECHNIQUES ☐ WRESTLING/GRAPPLING ☐ OTHER____

14. OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.
None

DISTANCE BETWEEN OFFICER AND SUSPECT ____ FT

14A. RECEIVED TREATMENT ☐ YES ☐ NO
14B. RESULT OF FORCE USED ☐ YES ☐ NO

15. EMPLOYEE WAS WEARING ☑ UNIFORM ☐ PLAIN CLOTHES
16. DUTY STATUS (IF ON DUTY, SPECIAL ASSIGNMT. MOVE ON TO # 20) ☑ ON DUTY ☐ OFF DUTY
17. IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18. WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☑ NO
IF YES, IS M.P.D. FORM #150 ON FILE? ☐ YES ☐ NO
EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19. LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

INCIDENT INVESTIGATED BY OUTSIDE AGENCY ☐ YES ☑ NO

SUBJECT INFORMATION

20. SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21. SEX	22. RACE	23. ETHNICITY	24. AGE	26. HT.	27. WT.
Romero, Jesus E.	M	H	Hispanic		5'6	180

28. SUBJECT'S ADDRESS (Street, City, State, & Zip Code): Homeless
29. RES. PHONE NO ( ) -
30. BUS. PHONE NO. ( ) -

31. SUBJECT'S LEVEL OF RESISTANCE ☐ NO RESISTANCE ☐ PASSIVE RESISTANCE ☐ ATTEMPT TO FLEE ESCAPE ☐ ACTIVELY RESISTED ARREST ☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☑ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32. SUBJECT ARMED WITH (☐ NONE) ☐ BLUNT INSTRUMENT ☑ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☐ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☑ OTHER

33. SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)
Swelling over right eye, scratch to right side of neck

33A. RESULT OF OFFICER'S USE OF FORCE ☐ YES ☑ NO

34. TYPE AND LOCATION OF MEDICAL TREATMENT: NFD on Scene
34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☑ YES ☐ NO LIST: Left shin surgery, back surgery
35. CHEMICAL SPRAY AFTERCARE FORM ISSUED ☐ YES ☐ NO ☑ N/A

☐ N/A

WITNESS INFORMATION

☐ OTHER WITNESSES CONT. IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A: Denton, Jerry - [redacted]
37. RESIDENCE ADDRESS (Street, City, State, & Zip Code): NA

38. SEX	39. RACE	40. D.O.B	41. RESIDENCE TELEPHONE NO.	42. BUSINESS TELEPHONE NO
M	W	NA	( ) -	( ) -

44. WITNESS' #2 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A: Brewer, Tim - [redacted]
45. RESIDENCE ADDRESS (Street, City, State, & Zip Code): NA

46. SEX	47. RACE	48. D.O.B	49. RESIDENCE TELEPHONE NO.	50. BUSINESS TELEPHONE NO.
M	W	NA	( ) -	( ) -

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE: Suicidal Subject
53. SWAT CALL ☑ YES ☐ NO

54. SUPERVISOR NOTIFIED. DATE / TIME 04/02/18 2143 HRS. NAME & BNO: Sgt. Daniel Walz - [redacted]
DID SUPERVISOR RESPOND TO SCENE? ☑ YES ☐ NO
DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☑ YES ☐ NO
DID SUPERVISOR WITNESS INCIDENT? ☑ YES ☐ NO
EMPLOYEE'S SECTOR / DIVISION COMMANDER'S NAME: Captain K. Walburn

55. PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☑ NO
LOCATION WHERE FILED / STORED: NA

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☐ NO
LOCATION WHERE FILED / STORED: NA

57. CRIMINAL CHARGES FILED ? TYPE OF CHARGES ☑ YES ☐ NO: Aggravated Burglary, Agg Assault, etc

58. TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)
NAME & EMPLOYEE #: J. Sears - [redacted]

2018 JUDICIAL DISTRICT

Document Seq: 36 Document Title: DRAFT Use of Force 18-0295964 Grindstaff-MNPD.pdf

NASHVILLE, TENNESSEE

RELATED COMPLAINT NO.
2018-0295964

BLK. NO.	NARRATIVE	59. DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.

On 04/02/2018 at approximately 1700 hours, I responded to a barricaded subject call at . I arrived on the scene and assisted with the emergency perimeter until I was relieved by emergency ... ately 2130 hours, we approached side A of the residence and worked our way to the back door. Upon command, I tossed two cans of clear out into the back door of side A of the residence. After waiting with no response, we again approached the residence and cleared side A of the residence. I assisted in clearing the living room, kitchen, and held on the attic.

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60. REPORTING EMPLOYEE'S PRINTED NAME & EMP. NO.	REPORTING EMPLOYEE'S SIGNATURE	DATE / TIME
MATT GRINDSTAFF [redacted]	[signature]	04/16/18 1200 HRS.
61. APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO.	**APPROVING SUPERVISOR'S SIGNATURE**	**DATE / TIME**
Sgt Daniel Wilz [redacted]	Sgt Daniel [signature]	04/16/18 1200 HRS.

62. SHIFT COMMANDER	DATE	63. DIVISION/ PRECINCT COMMANDER	DATE
[signature]	05/03/18	[signature] CAPT. ACTING	05/03/18
64. BUREAU COMMANDER	**DATE**	**65. DEPUTY CHIEF OF POLICE**	**DATE**
John C. Drake	5-9-18	John C. Drake	5-9-18

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 43

Author:	Gooch, Tiffany	**Activity Date:**	05/07/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Use of Force 09-321186 Grindstaff - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W
(O-A) JACOB ALEXANDER GRIFFIN, W/M

20TH JUDICIAL DISTRICT

Document Scanned at the Davidson County Archives
CASE\046\DR- Use of Force 09-321186 Grindstaff-MNPD.pdf

Dismissed 1-21-09

USE OF FORCE REPORT

M.P.D. FORM 7us (Rev. 03/2008)

METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE

1. CONTROL NO. II043909
2. COMPLAINT NO. 09-321186

EMPLOYEE INFORMATION

3. EMPLOYEE'S NAME (Last, First, Middle)	EMP. NO.	RANK/CLASS	4. RACE	5. SEX	6. AGE
Grindstaff, Matthew	[redacted]	POII	W	M	28

7. HEIGHT	8. WEIGHT	9. EMPLOYEE'S ASSIGNMENT	10. DATE/ TIME OF INCIDENT
5'8	178	BUREAU Field Operations SECTOR / DIVISION North SECTION B-Flex	04/25/09 0142

11. EXACT LOCATION OF INCIDENT (Address, Intersection, Zip Code) [redacted]

12. REASON FOR USE OF FORCE (Check all applicable) ☐ IN SELF DEFENSE ☐ IN DEFENSE OF OTHER(S) ☒ NON-COMPLIANCE TO COMMANDS ☒ RESIST ARREST ☐ ACCIDENTAL DISCHARGE ☐ OTHER

13. WEAPON(S) AND/OR FORCE USED BY OFFICER (Check all applicable and describe the method of use in the narrative)

WEAPON, TYPE ... ☐ FIREARM(S) (Type_____ Caliber_____ Serial no._____ Rounds expended_____)
☐ BATON/ASP ☐ CANINE ☐ CHEMICAL SPRAY ☐ TEAR GAS ☐ TASER (COMPLETE MNPD FORM #108T) ☐ VEHICLE ☐ OTHER_____

PHYSICAL FORCE, TYPE ... ☐ FOOT STRIKES ☐ HANDSTRIKES ☒ TAKEDOWN TECHNIQUES ☒ WRESTLING/GRAPPLING ☐ OTHER_____

14. OFFICER INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES) *ATTACH COPY OF METRO GOVERNMENT FORM #101.
None

14A. RECEIVED TREATMENT ☐ YES ☒ NO | 14B. RESULT OF FORCE USED ☐ YES ☒ NO

15. EMPLOYEE WAS WEARING ☒ UNIFORM ☐ PLAIN CLOTHES | 16. DUTY STATUS (IF ON DUTY, MOVE ON TO # 20) ☒ ON DUTY ☐ OFF DUTY | 17. IF OFF DUTY, WAS EMPLOYEE INVOLVED IN SECONDARY EMPLOYMENT ☐ YES ☐ NO

18. WAS EMPLOYMENT AN EXTRA-DUTY JOB? ☐ YES ☐ NO | IF YES, IS M.P.D. FORM #150 ON FILE ? ☐ YES ☐ NO | EXTRA DUTY EMPLOYMENT WAS FOR ☐ CONTRACT SECURITY COMPANY ☐ OFFICE OF SECONDARY EMPLOYMENT ☐ PROPRIETARY SECURITY ORGANIZATION

19. LIST NAME OF COMPANY AND ADDRESS (Street, City, State, & Zip Code)

SUBJECT INFORMATION

20. SUBJECT'S NAME (Last, First, Middle) ☐ JUVENILE	21. SEX	22. RACE	23. ETHNICITY	24. D.O.B.	25. AGE	26. HT.	27. WT.
Williams, John W.	M	B	non hispan			5'9	160

28. SUBJECT'S ADDRESS (Street, City, State, & Zip Code)

29. RES. PHONE NO. ( ) -

30. BUS. PHONE NO. ( ) -

☐ PASSIVE RESISTANCE ☒ ACTIVELY RESISTED ARREST ☐ PASSIVELY RESISTED ARREST
☐ ACTIVELY RESISTED ARREST & INCITED BYSTANDERS ☐ ASSAULTED OFFICER PHYSICALLY ☐ ASSAULTED OFFICER WITH A WEAPON ☐ OTHER (DESCRIBE IN NARRATIVE)

32. SUBJECT ARMED WITH (☒ NONE)
☐ BLUNT INSTRUMENT ☐ CUTTING INSTRUMENT ☐ ROCK / BOTTLE ☐ HANDGUN ☐ RIFLE / SHOTGUN ☐ VEHICLE ☐ OTHER

33. SUBJECT'S INJURIES (DESCRIBE THE SPECIFIC TYPE(S) AND BODY LOCATION OF INJURIES)
Scatches on left knee, complained of back pain and shortness of breath

33A. RESULT OF OFFICER'S USE OF FORCE ☒ YES ☐ NO

34. TYPE AND LOCATION OF MEDICAL TREATMENT
Meharry General E.R.

34A. ANY PRE-EXISTING MEDICAL CONDITION(S)? ☒ YES ☐ NO LIST: Prior surgury for ulcer and collapsed lung

35. CHEMICAL SPRAY AFTERCARE FORM ISSUED ☐ YES ☐ NO ☒ N/A

WITNESS INFORMATION

☐ N/A ☐ OTHER WITNESSES CONT. IN NARRATIVE

36. WITNESS' #1 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A	37. RESIDENCE ADDRESS (Street, City, State, & Zip Code)
Read, Adam [redacted]	60

38. SEX	39. RACE	41. RESIDENCE TELEPHONE NO.	42. BUSINESS TELEPHONE NO.	43. BUSINESS ADDRESS (Street, City, State, & Zip Code)
M	W			MPD North

44. WITNESS' #2 NAME (Last, First, Middle) (If applicable, employee no.) ☐ N/A	45. RESIDENCE ADDRESS (Street, City, State, & Zip Code)

46. SEX	47. RACE	48. D.O.B.	49. RESIDENCE TELEPHONE NO.	50. BUSINESS TELEPHONE NO.	51. BUSINESS ADDRESS (Street, City, State, & Zip Code)
			( ) -	( ) -	

JUL 18 PM 3:

INCIDENT INFORMATION

52. TYPE OF ORIGINAL CALL OR OCCURRENCE
Suspicious Person

53. SWAT CALL ☐ YES ☒ NO

54. SUPERVISOR NOTIFIED NAME & ENO: Sgt. Michael Eby	DATE / TIME 04/25/09 0133 HRS	DID SUPERVISOR RESPOND TO SCENE? ☒ YES ☐ NO	DID SUPERVISOR INTERVIEW INVOLVED PARTIES? ☒ YES ☐ NO	DID SUPERVISOR WITNESS INCIDENT? ☐ YES ☒ NO	EMPLOYEE'S SECTOR / DIVISION COMMANDER'S NAME
					Commander Carter

55. PHOTOGRAPHS OF OFFICER INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

56. PHOTOGRAPHS OF SUSPECT'S INJURIES ☐ YES ☒ NO
LOCATION WHERE FILED / STORED

57. CRIMINAL CHARGES FILED ? TYPE OF CHARGES
☒ YES ☐ NO Resisting arrest, Evading, Poss: C/S Poss paraphernalia

58. TRANSPORTING OFFICER (IF DIFFERENT FROM ABOVE)
NAME & EMPLOYEE # Adam Read [redacted]

USE OF FORCE REPORT - METROPOLITAN POLICE DEPARTMENT

M.P.D. FORM 108 (Rev. 10/2005)

NASHVILLE, TENNESSEE

RELATED COMPLAINT NO.

Document Seq: 2 Prev Document Filed Date: 05/29/2009 Filed By: Tiffany Gwin Doc ID: 89321186

ALBA

ILK. NO. NARRATIVE

(DESCRIBE THE CIRCUMSTANCES CONCERNING THE INCIDENT AND ANY SPECIAL REASON FOR FORCE OR ACCIDENTAL DISCHARGE. ALSO CONTINUE DETAILS OF ANY INDICATED BLOCKS.)

Officer Read made consensual contact with the defendant The defendant was observed tampering with the city water pipes at the edge of the sidewalk near the street. During conversation, the defendant said he had a crack pipe in his pocket. Officer Read recovered a crack pipe and crack cocaine from the defendant. Officer Read told the defendant he was under arrest and the defendant then began resisting arrest. I grabbed the defendant as he was resisting and placed him on the ground. The defendant continued to resist by struggling and not giving his hands to us. We gave the commands throughout the incident such as stop, police, stop resisting, and you are under arrest. The defendant continued to resist in an attempt to escape police. As the defendant continued to struggle, Officer Read drew his Taser and told the defendant if he did not stop resisting he would be Tased. The defendant continued to resist arrest. Officer Read deployed his Taser. The Taser did not stop the defendant and he tried to run from police again. I grabbed the defendant and wrestled him to the ground. The defendant continued to resist arrest and ignore commands to stop. Officer Read deployed his Taser a second time. The defendant still did not stop and began running from us. We ran after the defendant and got him on the ground in the area of [redacted]. The defendant continued to resist and was taken into custody after a breif struggle.

20TH JUDICIAL DISTRICT

☐ NARRATIVE CONTINUED ON SUPPLEMENT REPORT

NOTE: THIS COMPLETED REPORT AND IT'S CONTENTS ARE FOR THE PURPOSE OF INFORMING THE CHIEF OF POLICE OF THE CIRCUMSTANCES CONCERNING THE INCIDENT AND IS TO BE CONSIDERED CONFIDENTIAL. THE REPORT IS TO BE SUBMITTED DIRECTLY TO THE CHIEF AS SOON AS POSSIBLE BY THE APPROVING SUPERVISOR.

60. REPORTING EMPLOYEE'S PRINTED NAME & EMP. NO. — REPORTING EMPLOYEE'S SIGNATURE — DATE / TIME

Matthew Grandstaff [redacted] — 05/04/09 2222 HRS.

61. APPROVING SUPERVISOR'S PRINTED NAME & EMP. NO. — APPROVING SUPERVISOR'S SIGNATURE — DATE / TIME

Sgt. Michael Eby [redacted] — 5-6-09 2220 HRS.

62. SHIFT COMMANDER — DATE — 63. DIVISION/ PRECINCT COMMANDER — DATE

H. Stephen Duncan [redacted] — Anthony D. Carter — 5/29/09

64. BUREAU COMMANDER — DATE — 65. DEPUTY CHIEF OF POLICE — DATE

7/6/09

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 44

Author: Gooch, Tiffany

Activity Date: 05/10/2021

Case Agent: Gooch, Tiffany

Report Date: 05/13/2021

SAC/ASAC: Craig, Joseph E

Approved By: Craig, Joseph E

Description: Property Release - M4 Rifle to MNPD

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, D
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DO

20TH JUDICIAL DISTRICT

Document Seq: 38 Document Title: P-REL-M4 Rifle to MNPD.pdf
Preview Document Title: P-REL-M4 Rifle to MNPD.pdf
OIS\P-REL-M4 Rifle to MNPD.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # NA-5U-000041 (If Applicable) Date: 05/10/2021

TBI CI # _____ (If Applicable)

On the above date, TIFFANY GOOCH (Print Name of Receiver), received from _____ (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation

No	Quantity	Description of Items	Identifying Number
1	1	M4 Rifle w/mag.	[redacted]
		(Sgt. Matthew Grindstaff MNPD)	

Continued on Additional Form ☐

1 T. Weston — Released By: _____ Title (Print)

Tiffany Gooch @ 10:30 am — Released To: SA 05/10/2021 — Title (Print)

2 Tiffany Gooch @10:51 am — Released By: SA — Title (Print)

[signature] — Released To: PLT — Title (Print)

3 _____ Released By: _____ Title (Print)

_____ Released To: _____ Title (Print)

(Serial Stamp)

20TH JUDICIAL DISTRICT

Original to Evidence Technician; Canary copy to Case File or CI Jacket; Goldenrod Copy to Agent; Pink Copy to Person
BI-0061 (Rev.8/94)

RDA Pending

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 45

Author:	Gooch, Tiffany	**Activity Date:**	05/11/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Robert Doak		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

On Tuesday, May 11, 2021, Lieutenant ROBERT DOAK was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd., Nashville, Tennessee. Also, present for this interview was DOAK's attorney, Jack Byrd. After proper identification and explanation for the purpose of the interview, he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

I have worked for the Metropolitan Nashville Police Department (MNPD) for 25 years and I have been a lieutenant for four years.

Around 5:00 in the afternoon we got a call that an armed subject was barricaded in the area. We got briefed that a gentleman named GRIFFIN was in the wood line and his mother said he was a possible homicidal and suicidal. Patrol was in contact with him and noticed that he had a handgun. When we arrived on scene we made contact with the other officers to see if they needed relief. I got in the wood line and I was further off to the left by the fence. I backed out of the woods and sliced off to get my spotting scope and tripod so I could see down range. The subject was sitting with dark colored clothing on. He was sitting with one leg up and a pistol on his leg. The muzzle was pointed in my direction. I couldn't tell if it was loaded or if it had a safety. His demeanor was going up then back down. Patrol was talking to him at first then SWAT took over for negotiation. At some point he fired one round behind him. That is when SWAT began to formulate a plan to safely get him out of the wood line. The plan consisted of less lethal, distraction device and K9. The plan was initiated and I stayed put in the wood line. The less lethal went out then I heard and saw the team approach with the dog. I heard one shot fired and that is when I heard someone say "shot" meaning for everyone to freeze. It is basically a warning that someone is about to return fire. That is when MATT shot one time. I moved forward and the subject seemed to be unresponsive and blood was on his face and chin. They were making medical plans and rendering first aid. Bart Raider recovered the subject's handgun that was in his hand. The subject was carried out of the wood line and taken to Vanderbilt.

TG/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Robert William Doak
RACE: White
SEX: Male
DOB:
SSN:
ADDI
CELL

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041
	IR # : 46

Author:	Gooch, Tiffany	**Activity Date:**	05/11/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Stephen Holland		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOB
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

On Tuesday, May 11, 2021, Sergeant STEPHEN HOLLAND was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd., Nashville, Tennessee. Also, present for this interview was HOLLAND's attorney, Jack Byrd. After proper identification and explanation for the purpose of the interview, he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

I have worked for the Metropolitan Nashville Police Department (MNPD) since October 2007. I am currently a Sergeant for the SWAT Response Team (SRT) and a K9 Handler since January 2013.

Our field commander Jason Duncan briefed us that an individual was armed in the wood line so we started to relieve patrol officers and we took over the scene since we have better equipment. I was able to kind of see where the subject was but it was difficult due to the woods. We left one patrol officer since he had a good rapport with the subject. We set up an "L" shape perimeter around the subject while Melvin Brown and the patrol officer negotiated with the subject. I started talking about different options we could use to get him safely out of the wood line with my K9 and that are when he fired a shot off. We knew we had to move quickly so I went to get my K9 Duke out of the truck because the subject was getting more agitated. We decided to deploy non-lethal, throw a distraction device and release Duke. There was a countdown and the plan was initiated. I unclipped Duke and the distraction device got hung up on a tree so I had to call for Duke and then he locked in on the subject. I followed the path and I could see the subject and I put my laser of my rifle on the subject. Duke was on him so I started giving him commands. I was so focused on Duke and began putting my rifle down so I could get him then I saw the subject's hand and I heard the shot. At first I didn't know the subject had fired I thought it was one of us but after watching the video you can see that he shot himself. I got my rifle back up and I heard MATT say shot which means freeze and MATT shot one round. I immediately went to grab Duke and gave him commands to release. I exited the wood line with Duke and checked him.

TG/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Stephen Neal Holland
RACE: White
SEX: Male
DOB
SSN:
ADD
CEL

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 47

Author:	Gooch, Tiffany	**Activity Date:**	05/11/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Ryan Lockwood		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, :
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DO

On Tuesday, May 11, 2021 Sergeant RYAN LOCKWOOD was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd., Nashville, Tennessee. Also, present for this interview was LOCKWOOD's attorney, Jack Byrd. After proper identification and explanation for the purpose of the interview, he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

I have worked for the Metropolitan Nashville Police Department (MNPD) for 24 years and I am currently a Sergeant for the SWAT Response Team (SRT) in the Special Operational Division.

I was the third SWAT team member on scene. I was in command and everyone checked in with me. Sergeant Black and I discussed a plan and began switching out our SWAT guys with patrol officers. Lieutenant Jason Duncan arrived on scene and took over as field commander and I was released to my normal assignment as team leader. We called in our rescue two which is our armored vehicle to bring down armor for the guys who were negotiating in the wood line. I didn't go into the wood line because it was crowded down there due to the foliage. I could hear the subject speaking to the SWAT officers. We ended up developing a plan to use less lethal that is when I heard a single gunshot. The subject was becoming more agitated. We planned to use less lethal, distraction device, K9 and backed up with lethal coverage. I initiated the countdown procedure and the plan was set in motion. Then I was advised over the radio that they needed medical and I stepped out of the tree line. I didn't know the method of injury or how many gunshots were fired.

TG/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Ryan Allan Lockwood
RACE: White
SEX: Male
DOB
SSN
ADD
CEL

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041
	IR # : 48

Author:	Gooch, Tiffany	**Activity Date:**	05/11/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Interview - Audio - Jason Duncan		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DC

On Tuesday, May 11, 2021, Commander JASON DUNCAN was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd., Nashville, Tennessee. Also, present for this interview was DUNCAN's attorney, Jack Byrd. After proper identification and explanation for the purpose of the interview he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

I have worked for the Metropolitan Nashville Police Department (MNPD) for 24 years and I am currently the Field Commander for the SWAT Team.

I was in Lebanon when the call came out and I began to advise the SWAT team of what South had going on. South relayed to me that they had an armed suicidal and homicidal barricaded subject. I arrived on scene and relieved Sergeant Lockwood and I began assessing what our needs were on scene. I put out a page for signal nine because we had enough officers on scene. I began tasking out the rest of SWAT members to relieve the officers that were already there. We got all of the officers out besides one that had rapport with the subject. We set up an "L" and rescue two went down but couldn't go into the wood line. A SWAT medic and mobile crisis was already on scene and we filled out a 6401 form that requires us to take him into custody. Mobile crisis didn't want to go down so they were using a phone to tell the officer what to say to the subject. We made an announcement to the subject to see if he wanted cigarette and some water and that is when he started yelling. We heard him rack the slide of his handgun making it active then he dropped the magazine and reinserted it. We were working with negotiation and then we heard a gunshot go off which changed the direction we could go. We made a plan to use less lethal, distraction device, and K9. The plan is used to overwhelm the subject and we have used this plan before and it has worked. At approximately 7:20 pm the plan was initiated and I heard one shot then another shot. We had an ambulance staged and they were called and our SWAT medic was down there rending aid.

TG/mcw

20TH JUDICIAL DISTRICT

From information and observation, the following descriptive data was noted:

NAME: Jason Thomas Duncan
RACE: White
SEX: Male
DOB:
SSN:
ADDR
CELL:

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 49

Author:	Gooch, Tiffany	**Activity Date:**	05/11/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Document - Mental Health and Substance Abuse Service Form		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOE [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB: 1

20TH JUDICIAL DISTRICT

STATE OF TENNESSEE DEPARTMENT OF MENTAL HEALTH AND SUBSTANCE ABUSE SERVICES PART 1

Document Seq: 39 Document Title: DOC-MHSAS Health and Substance Abuse Service.pdf
Review Document Title: DOC-MHSAS Health and Substance Abuse Service.pdf
Document Seq: 39 Document Title: DOC-MHSAS Health and Substance Abuse Service.pdf

→ Complete Part 1 for EMERGENCY DETENTION for immediate examination for emergency admission

→ Complete Part 2 for the 1st Certificate of Need for EMERGENCY INVOLUNTARY ADMISSION

→ Complete Part 3 for the 2nd Certificate of Need for EMERGENCY INVOLUNTARY ADMISSION

EMERGENCY DETENTION
FOR IMMEDIATE EXAMINATION FOR EMERGENCY ADMISSION

I am a (*check one*):

- ☐ Law enforcement officer authorized to make arrest in Tennessee
- ☐ Licensed physician
- ☐ Licensed psychologist with health service provider designation
- ☒ Qualified Mental Health Professional (QMHP), as identified in Tenn. Code Ann. § 33-1-101 and found on page 2, section A of this form, designated by the TDMHSAS Commissioner as a mandatory pre-screening agent

Pursuant to Tenn. Code Ann § 33-6-401, Jacob Griffin, referred to below as "person", shall be detained under Tenn. Code Ann. § 33-6-402 for immediate examination under Tenn. Code Ann. § 33-6-404 to determine whether the person is subject to admission to a hospital or treatment resource under Tenn. Code Ann § 33-6-403 for emergency diagnosis, evaluation, and treatment under Title 33, Chapter 6, Part 4, Tenn. Code Ann.

I have reason to believe that the person identified above has a mental illness or serious emotional disturbance, AND the person poses an immediate substantial likelihood of serious harm under Tenn. Code Ann. § 33-6-501 because of the mental illness or serious emotional disturbance, as evidenced by the following behavior by the person which I have observed or have reason to believe is true. *(Specifically, include behavior which shows threats or attempts at homicide, suicide, other bodily harm, or behavior placing others in reasonable fear of violent behavior, or which shows that the person is unable to avoid severe impairment or injury from specific risks.)*

Person has been texting pictures of a gun to his mother making suicidal statements. Person has hx of psychosis, delusions, and hospitalization at MTMH. Person has made statements of shooting up goodwill. Jacob is danger to self and others

Date: 5/1/21

Time: 5:43pm

Signature: [signature] LPC-MHSP

Printed Name: J. Michael Randolph LPC-MHSP

Disposition (i.e. released, transferred, transported to CSU, admitted, etc.):

Date: _____

Time: _____

Signature: _____

Printed Name: _____

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 50

Author:	Gooch, Tiffany	**Activity Date:**	05/13/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	List of Exhibits		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

TBI Special Agent (S/A) Tiffany Gooch noted the following items of exhibits pursuant to this investigation.

1. Body Camera Footage
2. Keltec .32 pistol
3. Red Box of ammunition
4. .32 Caliber cartridge casings

It should be noted that this list of exhibits may not be an all-inclusive list. Other items of exhibits may exist, which are not listed in this report.

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 51

Author:	Gooch, Tiffany	**Activity Date:**	05/13/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/13/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	List of Witnesses		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DC
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB. [redacted]

TBI Special Agent Tiffany Gooch noted the following list of witnesses regarding the above referenced case.

1. Jason Duncan – MNPD SWAT Field Team Commander
2. Ryan Lockwood – MNPD SWAT Sergeant
3. Robert Doak – MNPD Lieutenant
4. Stephen Holland – MNPD SWAT Sergeant and K9 Handler
5. Karen Griffin

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 52

Author:	Gooch, Tiffany	**Activity Date:**	05/18/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/18/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Summation of Investigation		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOE
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB: [illegible]

This case is predicated on a request by District Attorney General 20th Judicial District, Glenn Funk on Saturday, May 1, 2021. General Funk requested agents from the Tennessee Bureau of Investigation (TBI) to investigate the facts and circumstances surrounding the Metropolitan Nashville Police Department (MNPD) officer – involved shooting that occurred at [illegible] Tennessee. General Funk will be following up with a written request on a later date.

On Saturday, May 1, 2021 at approximately 8:00 pm, Special Agent (SA) Tiffany Gooch was contacted by Assistant Special Agent in Charge (ASAC) Josh Savely and was notified to respond to 6708 Nolensville Road Brentwood, Tennessee. SA Tiffany Gooch arrived on scene at approximately 9:00 pm and was briefed by Metropolitan Nashville Police Department (MNPD) SWAT team commander Jason Duncun. Also, ASAC Josh Savely, SA Charlie Belote, SA Jim Scarbro, and SA Billy Deering arrived on scene and walked through the crime scene. After walking through the crime scene ASAC Josh Savely made the decision to call the TBI Violent Crime Response Team to respond to the scene for processing and evidence collections.

SA Tiffany Gooch was notified of the following preliminary information regarding the above case. On Saturday, May 1, 2021 Karen Griffin called 911 dispatch stating her son, JACOB GRIFFIN, had called her saying he had a gun and ammunition and was going to kill individuals inside the Goodwill on Nolensville Road. Mrs. Griffin notified the police that JACOB GRIFFIN lived in a homeless camp adjacent to the Goodwill parking lot and he used to be employed at this Goodwill. MNPD patrol units responded to the homeless camp close to Goodwill and made contact with JACOB GRIFFIN. The MNPD patrol officers noticed that GRIFFIN had a handgun and didn't want to come out of the homeless camp. During the conversation with the officers and GRIFFIN, officers attempted to tase GRIFFIN, but the connection failed. At some point GRIFFIN fired off a round with his handgun and patrol officers decided to contact MNPD SWAT for a barricaded subject.

MNPD SWAT and Mental Health Crisis arrived on scene to negotiate with GRIFFIN. SWAT and Mental Health Crisis negotiated with GRIFFIN for hours until GRIFFIN became more agitated and fired another round from his handgun. MNPD SWAT decided to activate a plan to safely get GRIFFIN out of the homeless camp and distract him from grabbing his handgun. This plan consists of deploying nonlethal rounds, distraction device, and releasing K9 in the direction of GRIFFIN followed by a team of SWAT members with lethal coverage. The plan was set in

20TH JUDICIAL DISTRI

motion and K9 was able to latch onto GRIFFIN but GRIFFIN was able to still grab his handgun and fired one round from his handgun in response MNPD Sergeant MATTHEW GRINDSTAFF returned fire striking GRIFFIN.

SA Tiffany Gooch was notified JACOB GRIFFIN was transported to Vanderbilt Medical Center where he later declared deceased. Also, SA Tiffany Gooch was informed that her liaison with MNPD Detective Curtis Hafley.

On Sunday, May 2, 2021 at approximately 12:30 am TBI Violent Crime Response Team arrived on scene and released the scene to MNPD at approximately 6:00 am.

On Sunday, May 2, 2021 at 9:30 a.m. SA Tiffany Gooch attended the autopsy of JACOB GRIFFIN at the TN Department of Health and Environment Office of the Medical Examiner located at the 815 R.S. Gass Blvd. Nashville, TN. The autopsy was performed by Dr. Feng Li, M.D., J.D., PH.D., CEO and Chief Medical Examiner for Davidson County. During the autopsy there were two gunshot wounds located on GRIFFIN's body. The first bullet entered GRIFFIN's roof of his mouth and exited the crown of his head. A bullet was not recovered from this gunshot wound. This gunshot wound seems to be self-inflicted due to the soot on GRIFFIN's teeth, gums, and the roof of his mouth. The second bullet entered GRIFFIN's left upper arm fracturing his ribs and striking both of his lungs and heart. The bullet fragment was recovered from GRIFFIN'S right chest cavity. Dr. Li stated both gunshots wounds are fatal and the cause of the death would be multiple gunshot wounds and manner of death would be undetermined due to one gunshot wound being self-inflicted and the other being from MNPD. (IR: #9)

On Sunday, May 2, 2021, Karen Griffin was interviewed telephonically, (615)283-3060 by SA Tiffany Gooch. After proper identification and explanation for the purpose of the interview she voluntarily provided the following information:

JACOB GRIFFIN is my son and he has had some problems. JACOB would threaten to kill me every day but yesterday was different because he threatened to kill others. I knew he had a gun but I don't know where he got it. I don't know if JACOB would have killed anyone but I knew he was capable that it why I called the police because I didn't want anyone to get hurt. JACOB was diagnosed with schizophrenia but wouldn't take his medicine. JACOB took pride in living in that homeless camp in those conditions but he didn't have to live like that. I live maybe a mile from the homeless camp. JACOB started getting worse in the fall of last year after he was fired from Goodwill. He kept calling the health department on Goodwill saying they weren't clean and not meeting standards with poor working conditions. The health department would show up and there wouldn't be any issues so eventually Goodwill had to let him go because he was causing problems. I've tried to help him but he just wouldn't let me. (IR: #10)

On Tuesday, May 4, 2021 Sergeant MATTHEW GRINDSTAFF was interviewed by SA Tiffany Gooch and SA Charlie Belote at Tennessee Bureau of Investigation Headquarters, 901 R.S. Gass Blvd. Nashville, Tennessee. Also, present for this interview was GRINDSTAFF's attorney, John Brown. GRINDSTAFF signed the TBI Statement on Use of Force form which will be submitted separately. After proper identification and explanation for the purpose of the interview he voluntarily provided an audio recorded statement. The recording has been saved and is in SA Gooch's case file.

A synopsis of the recorded interview is as follows:

20TH JUDICIAL DISTRICT

I have worked for the Metropolitan Nashville Police Department (MNPD) for 15 years and I have been on SWAT for eight years. I was just promoted to patrol Sergeant at the North Precinct on A-detail.

We responding to SWAT call for service at the Goodwill Industry store located off of Nolensville Road. We had limited information when we first got the call out but when we arrived we were briefed by our field commander Jason Duncan. The brief that we received was we were dealing with a homicidal and suicidal subject. The individual made threats to his family and to the people inside the Goodwill Industry. He is a displaced individual and lived in the tree line just behind Goodwill Industries.

The initial Swat officers attempted to make a perimeter around the subject so we could contain him and make sure he didn't go anywhere else or hurt anymore people. We quickly figured out that we needed more resources because the tree line was fairly thick meaning we had to get closer than we would have liked to. We were probably 12 to 15 yards away from the subject and if we would have backed up we wouldn't have been able to keep eyes on him. There was no cover out there so that made for a unique situation. Initially we were working through negotiation with Sergeant Melvin Brown and a patrol officer. We were asking him to drop the gun and safely come out so he could be evaluated by the counselors on scene. He refused to come out and the statements that he was making didn't make any sense.

At some point we were working up a plan and he loaded his pistol and fired off a shot. We made the decision we had to move a little bit quicker because we didn't have much cover and couldn't allow him to continue to fire off shots. Our goal was to peacefully get him into custody. The plan was to utilize the non-lethal 40 millimeter launcher, distraction device, and K9. The plan was to deploy the distraction device once he put down the gun which he did and then deploy the non-lethal 40 millimeter launcher and K9. These were used to distract him from picking up the gun again. We have used this plan before and it has worked. Unfortunately this time it didn't work. When we were approaching I didn't see him pick up the gun but I heard the shot. I believed it was coming towards us and I heard the other officers say they couldn't see the gun so I moved around. I could see the gun in his hand and saw him coming up with the gun. That is when I yelled shot and fired one shot. I didn't fire anymore because I saw his arm go limp. We communicated with the other officers on scene to get the gun out of his hand. We had at least had two medics right there that started giving him first aid. They decided due to the situation that it was better to load him up on a litter and we brought him out to the wood line. Our medics continued to work on him until the ambulance we had staged arrived and they took him to Vanderbilt. (IR: #14)

On Tuesday, May 11, 2021, several witness interviews were conducted by SA Tiffany Gooch and SA Charlie Belote. After proper identification and explanation of the purpose of the statement the following individuals voluntarily provided Special Agents statements:

Robert Doak – Lieutenant Metropolitan Nashville Police Department (IR: 45)
Stephen Holland – Sergeant Metropolitan Nashville Police Department (IR: 46)
Ryan Lockwood – Sergeant Metropolitan Nashville Police Department (IR: 47)
Jason Duncan – SWAT Commander Metropolitan Nashville Police Department (IR: 48)

20TH JUDICIAL DISTRICT

This summation is to serve only as a brief synopsis of the tracking of this case. For more complete detail as to all the facts, exhibits, witness statements, etc. of this investigation, refer to all investigative reports located in this case file.

TG/mcw

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 53

Author:	Gooch, Tiffany	**Activity Date:**	05/21/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/24/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Property Release - USB Drive with Audio Interviews		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, :
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DC

20TH JUDICIAL DISTRICT

Document Seq: 20 Document Title: REL-USB Drive of Audio Interviews.pdf
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TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # NA-5U-000041 (If Applicable) Date: 05/21/2021

TBI CI # _____ (If Applicable)

On the above date, Sgt. Chris Steele (Print Name of Receiver) received from SA TIFFANY GOOCH (Print Name of Releasor) the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation

No.	Quantity	Description of Items	Identifying Number
1	1	USB DRIVE - MNPD Audio INT.	

Continued on Additional Form

1. Released By: Tiffany Gooch @ SA 05/21/2021 (Title (Print))
Released To: C/Steele (Title (Print))

2. Released By: _____ (Title (Print))
Released To: _____ (Title (Print))

3. Released By: _____ (Title (Print))
Released To: _____ (Title (Print))

(Serial Stamp)

Original to Evidence Technician; Canary copy to Case File or CI Jacket; Goldenrod Copy to Agent; Pink Copy to Person
BI-0061 (Rev.8/94)

RDA Pending

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 54

Author:	Gooch, Tiffany	**Activity Date:**	05/24/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	05/24/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Craig, Joseph E
Description:	Departmental Report - Supplemental Reports - MNPD		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO[redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB

20TH JUDICIAL DISTRICT

Document Seq: #1 Document Type: Supplement Reports-MNPD.pdf
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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** Metropolitan Police Department

1. Name: ☐ Arrestee ☐ Driver No. 1 ☐ Victim Jacob Griffin

2. M.N.P. D. Incident No. 2021-0243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge: Officer Involved Shooting — Changed ☐ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued: ☐ Incident ☐ Arrest ☐ Missing Person ☐ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's, and/ or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 at approximately 1530 hours I responded to another officer's call for back up at 6708 Nolensville Pk. When I arrived at the Goodwill I was directed by a citizen into the woods behind that location. When I entered the woods I observed Officers Swindell and Pena giving commands at gunpoint to the subject, Mr. Griffin, who was standing farther back in the wood line with his hands at his side. I was informed that he had a handgun and was refusing to drop it or follow commands. Officer Parsons and I discussed my attempting to flank Mr. Griffin and get close enough to attempt to use a taser to subdue him without his noticing. I continued farther into the woods to the left of where Mr. Griffin was standing and realized that I would not be able to get close enough to utilize a taser through the heavy brush. I moved into a position where I was directly in line with Mr. Griffin so that I could maintain cross coverage with the other officers. I was roughly 12-15 yards from the right side Mr. Griffin's body where I could see he was holding a black semi-automatic pistol in his right hand. Officer McDonald came to my position and brought me a shotgun, and I remained to the left of Mr. Griffin while Officer Swindell continued to try to negotiate with him to drop the gun. While in this position I was concealed from Mr. Griffin's view, and it appeared that he did not know that I was there. After repeated commands from Officer Swindell to drop the gun Mr. Griffin placed both hands behind his back to conceal the gun from Officer Swindell's view. During this time I was able to maintain a view of the pistol to ensure that he had not dropped it. Over the course of the next two hours Officer Swindell continued to attempt to negotiate with Mr. Griffin, however this was met with yelling, cursing, and comments about how he would not be leaving the woods alive if we did not allow him to become a police officer. While yelling at Officer Swindell, Mr. Griffin crossed his hands in front of his body, still holding the pistol in his right hand. He continued to switch between holding the pistol behind his back and holding it with his arms crossed in front of him. After approximately 2 hours multiple officers from the SWAT team came to my position to relieve me, and it continued to appear that Mr. Griffin was not aware of our presence to his right side. I exited the woods and was placed on an outer perimeter to ensure that there was no risk to surrounding neighborhoods. I remained on the perimeter at Greylock Drive until I heard on the radio that Mr. Griffin had been shot and was being transported to Vanderbilt. I then returned to the scene where I waited in the woods to assist in securing the scene for it to processed by the TBI. I was relieved from this post by a C detail officer, and I left the scene.

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Gary Anderson 05/02/2021 1530 hours — Employee No. [redacted] — Radio Call Sign 322B

15. Approving Supervisor (Signature) — Employee No.

16. Reviewer — Employee No.

17. Date/Time Reproduced — Employee No.

18. Case Status: ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☐ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

M.N.P.D. FORM 104 **Supplement Report** *Metropolitan Police Department* Nashville, TN

Document Seq: 1 Document Title: DR-Supplement Reports-MNPD.pdf
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1. Name ☐ Arrestee ☐ Driver No. 1 ☐ Victim	2. M.N.P.D. Incident No.
	20210243510

3. Arrest No. ☒ N/A	4. Offense and Classification / Charge	Changed ☐ Yes See Narrative	5. Page No.
	10-63		1 of 1

6. Kind of Report Continued	7. Multiple Clear-up ☒ N/A	8. Further Police Action and Report Required	9. Value of Property Recovered
☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental	☐ Yes ☐ No (If Yes, List Other Incident No's. and/or Victims in Narrative)	☐ Yes ☒ No	☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 at approximately 1510 hours I responded to a request for additional officers at 6708 Nolensville Pike. As I was responding to the location I received an update that officers had a subject at gunpoint and he was refusing to surrender his firearm. I arrived at the location drew my pistol an proceeded into the woods to the right side of the building. I found Officer Swindell standing on the pathway speaking to the subject a white male wearing all black standing approximately 10 yards away in the woods behind a encampment. I observed the subject was holding a compact black semi automatic pistol in his right hand. I moved to a position to the left of Officer Swindell and made contact with Officer Anderson. Officer Anderson and I had a brief conversation regarding moving to the flank of the subject into a position where a taser could be deployed. I then took Officer Anderson's position and Officer Anderson moved through the woods to the left of the subject in an attempt to position himself for a taser deployment. I was joined at my position by Officers Van Lierop and Mcdonnell. I continued to hold the subject at gun point while Officer Swindell spoke with the subject attempting to have the subject drop his weapon and surrender. During this time the defendant was acting erratically moving the pistol from its position at his side to behind his back while speaking to officers. The subject was rambling and jumped between topics while speaking with officers. The subjects mood frequently changing during this time. The subject was turning and appearing to speak with other persons who were not present on scene. As the subject turned I was able to observe the subject was still holding a pistol in his right hand. Officer Swindell was able to convince the subject to take several steps towards officers but the subject continued to refuse to put his firearm down. The subject then stated he was thirsty and Officer Swindell offered the subject water if he would drop the weapon and come out of the woods the defendant refused and began eating leaves off of trees stating they were full of water. The subject was adamant he would not let himself be arrested and repeatedly threatened to lay down in his own feces so officers could not arrest him. I continued to keep the subject at gunpoint as this interaction continued over several hours before I was relieved by SWAT personnel. I then assumed a position on the outer perimeter of the incident.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☒ Yes ☐ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time) Employee No. Radio Call Sign

Thomas A Parsons 05/02/2021 1607 [redacted] 321B

15. Approving Supervisor (Signature) Employee No. [redacted]

16. Reviewer Employee No.

17. Date/Time Reproduced Employee No.

18. Case Status

☒ Open
☐ Unfounded
☐ Cleared by Arrest

Cleared by Exception (Select One Below)
☐ Death of Offender
☐ Prosecution Declined
☐ Extradition Declined
☐ Refused to Cooperate
☐ Juvenile, No Custody

M.N.P.D. FORM 104 (Rev. 03/2020)

Supplement Report

Metropolitan Police Department

Document Seq: [illegible] Supplement Reports-MNPD.pdf

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1. Name: Jacob A. Griffin ☐ Arrestee ☐ Driver No 1 ☐ Victim	2. M.N.P.D. Incident No.: 20210243510	
3. Arrest No.	4. Offense and Classification/Change: Use of Force Supplement	Changed ☐ Yes See Narrative
5. Page No. 1 of 1		
6. Kind of Report Continued: ☐ Incident ☐ Arrest ☐ Missing Person ☒ Follow-up or Supplemental	7. Multiple Clear-up ☐ N/A ☐ Yes ☒ No (If Yes, List Other Incident No's and/or Victims in Narrative)	8. Further Police Action and Report Required ☐ Yes ☒ No
9. Value of Property Recovered ☒ N/A $		
10. Narrative ☐ N/A	Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.	

I responded to a call for service at 6708 Nolensville Pike on May 1, 2021 along with Officer Swindell. Initially the call was for a check of welfare on Mr. Jacob Griffin.

On the way to the location, I attempted to contact the mother of Mr. Griffin, who was the complainant. The initial information officers received was that Mr. Griffin texted his mother (Karen Griffin) and had made homicidal statements towards her as well as employees at the Goodwill, which is located next to the woods where he lives in.

On arrival at the scene, I entered the Goodwill store and spoke with both the shift manager and store manager in order to get a better description of the subject. Both provided a description and advised he was last seen the day before near his camp by the wood line.

I made my way to the location, along with Officer Swindell where we located the subject sitting on a small black couch. The subject confirmed who he was, and when asked if he had a weapon or gun on him he advised he could not say and immediately reached behind his back. Officers asked several times for Mr. Griffin to slowly move his hand out from behind him, however he refused to do so. Due to the subject's movement and previous information provided by his mother of a possible gun, I drew out my firearm while giving commands to the subject. During the initial conversation, I observed that the subject was very irrational and did not seem to comprehend the commands given to him by the officers at the scene. During the time the Mr. Griffin had his hand behind his back, I was able to see a small black handle similar to that of a handgun.

We continued to give commands however, after several minutes of speaking with him, I decided to use a taser in order to deescalate the situation while preventing Mr. Griffin from using his firearm against us. I requested that the radio traffic be held and transitioned from my firearm to my taser, as Officer Swindell provided cover. After giving the subject commands once again, he refused to show his hands or drop the weapon. I gave warning to Officer Swindell, and deployed the taser. As the taser was deployed I was able to see one of the probes strike him on his chest (right side), I did not get a visual confirmation on the second taser probe. Initially the subject appeared incapacitated and I quickly moved to the subject and was able to get hands on his right shoulder. However the subject was not completely immobilized and was able to kick his legs over his head and roll behind the couch. As the subject began to stand, I retreated backwards, dropping the taser and drawing my firearm once again. At this point I could clearly see a small caliber black handgun in Mr. Griffin's right hand as he began to run away. The subject ran about fifteen feet into the woods and stopped.

Officer Swindell began to give commands once again, while I updated dispatch and requested more officers to the scene. During this period, Officer Swindell continued to speak with the subject as I provided cover. We continued to build a rapport with the subject, however no positive progress was made and the subject continued to make irrational statements. During our interaction with the subject he threatened to kill himself several times, and placed his gun to his head once. During this period the subject would continue to hold the gun in his right hand, either at his side or behind his back.

Once SWAT arrived, I was relieved and returned to the staging area. While at staging, I discussed the ineffective taser deployment with Sergeant Black. I was then reassigned to outer perimeter security until the end of shift. I was station near 8824 Dolcetto Grove overlooking the forest. After the command was terminated I was relocated to the parking lot of 6716 Nolensville Pike in order to maintain a smaller perimeter until I was relieved by an Officer from C detail.

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer: Luis Pena	13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other
14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Luis Pena 05/02/2121 1600 — Employee No.: [redacted] — Radio Call Sign: 331B	18. Case Status: ☐ Open ☐ Unfounded ☐ Cleared by Arrest — Cleared by Exception (Select One Below): ☐ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody
15. Approving Supervisor (Signature) — Employee No.: [redacted]	
16. Reviewer — Employee No.	17. Date/Time Reproduced — Employee No.

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M.N.P.D. FORM 104 (Rev. 03/2020)

Supplement Report

Metropolitan Police Department

1. Name: ☐ Witness ☐ Driver No. 1 ☐ Victim — Jacob Griffin

2. M.N.P.D. Incident No. 2021-0243510

3. Arrest No. ☒ N/A	4. Offense and Classification / Charge	Changed	5. Page No.
	10-63/54P, Officer Involved Shooting	☐ Yes See Narrative	1 of 1

6. Kind of Report Continued	7. Multiple Clear-up ☒ N/A	8. Further Police Action and Report Required	9. Value of Property Recovered
☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental	☐ Yes ☐ No (If Yes, List Other Incident No's. and/or Victims in Narrative)	☐ Yes ☒ No	☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On May 1, 2021, I responded to 6708 Nolensville pike to Goodwill to assist officers on scene of a suicidal individual. The individual was identified as Jacob Griffin. I arrived on scene and located officers in the woods on the right side of Goodwill. Jacob was roughly twenty-five yards in to the woods and Officer Matthew Swindell was speaking with him. Officers on scene advised me that Jacob currently had a black semi-automatic firearm in one of his hands and that his hands were behind his back. I located and checked on each officer in the woods at that time to make sure there was no cross fire. Sergeant Joshua Black arrived on scene and I exited the woods to make contact with him. I provided the location of all officers inside the woods at that time to Sergeant Black. I returned back to the woods and switched from my department issued firearm to my taser so a less lethal option was available. I remained in the woods until Swat officers arrived on scene and relieved me. I returned back to my patrol vehicle to assist with traffic until I was relieved by Officer Klemenz to go home.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☒ Yes ☐ None Known At Time of Report

12. Signature of Recipient/Authorizer: [redacted] 2512

13. Advisory Notice Issued ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time) John P. McDonnell 05/07/2021 1621 — Employee No. [redacted] — Radio Call Sign 331B

15. Approving Supervisor (Signature) — Employee No.

16. Reviewer — Employee No.

17. Date/Time Reproduced — Employee No.

18. Case Status ☐ Open ☐ Unfounded ☐ Cleared by Arrest — Cleared by Exception (Select One Below): ☐ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** Metropolitan Police Department

1. Name ☐ Arrestee ☐ Driver No. 1 ☒ Victim JACOB GRIFFIN

2. M.N.P. D. Incident No. 20210243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge

Changed ☐ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued ☐ Incident ☐ Arrest ☐ Missing Person ☐ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's. and/ or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 at 1530 hours, I was dispatched to back up Officers Swindell and Pena at a homeless camp in the woods behind the Goodwill located at 6708 Nolensville Pike. Upon arrival, I could hear Officer Swindell's voice in the woods just beyond the treeline, so I entered from a path and moved towards him. I saw Officers Swindell and Pena with their guns drawn pointed at a subject. Officer Swindell looked over his shoulder at me and said, "He's got a gun to his head." I said, "Ok," and moved to Officer Swindell's right approximately 15-20 feet and stood behind a tree. I could hear the subject talking back and forth with Officer Swindell, but I couldn't see him until approximately 1720 hours when the sun got lower. I held my position there so as not to move forward of Officer Swindell and stayed there until I was relieved by a SWAT officer at 1740 hours.

I fell back and sought out Sgt. Black who had established Command to receive my next instructions. Sgt. Black advised me to get my patrol vehicle and move to a nearby church parking lot to the South of the incident location in order to secure a wider perimeter. The address for the church was 6820 Nolensville Rd. Brentwood, TN 37027.

At approximately 1931 hours, from my position, I could hear gunshots and flashbangs. At approximately 1947 hours, Sgt. Black advised the units on the outer perimeter to come back to the Command Center for new instruction. At approximately 2000 hours, I was positioned by a SWAT Lieutenant in the woods near the incident scene tasked with watching the suspect's pistol, which was on the ground, until instructed otherwise. TBI investigators arrived in the area where I was to begin their investigation at approximately 2200 hours. At approximately 2215 hours, the TBI investigators released me, and I reported back to Sgt. Black. Sgt. Black advised me to take Officer McDonnell's position maintaining a perimeter with my vehicle. I was positioned in the parking lot behind the Goodwill store. At approximately 2315 hrs, I was relieved by a C detail officer who took my position maintaining a perimeter and I went to the station and ended my shift.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer: [signature] [redacted]

13. Advisory Notice Issued ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time) Employee No. Radio Call Sign
Nadine F. Klemenz 05/02/21 @1630 [redacted] 337B

15. Approving Supervisor (Signature) Employee No.

16. Reviewer Employee No.

17. Date/Time Reproduced Employee No.

18. Case Status ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below) ☒ Death of Offender ☐ Prosecution Declined ☐ Extradiction Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020)

Supplement Report

Metropolitan Police Department Nashville, TN

1. Name	2. M.N.P.D. Incident No.
Griffin, Jacob ☐ Arrestee ☐ Driver No. 1 ☒ Victim	2021-0243510

3. Arrest No.	4. Offense and Classification / Charge	5. Page No.
☒ N/A	Changed ☐ Yes See Narrative	1 of 1

6. Kind of Report Continued	7. Multiple Clear-up	8. Further Police Action and Report Required	9. Value of Property Recovered
☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental	☐ Yes ☐ No (If Yes, List Other Incident No's. and/or Victims in Narrative) ☒ N/A	☐ Yes ☒ No	☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's.. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 at approximately, 1531 hours I responded to, 6708 Nolensville Pike to assist officer Swindell and Officer Pena in a check the welfare,in regards to Jacob Griffin. When I arrived on scene I entered the woods where, Jacob Griffin, Officer Pena, and Officer Swindell were with Jacob Griffin. Officer Swindell was talking to Mr. Griffin. Shortly after I entered the woods and Started to provide lethal cover for Officer Swindell, Officer Parson, Officer Mcdonell arrived on scene and provided cover as well. Officer Swindell continued to negotiate with the Subject for the next hour or so until MNPD Swat arrived, at which point I was re assigned to go to a home behind Covenant Baptist Church off of Pettus Rd. After the incident had come to a close and the post incident investigation began, I was re- assigned to hold the investigative perimeter.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☒ Yes ☐ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time)	Employee No.	Radio Call Sign
C. Van Lierop 05/02/2021	[redacted]	322B

15. Approving Supervisor (Signature) Employee No.

16. Reviewer	Employee No.	17. Date/Time Reproduced	Employee No.

18. Case Status ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☒ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 05/2020)

Supplement Report

Metropolitan Police Department, Nashville, TN

1. Name: Jacob Griffin — ☐ Arrestee ☐ Driver No. 1 ☒ Victim

2. M.N.P.D. Incident No.: 2021-0243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge: 6708 Nolensville Pike

Changed ☐ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued: ☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's and/or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 I was working in full police capacity and riding as a passenger in vehicle 8323AC. Officer Watch and I were riding together when we were dispatched to a suicidal subject at the Goodwill located at 6708 Nolensville Road at approximately 1600 hours when I came on-duty. Upon arrival Sergeant Black instructed Officer Watch and I to hold a position near the entrance of the Goodwill parking lot on the outer perimeter. While on the outer perimeter I spoke to the manager of the Goodwill location, where I was notified by the manager that the location would be closing early and all the occupants were being evacuated. I maintained my post until approximately 2000 hours, after the shooting occurred. After the notification of the shooting incident Sergeant Black instructed Officer Watch and I to change our position from the entrance of Goodwill to the south side of the Tristar Medical Facility. Officer Watch and I maintained this post, not allowing unauthorized people inside the perimeter, until the perimeter was collapsed to just the inner perimeter at approximately 0100 hours.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Yunus Adak 05/01/2021 — Employee No: [redacted] — Radio Call Sign: 3P63

15. Approving Supervisor (Signature): J. Black — Employee No: [redacted]

16. Reviewer — Employee No.

17. Date/Time Reproduced — Employee No.

18. Case Status: ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Check One Below): ☒ Death of Offender ☐ Prosecution Declined ☐ Prisoner Not Held ☐ Refused to Cooperate ☐ Juvenile No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020)

Supplement Report

Metropolitan Police Department Nashville, TN

Victim

Jacob Griffin

2. M.N.P.D. Incident No.
20210243510

3. Arrest No.	4. Offense and Classification / Charge	Changed	5. Page No.
☒ N/A	Officer Involved Shooting	☐ Yes See Narrative	1 of 1

6. Kind of Report Continued	7. Multiple Clear-up	8. Further Police Action and Report Required	9. Value of Property Recovered
☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental	☐ Yes ☐ No (If Yes, List Other Incident No's and/or Victims in Narrative) ☒ N/A	☐ Yes ☒ No	☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 I was working in full police capacity for Metropolitan Nashville Police Department in South Nashville and operating patrol vehicle 8323AC. At approximately 1630 hours Sergeant Black requested more officers to respond to the scene of 6708 Nolensville Road, which is the Goodwill business. At this time we were advised there is a male white in his twenties that is making homicidal and suicidal statements and has a pistol. Upon arrival, Sergeant Black advised the arriving officers that the individual is east of the business and is approximately fifty to seventy-five yards in the woods. Sergeant Black instructed Officer Adak and I to hold a position near the entrance of the Goodwill parking lot on the outer perimeter. As the incident continued the manager from Goodwill advised me that he would be closing the business due to the potential risk of injury to his employees and customers. After the business was closed we informed Sergeant Black of the closed business and blocked the roadway between Goodwill and the already closed Tire Discounters using yellow caution tape. Officer Adak and I held this perimeter position until notification of the Officer involved shooting. After the notification Sergeant Black instructed Officer Adak and myself to change our position from the entrance of Goodwill to the south side of the Tristar Medical Facility. This position was held until approximately 0100 hours until our relief arrived.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer

13. Advisory Notice Issued ☐ Domestic Violence Notice ☐ Citizen Information Notice ☐ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time) Jonathan Watch 05/05/2021 1935 Employee No. [redacted] Radio Call Sign 3P62

15. Approving Supervisor (Signature) J. Black Employee No. [redacted]

16. Reviewer Employee No.

17. Date/Time Reproduced Employee No.

18. Case Status ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below) ☒ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** — Metropolitan Police Department — Driver No 1 ☐ Victim

2. M.N.P.D. Incident No. 20210243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge: OIS Supplement

Changed ☐ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued: ☐ Incident ☐ Missing Person ☐ Arrest ☒ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's and/or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On Saturday, 05/01/2021, Officer Broatch and I were requested as back up officers on a suicidal subject with a gun at the Goodwill located at 6708 Nolensville Pike. Officer Broatch and I were a two man unit on the above listed day. Upon arriving on scene, we made contact with Sergeant Black who stated we needed to evacuate the parking lot as well as escort a male who was being a nuisance out of the parking lot. Once we evacuated the parking lot to the best of our abilities, we approached the male who was sitting in the immediate area of the woods. Officer Broatch and I asked the male if he would leave the area, and when the male stated he wasn't leaving, we arrested the male and transported him to booking. Once Officer Broatch and I finished processing the male through booking, we were notified from Sgt. Black that we needed to respond back to the scene and assist other officers who were sitting on the perimeter.

When we responded back to the scene, Sgt. Black stated we needed to bring snacks and water to the units on the perimeter, and see if they need relief. It was at this time that we heard multiple loud pops, and we noticed medics were entering in to the scene. One of the units on the perimeter then stated he would follow the Nashville Fire Department to the hospital. Officer Broatch and I then blocked the upper road from the track homes until all units on scene were done processing the scene.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer: [signature]

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Garrett Latham 05/06/2021 1600 Hrs — Employee No. [redacted] — Radio Call Sign 3P64

15. Approving Supervisor (Signature): [signature] J. Black — Employee No. [redacted]

16. Reviewer — Employee No.

17. Date/Time Reproduced — Employee No.

18. Case Status: ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☒ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** Metropolitan Police Department

1. Name: ☐ Arrestee ☐ Driver No 1 ☐ Victim — Thomas Broatch

2. M.N.P. D. Incident No. 2021-0243510

3. Arrest No ☒ N/A

4. Offense and Classification / Charge: 695 Death - Other — Changed ☐ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued: ☐ Incident ☐ Arrest ☐ Missing Person ☒ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's and/or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On Saturday, 05/01/2021, Officer Latham and I were requested as back up officers on a suicidal subject with a gun at the goodwill located at 6708 Nolensville pike. Officer Latham and I were a two man unit on the above listed day. Upon arriving on scene, we were asked by Sgt. Black to evacuate the parking lot as well as escort a male who was being a nuisance out of the parking lot. After evacuating the parking lot, we approached the male who was sitting in the immediate area of the incident. Officer Latham and I asked the individual if he would leave the area, and when the individual stated he wasn't leaving, we arrested him and transported him to booking. Once officer Latham and I finished processing the male through booking, we were notified from Sgt. Black that we needed to respond back to the scene and assist other officers who were sitting on the perimeter. Upon arriving back to the scene, Sgt. Black stated we needed to bring supplies to the units on the perimeter, and see if they need relief. It was at this time that we heard multiple small explosions and noticed medics were entering the scene. One of the units on the perimeter then stated he would follow the Nashville Fire Department to the hospital. Officer Latham and I then blocked the upper road from the track homes until all units on scene were done processing the scene.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Thomas D Broatch 05/08/2021 1645 hours — Employee No. [redacted] — Radio Call Sign 3P69

15. Approving Supervisor (Signature) — Employee No. [redacted]

16. Reviewer — Employee No.

17. Date/Time Reprodu[redacted]

18. Case Status: ☒ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☐ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile, No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** Metropolitan Police Department

1. Name: ☐ Arrestee ☐ Driver No. 1 ☐ Victim Eric Laury

2. M.N.P. D. Incident No. 2021-0243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge: 63P / Officer involved shooting — Changed ☒ Yes See Narrative

5. Page No. 1 of 1

6. Kind of Report Continued: ☐ Incident ☐ Arrest ☐ Missing Person ☒ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's and/ or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's . List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On 05/01/2021 I responded to a call at 6708 Nolensville Pike as back up to set up a perimeter on a 63p subject whom was barricaded in the woods with a gun. I arrived on scene and filled in a spot on the outer perimeter. I positioned my patrol vehicle, blocking an entrance way between the Goodwill and the Tristar medical building. After the critical incident occurred Officer Reed (3P68) followed the subject to Vanderbilt Hospital whom was on a NFD ambulance. The subject was pronounced deceased at the hospital. Officer Reed was scheduled to be 10-7 at 2200 hours, I advised Sergeant Black that I would be heading to Vanderbilt hospital to relieve Officer Reed. A patrol Officers filled in my spot on the perimeter. Sergeant black instructed me to recover all of the subjects clothes and belongings once the subject was taken to the morgue. I returned to the scene and was advised to hand the subjects belongings off to TBI. I turned over the subjects belongings to TBI and remained on scene until TBI's crime scene truck arrived and took over the scene.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer:

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Eric , D, Laury 05/13/2021 2300 — Employee No. [redacted] — Radio Call Sign 3P61

15. Approving Supervisor (Signature) — Employee No. [redacted]

16. Reviewer — Employee No.

17. Date/Time Reproduced

18. Case Status: ☒ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☐ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refusal to Cooperate ☐ Juvenile No Custody

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M.N.P.D. FORM 104 (Rev. 03/2020) **Supplement Report** Metropolitan Police Department

1. Name ☐ Arrest No. ☐ Driver No. 1 ☐ Victim Reed, Corey

2. M.N.P. D. Incident No. 2021-0243510

3. Arrest No. ☒ N/A

4. Offense and Classification / Charge: 10-54

Changed ☐ Yes See Narrative

5. Page No. ____ of ____

6. Kind of Report Continued: ☐ Incident ☐ Arrest ☐ Missing Person ☒ Follow-up or Supplemental

7. Multiple Clear-up ☒ N/A ☐ Yes ☐ No (If Yes, List Other Incident No's and/or Victims in Narrative)

8. Further Police Action and Report Required ☐ Yes ☒ No

9. Value of Property Recovered ☒ N/A $

10. Narrative ☐ N/A

Record all developments in the case subsequent to the last report. Describe and record value of any property recovered. Clearly show disposition of recovered property and inventory no's .. List names and arrest numbers of any persons arrested. Explain any offense / classification change and cite prior offense / classification. For multiple clearance information, list each case by incident number and respective victim(s). Record crime scene protection information.

On May 1st 2021, I was dispatched to a suicidal person located at 6708 Nolensville Rd. Upon arrival, I was given instructions to secure the parking lot of the Goodwill. I was also tasked with stopping all traffic both vehicle and pedestrian coming from Ambonnay Dr into the parking lot of 6708 Nolensville Rd. I parked my car at the top of the hill on Ambonnay and used crime scene tape to tape off both the street and the side walk .

After parking my car, I went down to the parking lot and assisted in locating the owners of the vehicles that were remaining in the parking lot. Office Latham, Officer Broatch, and I took Jerome Thompson into custody after he refused to leave the immediate vicinity of the person that was armed and suicidal. Mr. Thompson was advised of the risk associated with the incident .He was made aware that he would need to leave the area for his safety. Mr. Thompson refused to leave and was very uncooperative with police consequently resulting in his arrest.

After escorting Mr. Thompson to the transporting vehicle, I escorted the Mobile Crisis Director to where Command was stagged. I returned to my vehicle after I noticed the SWAT officers were beginning to stage. While sitting inside of my vehicle, I heard yelling from the suspect and also heard the SWAT officers making announcement over the PA system. I heard 2 pops which sounded like a small caliber pistol fire. I then heard two loud bangs and then another shot.

I was then informed that the suspect had been shot and was going to be transported to Vanderbilt. I followed the Nashville Fire Department Medic to Vanderbilt and spoke with the medical staff after they declared the suspect deceased. I relayed all information I was given to Sgt. Black. I stood outside of the room where the suspect was being kept and secured his belongings until I was relieved by Officer Laury.

20TH JUDICIAL DISTRICT

11. Body Worn Camera or In-Car Camera Evidence May Exist Related To This Incident: ☐ Yes ☒ None Known At Time of Report

12. Signature of Recipient/Authorizer: Corey Reed

13. Advisory Notice Issued: ☐ Domestic Violence Notice ☐ Citizen Information Notice ☒ N/A ☐ Other

14. Reporting Officer (Print Name: First, MI, Last) (Date/Time): Corey, Reed 05/19/2020 2330 Employee No. [redacted] Radio Call Sign 3P66

15. Approving Supervisor (Signature): [signature] Employee No. [redacted]

16. Reviewer Employee No.

17. Date/Time Reproduced Employee No.

18. Case Status: ☐ Open ☐ Unfounded ☐ Cleared by Arrest

Cleared by Exception (Select One Below): ☒ Death of Offender ☐ Prosecution Declined ☐ Extradition Declined ☐ Refused to Cooperate ☐ Juvenile No Custody

Supplement Report

Date of Incident: 05/01/2021
Incident Number: 2021-0243510
Reporting Officer: Sgt. Joshua Z. Black [redacted]

On 05/01/2021, I was acting Lieutenant for MNPD South Precinct "B" Detail. Almost immediately after roll call, Officers' Luis Pena [redacted] and Matthew Swindell [redacted] were dispatched on a welfare check call regarding Jacob Griffin. The call came into dispatch from Griffin's mother who stated that Griffin had sent her text messages indicating that he wanted to kill her as well as employees of the Goodwill. She stated that Griffin was homeless and lived in a camp next to the Goodwill at 6708 Nolensville Pike. Griffin was reported to be upset with them for firing him. Griffin also sent text pictures to his mother of a gun and bullets.

Officers' Pena and Swindell located Griffin in a wooded area just east of the Goodwill parking lot. During conversation with him, Griffin indicated to the officers that he was armed, and he refused to cooperate with their instructions. Officer Pena asked for radio traffic to be held while they worked to resolve the situation with Griffin. At this point, I traveled to the scene. Multiple officers responded to assist. I requested that patrol operations for South be switched to an alternate channel in order to give the officers on scene a clear channel for communication.

When I arrived, several officers had entered the wooded area to support Officers' Pena and Swindell by helping with containment and cover. I instructed the officers on scene to ensure they knew the relative position of other officers around them in the thick brush to avoid a potential friendly fire incident. I observed that Officer Swindell was engaged in conversation with Griffin and that he appeared to be calm at the moment. The officers on scene informed me that Griffin was holding a handgun in his hand pointed down by his leg. I requested additional officers to the scene in order to secure a larger perimeter around the nearby parking lots and businesses. I also requested police negotiators as well as SWAT personnel respond to the scene.

Upon my initial arrival, I observed an individual later identified as Jerome M. Thompson sitting on the curb at the east edge of the parking lot. He was speaking to himself at times and then alternatively shouting at the officers in the brush dealing with Griffin. It was apparent that Thompson and Griffin knew each other, and Thompson indicated he lived in the camp as well. I attempted to reason with Thompson and requested that he move out of the area. He refused and seemed incapable of being reasoned with. His behavior was disruptive concerning the efforts to de-escalate the situation with Griffin and Thompson would have been in immediate danger had shots been fired between Griffin and officers on scene. Once additional officers had responded to assist, I directed them to remove Thompson from the area. Thompson was arrested and charged accordingly.

As resources began to arrive, I established a secure outer perimeter around the area and set up a staging area for SWAT/Negotiators near 6716 Nolensville Pike (TriStar Health Building). A crime scene technician was also requested to assist to supply sUAS (drone) capability as well. For the next several hours, I coordinated perimeter and patrol support operations for SWAT/Negotiators as they worked to peacefully resolve the incident. SWAT

20TH JUDICIAL DISTRICT

Supplement Report

officers relieved my patrol officers on the inner perimeter near Griffin's position, with the exception of Officer Swindell. Officer Swindell remained in his position with direct line of sight to Griffin since he had the best rapport with Griffin. I reassigned the rest of the inner perimeter officers to responsibilities on the outer perimeter. It was during this transition period, when Officer Pena was able to return to the staging area, that he informed me during the initial encounter with Griffin he had unsuccessfully deployed his Taser at Griffin, in an attempt to resolve the situation.

Later, as police negotiators were working to relieve Officer Swindell, Griffin fired his handgun. No officers were injured. MNPD negotiators declared an impasse due to immediate officer safety concerns related to Griffin's erratic behavior and lack of productive conversation. I requested that SWAT tactically resolve the incident. SWAT officers executed a plan to safely take Griffin into custody using less lethal munitions and a police K-9. During the execution of this plan, Griffin presented his handgun and fired again, which resulted in a SWAT officer utilizing deadly force against Griffin. On scene medical resources immediately went to work on Griffin and he was transported to Vanderbilt Hospital by the Nashville Fire Department. Vanderbilt Hospital staff later declared Griffin deceased.

I ensured that all appropriate notifications were made per MNPD protocol regarding officer involved shootings. I coordinated with an MNPD chaplain to make a death notification to Griffin's mother. My command responsibilities then transitioned to crime scene management. I remained in this function until relieved by Sgt. Jason Door.

Initial inner perimeter and contact officers:
Officer Luis Pena [redacted]
Officer Matthew Swindell [redacted]
Officer Gary Andersen [redacted]
Officer Nadine Klemenz [redacted]
Officer John McDonnell [redacted]
Officer Cameron Van Lierop [redacted]
Officer Thomas Parsons [redacted]

Initial outer perimeter officers:
Officer Thomas Broatch [redacted]
Officer Garrett Latham ([redacted]
Officer Jonathan Watch [redacted]
Officer Yunus Adak [redacted]
Officer Corey Reed [redacted]
Officer Eric Laury [redacted]

Reporting Officer: J.Black **Date:** 5/2/21 **Emp.No.** [redacted]

20TH JUDICIAL DISTRICT

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 55

Author:	Gooch, Tiffany	**Activity Date:**	05/02/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	08/20/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Document - ME Office Report - Jacob Griffin		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M,
(O-A) JACOB ALEXANDER GRIFFIN, W/M, D

20TH JUDICIAL DISTRICT

20TH JUDICIAL DISTRICT

OFFICE OF THE MEDICAL EXAMINER
Center for Forensic Medicine
Nashville, Tennessee

REPORT OF INVESTIGATION BY COUNTY MEDICAL EXAMINER

Davidson County Medical Examiner: Feng Li M.D., J.D., Ph.D.

Judicial District Number: 20

District Attorney: Honorable Glenn Funk

State Number: 21-19-3420

Case Number: MEC21-1779

Name of Decedent	Age	Race	Date of Birth	Sex
Jacob Alexander Griffin	23 Years	White	[redacted]	Male

Address

	Type of Death	Investigating Agency/Complaint #:
05/01/2021 8:08 PM	Suspected Homicide	TN Bureau of Investigation

Place of Death

Vanderbilt University Medical Center, Nashville, TN

Narrative Summary

Reportedly, this 23 year old white male was shot at the hands of another/others on 5/1/2021 during a standoff with police. He was transported from the scene by EMS to Vanderbilt University Medical Center emergency department (VUMC ED). He arrived to VUMC with CPR in progress at 2005 hours. A bedside ultrasound found no cardiac activity and Dr. Jeremy Levin pronounced death at 2008 hours on 5/1/2021. Nurse Kaitlyn Jensen notified the Medical Examiner's Office of the death and reported an unknown past medical history. Due to suspected homicide, medical examiner jurisdiction was accepted. The decedent was transported by Middle Tennessee Removal Service to the Center for Forensic Medicine.

Inv. Jennifer Mixon
5/2/2021, 0111 hours

Jurisdiction Accepted	Autopsy Ordered	Toxicology Ordered
Yes	Yes	Yes

Physician Responsible for Death Certificate

Feng Li, M.D., J.D., Ph.D.

Cremation Approved	Funeral Home
No	TDS TISSUE TEAM

Cause of Death

Multiple gunshot wounds

Contributory Cause of Death

Manner of Death

Could Not Be Determined

Document Seq: 22 Document Title: DOC-ME Office Report-Griffin.pdf
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20TH JUDICIAL DISTRICT

OFFICE OF THE MEDICAL EXAMINER
Center for Forensic Medicine
850 R.S. Gass Blvd.
Nashville, Tennessee 37216-2640

CASE: MEC21-1779
County: DAVIDSON

AUTOPSY REPORT

NAME OF DECEDENT: GRIFFIN, JACOB ALEXANDER **RACE**: White **SEX**: Male **AGE**: 23

DATE AND TIME OF DEATH:	May 1, 2021 at 8:08 p.m.
DATE AND TIME OF AUTOPSY:	May 2, 2021 at 9:20 a.m.
FORENSIC PATHOLOGIST:	Feng Li, M.D., J.D., Ph.D.
COUNTY MEDICAL EXAMINER:	Feng Li, M.D., J.D., Ph.D.
DISTRICT ATTORNEY GENERAL:	Honorable Glenn Funk

PATHOLOGIC DIAGNOSES

Adult white male involved in a police shooting and suffered an intraoral gunshot wound and another gunshot wound on the left upper arm:

1. Intraoral gunshot wound, hard palate, left side:

   A. The bullet injures the brain, and it exits through the top of the head.
   B. Direction of wound track: Upward, backward, and slightly rightward.
   C. A zone of soot around the entrance wound.

2. Gunshot wound B, distant penetrating gunshot wound, left upper arm:

   A. The bullet causes left humerus fractures, injuries to the lungs, heart, esophagus, resulting in bilateral hemothoraces and hemopericardium, and a distorted, copper-jacketed and small caliber bullet is lodged and recovered in the right chest cavity.
   B. Direction of wound track: Rightward and downward.

3. Other injuries:

   A. Blunt force injuries:

      1) Multiple abrasions and varying colored contusions.

   B. Sharp force injuries:

      1) Multiple puncture wounds concentrated on the left upper extremity.

(Continued)

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20TH JUDICIAL DISTRICT

4. Other findings:

   A. Taser wires without barbs, back.
   B. A tattoo.

5. Postmortem toxicologic studies indicate the presence of marijuana in the blood.

CAUSE OF DEATH: Multiple gunshot wounds

MANNER OF DEATH: Undetermined

CIRCUMSTANCES OF DEATH: Shot self and shot by other(s)

I hereby certify that I, Feng Li, M.D., J.D., Ph.D., have performed an autopsy on the body of Jacob Alexander Griffin on May 2, 2021 at 9:20 a.m. at the Center for Forensic Medicine. The purpose of this report is to provide a certified opinion to the County Medical Examiner and District Attorney General. The facts and findings to support these conclusions are filed with the Tennessee Department of Health.

EXTERNAL EXAMINATION

The body is that of an adult white male measuring 72 inches and weighing 216 pounds. The body is normally developed and appears consistent with the given age of 23 years. He is received unclad. Postmortem changes consist of fixed posterior livor mortis and moderate rigor mortis.

The scalp hair is brown and long. The corneas are cloudy. The sclerae and conjunctivae are unremarkable. No discrete petechiae are present. The irides are brown. The mouth contains natural teeth. There is a brown mustache and beard present. The frenula are intact. The ears, nose and mouth show no abnormalities. The neck is of normal configuration and there are no palpable masses. The thorax is symmetrical. The abdomen is flat. The axillae, external genitalia, and anus are without trauma. The extremities are symmetrical and normally developed.

Evidence of emergency medical intervention includes an endotracheal tube.

Identifying marks include a tattoo on the right upper arm, which is documented by digital photography.

EVIDENCE OF INJURY: At the time of the autopsy, there are two gunshot wounds to the body. There is a close-range intraoral gunshot wound, and a distant penetrating gunshot wound on the left upper arm. They are arbitrarily labeled according to anatomic location. In addition, there are blunt force and sharp force injuries, and taser wires on the back.

Gunshot Wound A:

This is a close range perforating gunshot wound on the hard palate on the left side. There is a zone of soot around the entrance wound. A hemorrhagic wound track passes upward, backward, and slightly rightward showing the basal skull fractures, perforations through the bilateral parietal lobes, small amount of subarachnoid hemorrhage, skull fractures on the midline of the top of the

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20TH JUDICIAL DISTRICT

head, patchy subgaleal hemorrhage, and the bullet exits through the top of the head on the right side, at 1/2 inch right of the midline, with the exit wound measuring 1/2 inch x 3/16 inch in greatest dimension.

Gunshot Wound B:

This is a 1/4 inch in diameter distant penetrating gunshot wound on the left upper arm, at 9-1/2 inches below the top of the head and 9 inches left of the anterior midline. There is no evidence of soot or powder tattooing appreciated in or around the entrance wound. A hemorrhagic wound track passes rightward and downward showing the fractures of the left humerus, perforations through the left anterior third intercostal space and fourth rib, perforations through the upper lobe of the left lung, extensive injuries to the heart, including right ventricle, interventricular septum, interatrial septum, pulmonary valve and aortic valve, perforations through the esophagus, the lower lobe of the right lung, hemoaspiration of the lungs, a small defect on the right posterolateral aspect of the rib cage at seventh intercostal space and eighth rib, and a distorted, copper-jacketed, and small caliber bullet is lodged and recovered in the right chest cavity. There is approximately 1600 cc of blood in the left chest cavity, approximately 1200 cc of blood in the right chest cavity, and approximately 100 cc of blood and blood clot in the pericardial sac.

Blunt Force Injuries:

There are multiple areas of abrasions, including right temple, anterior neck, chest, abdomen, back, and on the extremities. There are multiple varying colored contusions on the extremities.

Sharp Force Injuries:

There are multiple puncture wounds on the back of the left forearm, measuring up to 3/8 inch x 1/4 inch in greatest dimension, and other small superficial puncture wounds on the anterior aspect of the left forearm and left hand.

There is a zip-tie noted on the right wrist. There are taser wires but no barbs found on the back.

Having been mentioned above, these injuries will not be repeated below, except as needed for clarification.

INTERNAL EXAMINATION

The organs occupy normal positions. There are no adhesions or mass lesions.

HEAD AND NECK: There is no epidural or subdural hemorrhage. The brain weighs 1480 grams. The vasculature overlying the cerebral hemispheres is congested. The structures at the base of the brain, including cranial nerves and large vessels, are intact, except for the injuries described. Serial sections through the cerebral hemispheres, cerebellum, and brain stem reveal no tumor or evidence of infection.

The neck is without soft tissue hemorrhage or palpable fracture and the structures surrounding the upper airway are intact. Sections through the thyroid gland and tongue are unremarkable.

CARDIOVASCULAR SYSTEM: The heart weighs 420 grams. The coronary arteries arise from unobstructed ostia, follow the usual distributions, except for the LAD branch partially injured by the gunshot wound, and are without significant arteriosclerosis. The cardiac valves are

Document Seq: #2 Doc Description: DOC-ME Office Report-Griffin.pdf
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20TH JUDICIAL DISTRICT

normally formed and the chambers are of usual dimensions. The atrial and ventricular septa are otherwise intact. The myocardium is red-brown, firm and otherwise unremarkable. The aorta and its major branches are intact.

RESPIRATORY SYSTEM: The right lung weighs 470 grams and the left lung, 350 grams. The pulmonary arteries are without thromboemboli on initial incision into the pulmonary trunk and on dissection. On sectioning, the pulmonary parenchyma is moderately congested, edematous, and without other focal lesions.

DIGESTIVE SYSTEM AND LIVER: The esophagus is otherwise unremarkable with a sharp gastroesophageal junction. The unremarkable stomach contains approximately 200 cc of food chyme. The duodenum, small intestines, appendix, and large intestines are unremarkable. The liver weighs 1520 grams and is intact. The parenchyma is red-brown and soft without focal lesions. The unremarkable gallbladder contains approximately 10 cc of bile. The extrahepatic bile ducts are patent and unremarkable. The pancreas is unremarkable.

RETICULOENDOTHELIAL SYSTEM: The spleen weighs 180 grams. There is a normal distribution of unremarkable lymph nodes. The thymus gland is unremarkable.

GENITOURINARY SYSTEM: The right and left kidneys weigh 140 grams and 150 grams, respectively. The subcapsular surfaces are smooth. The cortices are of normal thickness with sharp corticomedullary junctions. The calyces, pelves, and ureters are patent and unremarkable. The unremarkable urinary bladder contains approximately 140 cc of urine.

Serial sections of the bilateral testes reveal no evidence of trauma. Serial sections of the prostate demonstrate no gross abnormality.

ENDOCRINE SYSTEM: The pituitary, thyroid, parathyroid, and adrenal glands are unremarkable.

MUSCULOSKELETAL SYSTEM: The musculoskeletal system is otherwise unremarkable.

TOXICOLOGY: The following specimens are submitted for possible toxicologic analysis: blood and vitreous humor. A separate report will be issued.

SUMMARY OF CASE

This 23-year-old white male was involved in a police shooting on May 1, 2021. He was transported from the scene by EMS to Vanderbilt University Medical Center ER, and he was pronounced deceased shortly after arrival. An autopsy was performed on May 2, 2021.

Major autopsy findings include an adult white male with a close-range intraoral gunshot wound, a distant penetrating gunshot wound on the left upper arm, multiple blunt force injuries, multiple sharp force injuries, and a tattoo upon external examination.

There are taser wires noted on the back of the subject with no barbs. There is a zip-tie noted on the right wrist.

The intraoral gunshot wound on the hard palate is close range in nature with injuries to the brain tissue, and the bullet exits through the top of the head on the right side.

Document Seq: #2 Doc Title: DOC-ME Office Report-Griffin.pdf
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20TH JUDICIAL DISTRICT

The gunshot wound on the left upper arm is distant penetrating in nature, with injuries to the lungs, heart, esophagus, resulting in bilateral hemothoraces and hemopericardium, and the bullet is lodged and recovered in the right chest cavity.

Postmortem toxicologic studies indicate the presence of marijuana in the blood.

Based upon the circumstances surrounding death, as currently known, the cause of death is multiple gunshot wounds. The manner of death is undetermined. Due to the timing of the gunshot wounds, including the intraoral gunshot wound and the distant penetrating gunshot wound fired by law enforcement, it is very difficult to differentiate the manner of death as suicide or homicide because both gunshot wounds are potentially fatal and in proximity in the time of the shots. Therefore, the manner of death is undetermined.

Electronically signed by Feng Li, M.D., J.D., Ph.D. on Tuesday, June 22, 2021*

Feng Li, M.D., J.D., Ph.D.
Senior Associate Medical Examiner

FL/pc
T: 5/29/2021

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NMS LABS

NMS Labs
200 Welsh Road, Horsham, PA 19044-2208
Phone: (215) 657-4900 Fax: (215) 657-2972
e-mail: nms@nmslabs.com
Robert A. Middleberg, PhD, F-ABFT, DABCC-TC, Laboratory Director

20TH JUDICIAL DISTRICT

CONFIDENTIAL

Toxicology Report

Report Issued 05/27/2021 13:05

To: **10341**
Forensic Medical Management Services - Nashville
850 R.S. Gass Blvd.

Nashville, TN 37216

Patient Name	GRIFFIN, JACOB
Patient ID	21-1779
Chain	NMSCP111837
Age	23 Y
Gender	
Workorder	21152863

Positive Findings:

Compound	Result	Units	Matrix Source
11-Hydroxy Delta-9 THC	1.7	ng/mL	001 - Femoral Blood
Delta-9 Carboxy THC	31	ng/mL	001 - Femoral Blood
Delta-9 THC	33	ng/mL	001 - Femoral Blood

See Detailed Findings section for additional information

Testing Requested:

Analysis Code	Description
8041B	Postmortem, Basic w/Vitreous Alcohol Confirmation, Blood (Forensic)

Specimens Received:

ID	Tube/Container	Volume/ Mass	Collection Date/Time	Matrix Source	Labeled As
001	Gray Top Tube	6.75 mL	05/02/2021 11:00	Femoral Blood	21-1779
002	Red Vial	8 mL	05/02/2021 11:00	Vitreous Fluid	21-1779
003	White Plastic Container	51 mL	05/02/2021 11:00	Urine	21-1779

All sample volumes/weights are approximations.

Specimens received on 05/04/2021.

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20TH JUDICIAL DISTRICT

Detailed Findings:

Analysis and Comments	Result	Units	Rpt. Limit	Specimen Source	Analysis By
11-Hydroxy Delta-9 THC	1.7	ng/mL	1.0	001 - Femoral Blood	LC-MS/MS
Delta-9 Carboxy THC	31	ng/mL	5.0	001 - Femoral Blood	LC-MS/MS
Delta-9 THC	33	ng/mL	0.50	001 - Femoral Blood	LC-MS/MS

Other than the above findings, examination of the specimen(s) submitted did not reveal any positive findings of toxicological significance by procedures outlined in the accompanying Analysis Summary.

Reference Comments:

1. 11-Hydroxy Delta-9 THC (Active Metabolite) - Femoral Blood:

   11-Hydroxy Delta-9 THC is an active intermediate metabolite of tetrahydrocannabinol (THC) the active component of marijuana. Usual peak levels: Less than 10% of THC levels after smoking.

2. Delta-9 Carboxy THC (Inactive Metabolite) - Femoral Blood:

   Delta-9-THC is the principle psychoactive ingredient of marijuana/hashish. Delta-9-carboxy-THC (THCC) is the inactive metabolite of THC. The usual peak concentrations in serum for 1.75% or 3.55% THC marijuana cigarettes are 10 - 101 ng/mL attained 32 to 240 minutes after beginning smoking, with a slow decline thereafter. The ratio of whole blood concentration to plasma concentration is unknown for this analyte. THCC may be detected for up to one day or more in blood. Both delta-9-THC and THCC may be present substantially longer in chronic users. THCC is usually not detectable after passive inhalation.

3. Delta-9 THC (Active Ingredient of Marijuana) - Femoral Blood:

   Marijuana is a DEA Schedule I hallucinogen. Pharmacologically, it has depressant and reality distorting effects. Collectively, the chemical compounds that comprise marijuana are known as Cannabinoids.

   Delta-9-THC is the principle psychoactive ingredient of marijuana/hashish. It rapidly leaves the blood, even during smoking, falling to below detectable levels within several hours. Delta-9-carboxy-THC (THCC) is the inactive metabolite of THC and may be detected for up to one day or more in blood. Both delta-9-THC and THCC may be present substantially longer in chronic users.
   THC concentrations in blood are usually about one-half of serum/plasma concentrations. Usual peak levels in serum for 1.75% or 3.55% THC marijuana cigarettes: 50 - 270 ng/mL at 6 to 9 minutes after beginning smoking, decreasing to less than 5 ng/mL by 2 hrs.

Sample Comments:

001 Physician/Pathologist Name: LI

001 County: DAVIDSON

001 Autopsy ID: 21-1779

Unless alternate arrangements are made by you, the remainder of the submitted specimens will be discarded one (1) year from the date of this report; and generated data will be discarded five (5) years from the date the analyses were performed.

Workorder 21152863 was electronically signed on 05/27/2021 12:11 by:

Denice M. Teem, B.S., D-ABFT-FT
Certifying Scientist

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20TH JUDICIAL DISTRICT

Analysis Summary and Reporting Limits:

All of the following tests were performed for this case. For each test, the compounds listed were included in the scope. The Reporting Limit listed for each compound represents the lowest concentration of the compound that will be reported as being positive. If the compound is listed as None Detected, it is not present above the Reporting Limit. Please refer to the Positive Findings section of the report for those compounds that were identified as being present.

Acode 52198B - Cannabinoids Confirmation, Blood - Femoral Blood

-Analysis by High Performance Liquid Chromatography/ Tandem Mass Spectrometry (LC-MS/MS) for:

Compound	Rpt. Limit	Compound	Rpt. Limit
11-Hydroxy Delta-9 THC	1.0 ng/mL	Delta-9 THC	0.50 ng/mL
Delta-9 Carboxy THC	5.0 ng/mL		

Acode 8041B - Postmortem, Basic w/Vitreous Alcohol Confirmation, Blood (Forensic) - Femoral Blood

-Analysis by Enzyme-Linked Immunosorbent Assay (ELISA) for:

Compound	Rpt. Limit	Compound	Rpt. Limit
Amphetamines	20 ng/mL	Fentanyl / Acetyl Fentanyl	0.50 ng/mL
Barbiturates	0.040 mcg/mL	Methadone / Metabolite	25 ng/mL
Benzodiazepines	100 ng/mL	Methamphetamine / MDMA	20 ng/mL
Buprenorphine / Metabolite	0.50 ng/mL	Opiates	20 ng/mL
Cannabinoids	10 ng/mL	Oxycodone / Oxymorphone	10 ng/mL
Cocaine / Metabolites	20 ng/mL	Phencyclidine	10 ng/mL

-Analysis by Headspace Gas Chromatography (GC) for:

Compound	Rpt. Limit	Compound	Rpt. Limit
Acetone	5.0 mg/dL	Isopropanol	5.0 mg/dL
Ethanol	10 mg/dL	Methanol	5.0 mg/dL

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TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 56

Author:	Gooch, Tiffany	**Activity Date:**	05/06/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	08/20/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Lab Report - Firearm Analysis - TBI		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DO
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

20TH JUDICIAL DISTRICT

BILL LEE
Governor

TENNESSEE BUREAU OF INVESTIGATION
NASHVILLE CRIME LABORATORY
901 R.S. Gass Boulevard
Nashville, Tennessee 37216-2639

DAVID B. RAUSCH
Director

OFFICIAL FIREARMS REPORT

TO: Tiffany Gooch
TBI - Middle CID
AGENCY CASE NO: NA5U000041

DATE ISSUED: 5/6/21
LAB CASE NO: 211008327
COUNTY: Davidson

LAW ENFORCEMENT
MATTHEW GRINDSTAFF
OTHER
JACOB A. GRIFFIN

Received From: Tiffany Gooch
Received By: Melinda Quinn

Date Received: 5/2/21
Time Received: 3:00 am

EXHIBIT(S):

001-a	(1) Colt model M4 Carbine 5.56mm caliber rifle SN: [redacted] with (1) magazine from 6708 Nolensville Rd
001-b	(28) unfired 5 56mm caliber cartridges from Exhibit 001a magazine and (1) unfired 5.56mm caliber cartridge from chamber of Exhibit 001a rifle (7 were used for testing purposes, retained at TBI)
002-a	Clothing from Jacob Griffin

Received From: Tiffany Gooch
Received By: Teresa Weston

Date Received: 5/4/21
Time Received: 11:15 am

EXHIBIT(S):

003-a	(1) bullet from chest of Jacob Griffin

Received From: Melinda Quinn
Received By: Erica Jennett

Date Received: 5/4/21
Time Received: 2:10 pm

EXHIBIT(S):

004-a	(1) Kel-Tec 32 auto caliber pistol from 6708 Nolensville Rd
005-a	(1) .223 caliber cartridge case from 6708 Nolensville Rd
006-a	(1) box of ammunition from 6708 Nolensville Rd
007-a	(1) cell phone from 6708 Nolensville Rd
008-a	(1) small caliber cartridge case from 6708 Nolensville Rd
009-a	(1) small caliber cartridge case from 6708 Nolensville Rd
010-a	(1) small caliber cartridge case from 6708 Nolensville Rd
011-a	(1) small caliber cartridge case from 6708 Nolensville Rd

RESULTS:

Examination and test firing of the rifle in Exhibit 1a revealed it to be in normal operating condition with the safety feature functioning.

7 cartridges from Exhibit 1b were used for testing purposes and will be kept on file at the TBI.

All other exhibits may be examined as needed.

OFFICIAL FIREARMS REPORT

LABORATORY CASE NO: 211008327

DATE ISSUED: 5/6/21

DISPOSITION:

Test fires will remain on file. The evidence will remain at the Nashville Crime Laboratory until completion of all requested examinations.

Respectfully Submitted,

Ladd Kuykendall

Special Agent / Forensic Scientist

The above represents the interpretations and opinions of the analyst.
Technical notes and data supporting the conclusions/findings in this report are maintained within the laboratory case records.

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 57

Author:	Gooch, Tiffany	**Activity Date:**	05/17/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	08/20/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Lab Report - Forensic Biology - TBI		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, [redacted]
(O-A) JACOB ALEXANDER GRIFFIN, W/M, D

20TH JUDICIAL DISTRICT

BILL LEE
Governor

TENNESSEE BUREAU OF INVESTIGATION
NASHVILLE CRIME LABORATORY
901 R.S. Gass Boulevard
Nashville, Tennessee 37216-2639

DAVID B. RAUSCH
Director

OFFICIAL FORENSIC BIOLOGY REPORT

TO: Tiffany Gooch
TBI - Middle CID
AGENCY CASE NO: NA5U000041

DATE ISSUED: 5/17/21
LAB CASE NO: 211008327
COUNTY: Davidson

LAW ENFORCEMENT
MATTHEW PAUL GRINDSTAFF
OTHER
JACOB ALEXANDER GRIFFIN

Received From: Melinda Quinn
Received By: Erica Jennett

Date Received: 5/4/21
Time Received: 2:10 pm

EXHIBIT(S):

004-a (1) Kel-Tec 32 auto caliber pistol with magazine from 6708 Nolensville Rd.

004-b Cartridges (5) from magazine

RESULTS:

004-a The grip, magazine release, and grooves on the slide of the pistol were swabbed. No further testing was performed at this time. The swabs will be returned with the evidence.

The loading area and bottom of the magazine were swabbed. No further testing was performed at this time. The swabs will be returned with the evidence.

004-b The cartridges were swabbed. No further testing was performed at this time. The swabs will be returned with the evidence.

DISPOSITION:

The evidence will remain at the Nashville Crime Laboratory until completion of all requested examinations.

Respectfully Submitted,

Carrie Schmittgen

Carrie Schmittgen, MSFS
Special Agent / Forensic Scientist

The above represents the interpretations and opinions of the analyst.
Technical notes and data supporting the conclusions/findings in this report are maintained within the laboratory case records.

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 58

Author: Gooch, Tiffany **Activity Date:** 05/21/2021

Case Agent: Gooch, Tiffany **Report Date:** 08/20/2021

SAC/ASAC: Craig, Joseph E **Approved By:** Neese, Nathan L

Description: Lab Report - Use of Force Report - TBI

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, D [redacted]

20TH JUDICIAL DISTRICT

BILL LEE
Governor

TENNESSEE BUREAU OF INVESTIGATION
NASHVILLE CRIME LABORATORY
901 R.S. Gass Boulevard
Nashville, Tennessee 37216-2639

DAVID B. RAUSCH
Director

OFFICIAL LAW ENFORCEMENT USE OF FORCE REPORT

TO: Tiffany Gooch
TBI - Middle CID
AGENCY CASE NO: NA5U000041

DATE ISSUED: 5/21/21
LAB CASE NO: 211008327
COUNTY: Davidson

LAW ENFORCEMENT
MATTHEW PAUL GRINDSTAFF
OTHER
JACOB ALEXANDER GRIFFIN

Narrative:

All times (in Central Daylight Time) and cardinal directions in the following narrative are approximate.

On May 1st, 2021 at 10:30 p.m., Crime Laboratory Regional Supervisor (CLRS) Jenifer Hall notified the Violent Crime Response Team (VCRT) of a request for assistance in a law enforcement use of force investigation in Davidson County by TBI Assistant Special Agent in Charge (ASAC) Josh Savley.

The team traveled from TBI Headquarters in Nashville to the scene at 6708 Nolensville Road in Davidson County. They arrived at 12:50 a.m. on May 2nd. Upon arrival, case agent TBI Special Agent (SA) Tiffany Gooch, conducted a briefing for the team. The property was a homeless encampment concealed in the trees just past the eastern corner of the parking lot of the Goodwill store. Jacob Griffin had been transported to the hospital by the time the VCRT arrived. Documentation and evidence collection began shortly after arrival on the scene. The scene was released to SA Tiffany Gooch at 6 a.m. and the VCRT departed the scene shortly after.

VCRT Members:

Team Leader	Special Agent/Forensic Scientist (SA/FS) Melinda Quinn (MKQ)
Firearms	Special Agent/Forensic Scientist (SA/FS) Ladd Kuykendall (ELK)
Forensic Biology	Special Agent/Forensic Scientist (SA/FS) Carrie Schmittgen (CLS)
Microanalysis	Special Agent/Forensic Scientist (SA/FS) Lindsey Anderson (LLA)
ScanStation	Special Agent/Forensic Scientist (SA/FS) Matt Buck (MSB)
ScanStation	Special Agent/Forensic Scientist (SA/FS) Ben Hubert (BH)
Documentation	Special Agent/Forensic Scientist (SA/FS) Joe Castelbuono (JAC)

Evidence Collected from the Scene:

Exhibit	Marker	Description/Location
1		M4 rifle with magazine [redacted]
2		Clothing of Jacob Griffin
3		Bullet from chest of Jacob Griffin (submitted by SA Gooch)
4	1	Keltec .32 automatic pistol
5	2	.223 cartridge case
6	4	Box of ammunition
7	5	Cell phone
8	6	Small caliber cartridge case
9	7	Small caliber cartridge case

LABORATORY CASE NO: 211008327

DATE ISSUED: 5/21/21

10	8	Small caliber cartridge case
11	9	Small caliber cartridge case
	NA	SD cards- 1 documentation photo, 1 video, 1 iSTAR (ScanStation photos)

The initial evidence descriptions in the list above may change at the discretion of the Special Agent/Forensic Scientist in individual discipline reports.

Field Processing

No testing performed on the scene.

ScanStation data, diagrams, and other documentation are available upon request.

Respectfully Submitted,

Melinda Quinn
Special Agent / Forensic Scientist

The above represents the interpretations and opinions of the analyst.
Technical notes and data supporting the conclusions/findings in this report are maintained within the laboratory case records.

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 59

Author:	Gooch, Tiffany	**Activity Date:**	06/15/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	08/20/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Lab Report - Latent Print - TBI		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M
(O-A) JACOB ALEXANDER GRIFFIN, W/M, L

20TH JUDICIAL DISTRICT

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Its contents are not to be distributed outside of your agency.

BILL LEE
Governor

TENNESSEE BUREAU OF INVESTIGATION
NASHVILLE CRIME LABORATORY
901 R.S. Gass Boulevard
Nashville, Tennessee 37216-2639

DAVID B. RAUSCH
Director

OFFICIAL LATENT PRINT REPORT

TO: Tiffany Gooch
TBI - Middle CID
AGENCY CASE NO: NA5U000041

DATE ISSUED: 6/15/21
LAB CASE NO: 211008327
COUNTY: Davidson

LAW ENFORCEMENT
MATTHEW PAUL GRINDSTAFF
OTHER
JACOB ALEXANDER GRIFFIN

Received From: Melinda Quinn
Received By: Erica Jennett

Date Received: 5/4/21
Time Received: 2:10 pm

EXHIBIT(S):
004-a (1) Kel-Tec 32 auto caliber pistol with magazine from 6708 Nolensville Rd.

RESULTS:

EXAMINATION:

Examination failed to reveal the presence of identifiable latent prints on exhibit 004-a.

DISPOSITION:
The evidence will remain at the Nashville Crime Laboratory until the completion of all requested examinations.

Respectfully Submitted,

David Howell
Special Agent / Forensic Scientist

The above represents the interpretations and opinions of the analyst based on visual examination.
Technical notes and data supporting the conclusions/findings in this report are maintained within the laboratory case records.

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT	Case # : NA-5U-000041 IR # : 60

Author:	Gooch, Tiffany	**Activity Date:**	08/19/2021
Case Agent:	Gooch, Tiffany	**Report Date:**	09/03/2021
SAC/ASAC:	Craig, Joseph E	**Approved By:**	Neese, Nathan L
Description:	Property Release - Crime Scene Photographs		

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, D
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOI

20TH JUDICIAL DISTRICT

Document Seq: 47 Document Title: P-REL-Crime Scene Photographs.pdf
Previous Document Title: G:\BIS_Submittals\MCID\TiffanyGooch\P-REL-Crime Scene Photographs.pdf

TENNESSEE BUREAU OF INVESTIGATION

RECEIPT / RELEASE FORM

TBI Case # NA-54-000041 (If Applicable) Date: 08/19/2021

TBI CI # _____ (If Applicable)

On the above date, CHRIS STEELE (Print Name of Receiver), received from TIFFANY GOOCH (Print Name of Releasor)

the below listed items pursuant to an official investigation conducted by the Tennessee Bureau of Investigation.

No.	Quantity	Description of Items	Identifying Number
1	1	USB Drive: Crime Scene Photo's, Crime Scene Video, & Scans	

20TH JUDICIAL DISTRICT

Continued on Additional Form

1. Tiffany Gooch — Released By: 08/19/2021 @ 9:45 am — SA TIFFANY GOOCH — Title (Print)
   C Steele — Released To: — Title (Print)

2. Released By: — Title (Print)
   Released To: — Title (Print)

3. Released By: — Title (Print)
   Released To: — Title (Print)

(Serial Stamp)

Original to Evidence Technician; Canary copy to Case File or CI Jacket; Goldenrod Copy to Agent; Pink Copy to Person
BI-0061 (Rev.8/94)

RDA Pending

TENNESSEE BUREAU OF INVESTIGATION INVESTIGATIVE REPORT

Case # : NA-5U-000041

IR # : 61

Author: Gooch, Tiffany
Activity Date: 10/26/2021
Case Agent: Gooch, Tiffany
Report Date: 11/02/2021
SAC/ASAC: Neese, Nathan L
Approved By: Neese, Nathan L
Description: Meeting - Deputy District Attorney Roger Moore

(LE-A) MATTHEW PAUL GRINDSTAFF, W/M, DOB
(O-A) JACOB ALEXANDER GRIFFIN, W/M, DOB:

On Tuesday, October 26, 2021, SA Tiffany Gooch met with Deputy District Attorney Roger Moore regarding the above case. Mr. Moore and SA Gooch discussed the findings of the above case. Based on the findings of the above case, GRINDSTAFF was justified in the use of force used on GRIFFIN. The District Attorney General 20th Judicial District, Glenn Funk, will be sending a closure letter.

TG/mcw

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OFFICE OF THE DISTRICT ATTORNEY GENERAL

GLENN R. FUNK
District Attorney General

November 10, 2021

Joe Craig
Special Agent in Charge
Tennessee Bureau of Investigation
901 R. S. Gass Boulevard
Nashville, TN 37216

Re: Case No: NA-5U-000041
(LE-O) Matthew Paul Grindstaff
(O-A) Jacob Alexander Griffin
Closure Letter

Dear Agent Craig:

On behalf of the Office of the District Attorney General for the 20th Judicial District, I would like to thank you for the investigative report prepared by the Tennessee Bureau of Investigation. I have reviewed the report and met with S.A. Tiffany Gooch to discuss the matter. The investigative report is very thorough and contains all the relevant facts pertaining to this incident. We do not believe any further investigation is warranted as it is the opinion of this Office that the action taken by MNPD Sgt. Matthew Grindstaff was reasonably necessary under all the facts and circumstances. The District Attorney's Office therefore requests the TBI close the above referenced case.

Please let me know if you have any questions about this matter.

Sincerely,

Roger D. Moore
Deputy District Attorney General

RDM/dh

Glenn Funk, D.A.G
Sgt. Rutzky, MNPD
Tiffany Gooch, S.A. TBI
Jack Byrd, Attorney at Law
Jill Fitcheard, C.O.B.
Kathy Morante, OPA
John M. L. Brown, Attorney at Law