

**METROPOLITAN NASHVILLE
POLICE DEPARTMENT
2018 ANNUAL REPORT**



MISSION

It is the Mission of the Metropolitan Nashville Police Department to provide community based police products to the public so they can experience a safe and peaceful Nashville.



VALUES

In carrying out our mission, members of the MNPd will continue to value:

- **Organizational Excellence and Professionalism**
- **The Impartial Enforcement of the Law**
- **The People We Serve and Each Other**
- **Problem Solving Partnership**
- **Open Communications**
- **Ethics and Integrity**

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MESSAGE FROM THE CHIEF



To the Citizens of Nashville:

On behalf of the 2,000 men and women of the Metropolitan Police Department who work across Davidson County in a variety of assignments to keep our city safe, it is my privilege to present the Annual Report for 2018.

I am very pleased to report that we have begun to move into our new headquarters building at 600 Murfreesboro Pike, after spending 27 months in temporary office space in Donelson. Our new building is four stories and was built to house a modern era police agency. For the first time since it was created nearly 25 years ago, our Domestic Violence Division is now housed at headquarters. It is important that detectives from Domestic Violence, Sex Crimes and Youth Services work in close proximity to each other because their cases often overlap. Our new building was designed to make that happen.

Overall major crime (Uniform Crime Report offenses) increased by 5.2% from 2017 to 2018, with the largest increase being auto theft (up 20.7%). Week after week, the majority of vehicles are taken due to keys being left inside; and week after week, we continue to ask Nashvillians to PARK SMART. This is clearly a problem that the police department cannot remedy by itself. We will continue to ask our community to be conscientious when parking at home, work or a business. The major crime categories of homicide, burglary and aggravated assault all decreased in 2018.

We are sincerely grateful to the Mayor and the Metropolitan Council for their leadership and partnership. Thank you, too, to Nashville's families for working with us to keep public safety and quality of life at the forefront of Nashville's priorities.

Sincerely,

A handwritten signature in blue ink that reads "Steve Anderson". The signature is written in a cursive, flowing style.

**Steve Anderson
Chief of Police**

EXECUTIVE COMMAND STAFF



Don Aaron
Public Information Officer



Deputy Chief John Drake
Support Services Bureau



Kathy Morante
Professional Standards Division



Deputy Chief Todd Henry
Investigative Services Bureau



Deputy Chief Brian Johnson
Community Services Bureau



Deputy Chief Mike Hagar
Executive Services Bureau



Deputy Chief J. Damian Huggins
Administrative Services Bureau

COMMAND STAFF



Captain Mike Alexander
Specialized Investigations
Division



Captain Greg Blair
Records Division



Captain Rita Brockmann-Baker
Facilities Management
Division



Captain David Corman
Custom Services Division



Captain Chris Gilder
Strategic Development
Division



Captain Randy Hickerson
Warrants Division



Captain Harmon Hunsicker
Forensic Services Division



Captain Dhana Jones
Youth Services Division



Captain Jason Reinbold
Criminal Investigations
Division



Captain Michelle Richter
Domestic Violence
Division



Captain Jason Starling
CSB Executive Officer



Captain Keith Stephens
Training Division



Captain Chris Taylor
Park Police Division



Captain Kenneth Walburn
Special Operations Division

EXECUTIVE SUMMARY

In Nashville and Davidson County, the total number of reported Uniform Crime Report (UCR) Part I offenses increased 5.2% from calendar year 2017 to 2018. Three of the seven Part I crime categories of UCR offenses demonstrated decreases. Burglaries decreased by 13.7% and were at their lowest level in the history of Metropolitan Government and Davidson County (55 years). Criminal homicide decreased 19.8% and aggravated assault decreased slightly at 1%.

Motor vehicle theft demonstrated the largest percent of increase at 20.7%. Robbery had a 3.2% increase, larceny increased 9.4%, and rape increased slightly at 1.4%. Violent offenses (homicide, rape, robbery, and aggravated assault) increased slightly at 0.04% and property offenses (burglary, larceny, and motor vehicle theft) increased 6.8%.

The overall crime rate per 100,000 demonstrated a 4.1% increase which is lower than the percent of increase in crime counts/numbers cited above. The 'Crime Rate' is determined by comparing the annual reported number of homicides, rapes, robberies, aggravated assaults, burglaries and larcenies against population estimates for Davidson County per 100,000. In addition, the motor vehicle theft crime rate is determined using the number of registered motor vehicles in Davidson County. Violent crime rate decreased slightly by 1.1% whereas the property crime rate increased 5.7% from 2017 to 2018. For the second year in a row, the city experienced its lowest burglary crime rates since the formation of the Metropolitan Nashville Government in 1963 (55 years). In addition, the aggravated assault crime rate was the lowest since 1989 – a 29 year low.

Overall, physical arrests demonstrated a 9.7% decrease from 2017 to 2018. Adult arrests decreased 8.9% while juvenile arrests decreased by 16.6%.

In 2018, 80 persons died in 78 fatal crashes. That results and a 6.7% increase in persons killed in crashes and a 5.4% increase in the number of fatal crashes. The year with the highest number of persons killed in motor vehicle crashes with a total of 129 was 1966. The year with the lowest number of persons killed in motor vehicle crashes with a total of 63 was 1991.

The average number sworn per 1,000 population decreased 1.7% during the period from 2017 to 2018. However, during the same time frame, the number of UCR Part I offenses per sworn personnel increased 5.8%. The number of 'emergency calls' received at the Metropolitan Emergency Communications Center with a police officer response increased 4.7%.

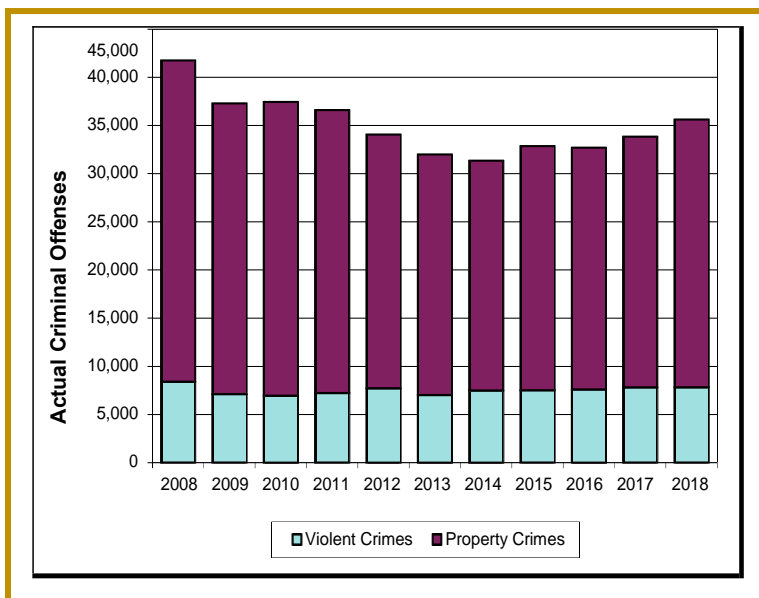
EXECUTIVE SUMMARY

Part I Criminal Offenses Reported to Police. Overall, the number of total Part I UCR offenses increased 5.2% from 2017 to 2018. Offenses are reported in accordance with UCR guidelines and definitions. Violent crimes include homicide, forcible rape, robbery and aggravated assault. Property crimes include burglary, larceny, and motor vehicle theft.

Source:

Metropolitan Police Department’s Advanced Records Management System (ARMS) and the Incident-Based Reporting System. 2018 counts are sourced from MNPD ARMS on 4/12/2019.

*The FBI definition of rape changed and was announced in 2012 and became effective nationwide on 1/1/2013. However, MNPD began implementation of the new rape definition in 2012. Prior to 2012, rape was defined under the category of forcible rape. The new expanded definition implemented in 2012 now includes forcible rape, forcible sodomy, and sexual assault with an object. The new definition also includes male victims.



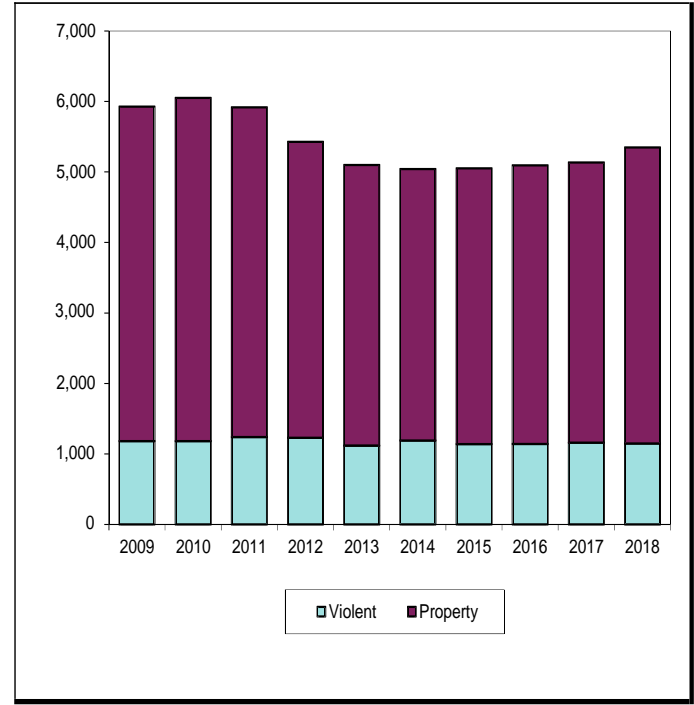
| Trends: | 2008 | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|----------------------------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|--------|
| Total Part 1 | 41,754 | 37,288 | 37,451 | 36,598 | 34,062 | 31,998 | 31,352 | 32,861 | 32,698 | 33,848 | 35,614 |
| Violent Crimes | 8,390 | 7,111 | 6,944 | 7,228 | 7,712 | 7,015 | 7,477 | 7,511 | 7,592 | 7,813 | 7,816 |
| Property Crimes | 33,364 | 30,177 | 30,507 | 29,370 | 26,350 | 24,983 | 23,875 | 25,350 | 25,106 | 26,035 | 27,798 |
| <i>Murder</i> | 74 | 80 | 60 | 51 | 62 | 40 | 41 | 79 | 83 | 111 | 89 |
| <i>Rape*</i> | 317 | 286 | 330 | 378 | 554 | 540 | 507 | 606 | 566 | 568 | 576 |
| <i>Robbery</i> | 2,378 | 2,013 | 1,807 | 1,880 | 1,719 | 1,635 | 1,541 | 1,901 | 2,009 | 2,062 | 2,129 |
| <i>Aggravated Assault</i> | 5,621 | 4,732 | 4,747 | 4,919 | 5,377 | 4,800 | 5,288 | 4,925 | 4,934 | 5,072 | 5,022 |
| <i>Burglary</i> | 6,243 | 6,692 | 7,821 | 7,407 | 5,745 | 5,679 | 4,784 | 5,118 | 4,590 | 4,217 | 3,637 |
| <i>Larceny Theft</i> | 24,797 | 21,769 | 21,053 | 20,195 | 19,218 | 18,098 | 17,968 | 18,789 | 18,769 | 19,214 | 21,017 |
| <i>Motor Vehicle Theft</i> | 2,324 | 1,716 | 1,633 | 1,768 | 1,387 | 1,206 | 1,123 | 1,443 | 1,747 | 2,604 | 3,144 |

EXECUTIVE SUMMARY

Crime Rate per 100,000. The Overall crime rate of 5,347 per 100,000 increased by 4.1%, Violent Crime decreased slightly by 1.1% and Property Crimes increased 5.7% from 2017 to 2018. Although the crime rate was up slightly, the rate was well below the 55 year average crime rate of 6949.6 per 100,000 for the period from 1963 to 2018.

Sources: UCR Part 1 offenses are derived from Metropolitan Police Department’s Incident Based Reporting System. 2018 counts are sourced from MNPD ARMS on 4/12/2019.

Population figures are from the Metropolitan Planning Commission. Vehicle registration information from the TN. Dept. of Safety, Title & Registration Division. A change in how motor vehicle registrations are classified has changed the Motor Vehicle Theft rate starting in 2016.



| Trends: | 2009 | 2010 | 2011 | 2012 | 2013 | 2014 | 2015 | 2016 | 2017 | 2018 |
|---------------------|---------|---------|---------|---------|---------|---------|---------|---------|---------|---------|
| Violent Crime Rate | 1,183.3 | 1,183.8 | 1,239.6 | 1,229.5 | 1,117.8 | 1,190.9 | 1,140.8 | 1,142.7 | 1,161.8 | 1,148.8 |
| Property Crime Rate | 4,743.8 | 4,866.2 | 4,677.5 | 4,197.6 | 3,980.2 | 3,850.2 | 3,909.5 | 3,951.9 | 3,973.1 | 4,198.2 |

***The Motor Vehicle Theft crime rate was recalculated for the period from 2016 – 2018 because of a change to how motor vehicle registrations are classified.**

EXECUTIVE SUMMARY

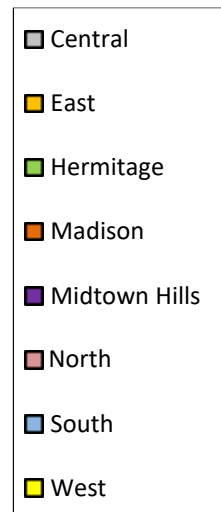
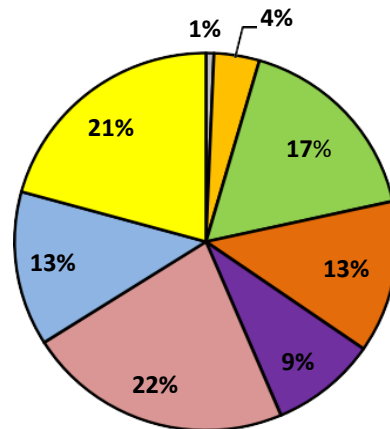
Percent of square miles per Precinct (Eight Precincts).

Source: Metropolitan Police Department Crime Analysis Unit

Explanations: Metropolitan Police Department Crime Analysis Section used ArcGIS Software to determine the area of each precinct. The total square miles for the county were changed from the historical estimate of 533 square miles to the 525.5 square mile calculation due to refinement of the Metropolitan GIS layers which has resulted in more accurate measurements.

| Precinct | Square Miles | Percent of Total Square Miles |
|---------------|--------------|-------------------------------|
| Central | 3.5 | 0.7% |
| East | 20.2 | 3.8% |
| Hermitage | 89.5 | 17.0% |
| Madison | 68.6 | 13.1% |
| Midtown Hills | 47.2 | 9.0% |
| North | 117.9 | 22.4% |
| South | 69.5 | 13.2% |
| West | 108.9 | 20.7% |
| Totals | 525.5 | 100.00% |

Square Miles per Precinct



EXECUTIVE SUMMARY

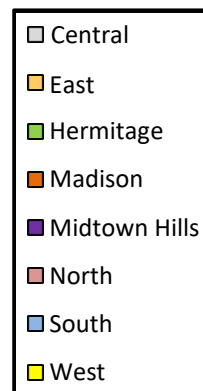
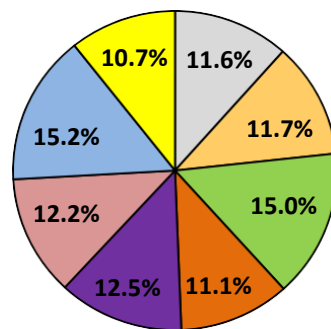
Percent of Sworn personnel positions filled per Precinct. (Based upon all assigned sworn filled positions of December 2018 – excludes other components within MNPD).

Source: Metropolitan Police Department Community Services Bureau Manpower Report

Explanations: The number of filled sworn positions include all patrol personnel (e.g. Patrol, Admin, Flex, CSU, Traffic, Investigative, Bikes, SRO, and Mounted).

| Precinct | Number of Sworn Filled | Percent of Total Square Miles |
|---------------|------------------------|-------------------------------|
| Central | 112 | 11.6% |
| East | 113 | 11.7% |
| Hermitage | 145 | 15.0% |
| Madison | 107 | 11.1% |
| Midtown Hills | 121 | 12.5% |
| North | 118 | 12.2% |
| South | 147 | 15.2% |
| West | 103 | 10.7% |
| Totals | 966 | 100.00% |

Percent of Sworn Per Precinct



MNPD PRECINCTS

**Commander Gordon Howey
Central Police Precinct
601 Korean Veterans Blvd – 37203**



The Central Police Precinct held a total of 131 Community Engagement Group meetings during 2018.

- Established Community Organization Meetings – 43**
- New Community Organization Meetings – 10**
- Neighborhood Watch Meetings – 4**
- Business Group Meetings – 47**
- Presentation Meetings – 8**
- School Events – 1**
- Youth Outreach – 5**
- Community Festivals – 4**
- Charitable Events – 2**
- Panel Discussions – 1**
- Other – 6**



**Commander David Imhof
East Police Precinct
936 E. Trinity Lane – 37207**

The East Police Precinct held a total of 305 Community Engagement Group meetings during 2018.

- Established Community Organization Meetings – 156**
- New Community Organization Meetings – 2**
- Neighborhood Watch Meetings – 35**
- Business Group Meetings – 12**
- Presentation Meetings – 19**
- School Events – 36**
- Youth Outreach – 18**
- Community Festivals – 11**
- Charitable Events – 2**
- Panel Discussions – 4**
- Other – 10**

MNPD PRECINCTS

Commander Preston Brandimore

Hermitage Police Precinct

3701 James Kay Lane – 37076



The Hermitage Police Precinct held a total of 281 Community Engagement Group meetings during 2018.

Established Community Organization Meetings – 145

New Community Organization Meetings – 2

Neighborhood Watch Meetings – 13

Business Group Meetings – 5

Presentation Meetings – 31

School Events – 23

Youth Outreach – 12

Community Festivals – 7

Charitable Events – 6

Panel Discussions – 1

Other – 36

Commander Sebastian Gourdin

Madison Police Precinct

400 Myatt Drive - 37115



The Madison Police Precinct held a total of 282 Community Engagement Group meetings during 2018.

Established Community Organization Meetings – 80

New Community Organization Meetings – 10

Neighborhood Watch Meetings – 54

Business Group Meetings – 23

Presentation Meetings – 19

School Events – 13

Youth Outreach – 15

Community Festivals – 20

Charitable Events – 5

Panel Discussions – 0

Other – 43

MNPD PRECINCTS

Commander Terrence Graves
North Police Precinct
2231 26th Avenue N – 37208

The North Police Precinct held a total of 383 Community Engagement Group meetings during 2018.

- Established Community Organization Meetings – 31**
- New Community Organization Meetings – 11**
- Neighborhood Watch Meetings – 12**
- Business Group Meetings – 2**
- Presentation Meetings – 88**
- School Events – 1**
- Youth Outreach – 48**
- Community Festivals – 17**
- Charitable Events – 3**
- Panel Discussions – 10**
- Other – 160**



Commander Kay Lokey
Midtown Hills Police Precinct
1441 12th Avenue S - 37203



The Midtown Hills Police Precinct held a total of 163 Community Engagement Group meetings during 2018.

- Established Community Organization Meetings – 36**
- New Community Organization Meetings – 2**
- Neighborhood Watch Meetings – 6**
- Business Group Meetings – 20**
- Presentation Meetings – 18**
- School Events – 9**
- Youth Outreach – 7**
- Community Festivals – 11**
- Charitable Events – 0**
- Panel Discussions – 2**
- Other – 52**

MNPD PRECINCTS

**Commander Marlene Pardue
West Police Precinct
5500 Charlotte Pike – 37209**

The North Police Precinct held a total of 382 Community Engagement Group meetings during 2018.

**Established Community Organization Meetings – 33
New Community Organization Meetings – 28
Neighborhood Watch Meetings – 12
Business Group Meetings – 90
Presentation Meetings – 34
School Events – 15
Youth Outreach – 23
Community Festivals – 7
Charitable Events – 4
Panel Discussions – 4
Other – 132**



**Commander Paul Trickey
South Police Precinct
5101 Harding Pike - 37211**

The North Police Precinct held a total of 200 Community Engagement Group meetings during 2018.

**Established Community Organization Meetings – 40
New Community Organization Meetings – 7
Neighborhood Watch Meetings – 30
Business Group Meetings – 18
Presentation Meetings – 20
School Events – 19
Youth Outreach – 17
Community Festivals – 3
Charitable Events – 4
Panel Discussions – 0
Other – 42**



MNPD ANNUAL AWARDS

Community Service Award

Ms. Mary Pat Teague
Mr. Mike Helms

Special Commendation Award

Officer Anthony Hunt,
Hendersonville Police Department

Police Officer Award

Officer Samuel Galluzzi
Officer Clayton Lewis

Exemplary Service Award

Officer Justin Coyle
Officer Benjamin Spees
Lieutenant John Batty
Officer Angela Booker
Mrs. Michelle Meadows
Sergeant Matt Howlett
Sergeant Charles Vance
Mrs. Christy Sawyers
Officer Blake McKay
Officer Alex Lampley
Sergeant Daniel Polk
Mr. John Singleton
Detective William Ashworth
Detective John Grubbs

Helpline Service Award

Sergeant Kurt Knapp
Mr. John Lawdonski

Life Saving Award

| | |
|------------------------|--------------------------|
| Officer Chase Burnett | Officer Raymon Heymann* |
| Officer Adam Gartner | Officer Antoine Maghamez |
| Officer Jessica Johann | Officer John Patton |
| Officer Ryan Storm* | Officer Hillary Sherman |
| Sergeant Ryan Fink | Officer Andrew McCarron |
| Officer Madison Meiss | Officer Gardiner Bradley |
| Officer Ralph Smith | Officer Bradley Pope |
| Officer Albert Wilson | Officer Stephen Fouche |
| Officer Jonathan Watch | Officer Carlos Angulo |
| Officer Jacob West | Sergeant Melvin Brown |
| Officer Samuel Sundra | Officer Trenton Searcy |
| Officer Brandon Wood | Officer Nicholas Diamond |
| Detective Rick Gilbert | Captain Daniel Newbern |

Opioid Intervention Commendation

| | |
|-------------------------|-------------------------|
| Officer William Clemons | Officer Bryant Presley |
| Officer Jack Crouch | Officer Raymond Heymann |
| Officer Arthur Hipp | Officer Cyretha Frazier |
| Officer Samuel Kersten | Officer Laura Williams |
| Officer Royce McLester | |

Department Commendation Award

| | |
|-------------------------|---------------------------|
| Officer Doyle Price | Sergeant Ryan Hartley |
| Sergeant Misty Hobbs | Officer John Anderson |
| Officer Kelsey Bell | Officer Joshua Whitworth |
| Sergeant Brion Delap | Officer Joshua Baker |
| Officer Mark Kozen | Officer Mark Bennett |
| Officer Steven Spillers | Ms. Shenika Lawrence |
| Detective Brett Kenney | Sergeant Alfredo Arevalo |
| Detective Ron Carter | Sergeant Michelle Coker |
| Sergeant Ricky Bearden | Detective Tony Heil |
| Detective Jason Moyer | Detective Chad High* |
| Detective Chad Gish* | Officer Joshua Black* |
| Detective Forrest Drake | Officer David Willover |
| Officer Jason Rader | Officer Christina Buckner |
| Sergeant Raymond Jones | Officer Brenna Hosey |

*Represents a duplicate award winner for listed category

TACP OFFICER OF THE YEAR

Nashvillians came to know of Detective Chad Gish's outstanding work through his courtroom testimony in the series of Vanderbilt rape trials. The Tennessee Association of Chiefs of Police (TACP) named Gish Police Officer of the Year for 2018. Gish received the award on the final night of the TACP's annual conference, held this year in Knoxville.

“Detective Gish is a humble man who possesses an extraordinary knowledge of electronics, a vital need for modern day law enforcement,” Chief Steve Anderson said. “His work analyzing computers, tablets and cell phones has helped to bring many egregious criminals to justice for offenses including murder, rape, robbery, and the manufacture and trafficking of child pornography. His work is known to state and federal prosecutors in Nashville, as well as law enforcement agencies across the country.”

Detective Gish is a 20-year veteran of the MNPD who is presently assigned to the Surveillance & Investigative Support Unit (SISU) based at police headquarters. He has been in SISU for 13 years after serving stints in an Armed Robbery Unit and patrol. Detective Gish's meticulous work on the Vanderbilt case, in both Nashville and California, where one of the defendant football players was from, involved very technical analysis of cell phones and laptop computers. He was able to recover extremely incriminating evidence, which the defendants thought they had deleted. He worked closely with the victim in this case. At the conclusion of one of the trials, Detective Gish said of the victim, “She is a true pillar of strength and my hero. I hope my daughter grows up as strong as she is.”



Pictured (l-r) are Chief Steve Anderson, Detective Gish, and TACP President and Smyrna Police Chief Kevin Arnold.

THEODORE ROOSEVELT AWARD

On November 28th, Chief Anderson and the local Chapter of the Theodore Roosevelt Association presented Jeffrey Tharpe with the Theodore Roosevelt Police Award for Nashville & Middle Tennessee. Tharpe, a 25 year MNPD veteran, received the award for returning to work after undergoing successful surgery for a brain tumor in 2017. He took regular retirement during the summer.

The Theodore Roosevelt Association established the police awards program in honor of Roosevelt's distinguished served as President of the Board of Police Commissioners of New York City from 1895 to 1897, and in recognition of his lifelong admiration for the police. Other cities that present the award include New York City, Metropolitan Washington, D.C., San Diego, Dallas, and Suffolk & Nassau Counties in New York.

Through the generosity of the continuing award sponsor, Rock Solid Roofing Company a Division of McEwen home Improvements (RockSolidRoofingTN.com), and the Theodore Roosevelt Association, Officer Jeffrey Tharpe received a \$1,000 cash award, a medal, and a bust of Theodore Roosevelt, a bronze plaque, which bears a likeness of Roosevelt for display at the MNPD, will now include the inscription of Tharpe's name.

Past MNPD recipients of the Theodore Roosevelt Police Award were Sgt. Phillip Sage (1998), Detective Clifford Mann (1999), Detective Frank Pierce (2000), Sergeant James (Jimbo) Allen (2001), Officer William Richardson (2002), Detective Joe Cooper (2003), Officer Horace Temple (2004), Officer Foster Hite (2005), Detective Jeff Ball (2006), Officer Dan Alford (2007), Sergeant Brenda Steinbrecher (2008), Officer James Duke (2009), Officer Faye Okert (2010), Lieutenant Joe McEwen (2011), Officer Cindy Huffines (2012), Officer Dennis Hamm (2013), Officer Bridget Griepentrog (2014), Officer John Downs (2016) and Officer Terrance McBride (2017).



Pictured (l-r) are Joe McEwen III, Jeff Tharpe and Chief Anderson

MNPD DRILL & CEREMONY TEAM



The MNPD's Drill and Ceremony Team, on May 14th, was judged the best in the nation in competition during National Police Week in Washington, D.C. The team is now a three time national champion!

Officer Eric Mumaw's mother, Esther Connell is pictured right with the Drill & Ceremony Team in Washington. Officer Mumaw drowned in the Cumberland River on February 2, 2018, while trying to assist a distraught woman in a car on a boat ramp. Officer Mumaw's name was added to the National Law Enforcement Officers Memorial.



COMMUNITY ENGAGEMENTS

During 2018, the Metropolitan Nashville Police Department hosted or participated in various community events across the city, including but not limited to:

- **Andrew Jackson Lodge of Fraternal Order of Police National Police Week Memorial Service**
- **Andrew Jackson Lodge of Fraternal Order of Police Youth Summer Camp**
- **Andrew Jackson Lodge of Fraternal Order of Police Shop with A Cop**
- **Country Music Association Festival**
- **Downtown Partnership Meeting with Employees and Residents**
- **International Police Mountain Bike Association Basic Cyclist Class**
- **Law Enforcement United Bicycle Ride**
- **Loaves and Fishes Program**
- **Make-A-Wish Foundation**
- **MDHA Strong Families Initiative Events**
- **Meet Us at the Bridge Ceremony for Domestic Violence Victims**
- **MNPD Bike Response Team Course**
- **MNPD Christmas Basket Program**
- **MNPD Citizen Police Academy**
- **MNPD Coffee with a Cop**
- **MNPD Collegiate Citizen Police Academy at Tennessee State University**
- **MNPD East Precinct Christmas Turkey Drop**
- **MNPD Life Giving Community Outreach Event at Hadley Park**
- **MNPD Season to Remember Ceremony at Centennial Park**
- **MNPD Youth Citizen Police Academy**
- **Mobile Diversity Tour**
- **Mt. Carmel Baptist Church Summer Camp**
- **Nashville Beautification Project**
- **Nashville Predators P.K. Subban Blue Line Buddies Program**
- **National Crime Victims Rights Week Ceremony at Centennial Park**
- **Night-Out Against Crime Neighborhood Events**
- **Shoney's 5K Fun Run & Festival**
- **Shoney's Backfield In Motion Dinner**
- **Steps for Success 5K Race**
- **Ride to Thrive Event at Cleveland Park / East Police Precinct**
- **Ride to work Day with Bicycle and Pedestrian Advisory Committee**
- **Tennessee Bureau of Investigations Citizens Police Academy**
- **Tip-A-Cop benefiting Special Olympics**
- **United States Secret Service Chaplain's Training Program**
- **West End Synagogue Passover Observance**
- **YWCA Stand Against Racism Event / MNPD Domestic Violence Division**

COMMUNITY ENGAGEMENTS



JOIN MNPD



www.joinmnpd.org

- **Competitive Salary**
- **10 Paid Holidays**
- **20 Vacation Days**
- **3 Personal Days**
- **1 Sick Day / Month**
- **Generous Health & Dental Benefits**
- **20 Paid Military Days**
- **Excellent Retirement Benefits**