

MEMPHIS POLICE ACADEMY
128th BASIC POLICE RECRUIT SESSION
TRAINING SYNOPSIS
January 19th, 2019 - June 21st, 2019
880 HOURS

FIREARMS (208 HOURS)

Firearms Training is an introductory course in weaponry; orientation to firearms safety and nomenclature of Memphis Police Department authorized weapons; firing and testing in proficiency in firearms courses.

Firing and testing in POST approved courses of fire with distances of three (3) to twenty-five (25) yards utilizing the standing non-support, kneeling, prone, right hand and left hand barricade positions.

Introduction to combat shooting with the service handgun, daylight and night firing, multiple target shooting, firing from improvised positions and available cover, moving targets, firing and shooting techniques from and around vehicles, training and testing in the use of the Remington Model 870 pump action shotgun at distances of 25 and 15 yards utilizing the standing and shoulder shooting techniques. Basic instruction is provided in the use of chemical agents and in the response to civil disorders.

A. DEADLY FORCE

Issues in the area of the use of deadly force by law enforcement officers, knowledge of terms, elements and concepts as specified in the new deadly force policy (G.O. 57-85), simulated critical incident shooting course with video lab testing in application of the deadly force policy, a historical background of the issue of deadly force.

PATROL PROCEDURES (123 HOURS)

A. CHILD SEXUAL /PHYSICAL ABUSE (3 HOURS)

This block of instruction will cover the history child sexual abuse and its legal definition. Officers will be able to differentiate between the types of child molesters and will study the types of lures used on their victims. In learning the correct way to handle an abused child, officers will be able to deal with victims in a more professional and effective manner.

B. POLICE HISTORY (1 HOUR)

This block of instruction covers the history of policing with focus on the City of Memphis and examines techniques of policing which is oriented toward community involvement and community necessity. It requires the uniform patrol officer to be totally involved in the area that he/she patrols. The officer is involved in assisting the citizens in acquiring whatever assistance they need regardless of whether it relates to criminal activity. Personal policing tailored to the needs of each citizen is emphasized.

C. DOMESTIC VIOLENCE/SPOUSE AND ELDER ABUSE (6 HOURS)

This block of instruction is an overview and role-playing application of the state laws regarding Domestic Violence, as well as their application and elements. Recognition and investigation of spousal and elder abuse cases are covered as well.

D. DRUG AWARENESS (2 HOURS)

This block of instruction will teach Basic Drug Identification including various types of narcotics, methods of distribution and use, psychological effects, and recognition of symptoms of influence. Drug laws and procedures are also reviewed.

E. FIELD TRAINING OFFICER PROGRAM (2 HOURS)

This block of instructions is an overview of the Field Training Officer Program detailing the evaluation procedures and the process of shift and training officer rotation.

F. METHODS OF PATROL (15 HOURS)

This block of instruction is a basic study of the police role covering objectives and activities of different types of patrol. Skill development in the basics of patrol, to include walking patrol, Community Oriented Policing and the patrol car are explained. This course teaches instruction in the area of developing informants, local geography ICAP utilization as well as the Regional Medical Center. It also includes fundamentals and concepts of preliminary investigation procedures, interviewing and interrogation techniques, crime scene security, preliminary report writing and the gathering of information. Coordination with Tactical and Dog Squads is covered. Specialized units such as TACT, Bomb and Canine are introduced. An explanation of the geographical boundaries of the nine police stations, the grid division of the city and a discussion of the street numbering system, name changes and dedicated streets.

G. OFFICER SURVIVAL (36 HOURS)

Development of advanced patrol techniques, critical incident responses, understanding and mastering armed encounter tactics, vehicle stops using unknown and high-risk techniques, confrontations and patterns of encounter shooting situations, building approach and room approach tactics, cover awareness, and coordination of techniques with the tactical police unit and hostage negotiation team.

H. RADAR/LIDAR (8 HOURS)

This course will instruct in history and theory of radar/laser, stationary and moving radar operation, radar effects, and the legal aspects of police radar. Each student will operate radar/laser equipment along with performing visual speed and range estimations.

I. RADIO PROCEDURES (6 HOURS)

An explanation of the Memphis Police Department's radio system to include use of the Motorola console, siren and light bar, and hand-held walkie-talkie, instruction in the use of military time, radio signals and codes, phonetics, articulation skills, and listening exercises. This block advances to radio techniques in law enforcement.

J. BASIC TRAFFIC INVESTIGATION (18 HOURS)

This course is designed to teach the trainee the proper traffic investigative techniques and how to fill out various state and departmental forms

K. HAZARDOUS MATERIALS (4 HOURS)

This course will introduce the recruit to the various hazardous materials that they may come in contact with during their day to day operations.

**L. INTRODUCTION TO NATIONAL RESPONSE PLAN
(THIS COURSEWORK WILL BE ONLINE AS HOMEWORK)**

This course will present an overview of weapons of mass destruction including sources and symptom recognition.

**M. INTRODUCTION TO INCIDENT RESPONSE COMMAND SYSTEMS
(THIS COURSEWORK WILL BE ONLINE AS HOMEWORK)**

The course will provide a base for further training into issues of biological and chemical warfare and terrorism.

N. RAILROAD SAFETY (1 HOURS)

This course teaches the recruit what to do and who to call as support personnel when on the scene of an accident involving trains.

O. T.I.M.- TRAFFIC INCIDENT MANAGEMENT (4 HOURS)

This course is designed to establish the foundation for and promote consistency in response to traffic and crashes. The objective is to respond to traffic incidents safely, quickly, and with reliable communication .

**P. WRECKER COORDINATOR AND TOWING PROCEDURES
(2 HOURS)**

The wrecker coordinator for the City of Memphis Police Department provides instruction regarding updated wrecker ordinance, rules and regulation. When to tow a vehicle and the paperwork associated with towing vehicles is also discussed.

Q. SCENE MANAGEMENT (2 HOURS)

A complete overview of responsibilities Uniform Patrol Officers have when arriving on the scene of various situations requiring further investigation by Bureau Personnel.

R. ANIMAL CRUELTY and ANIMAL ENCOUNTERS (3 HOURS)

This course of instruction will familiarize recruits to the different responses to an Officer-Animal Encounter, as well as, the new Memphis Police Department's policy on Shootings involving animals. This course will also provide the student with the ability to detect animal cruelty/neglect situations and understand the investigative process of the MPD, as well as the enforcement of animal related TCA and City Ordinance.

INTERPERSONAL COMMUNICATIONS (26 HOURS)

A. COMMUNICATION STRATEGIES (2 HOURS)

This block of instruction emphasizes the recruit's ability to express feelings, opinions and anger appropriately. Upon completion of this course, recruits will have been given information on how to recognize assertive, nonassertive and aggressive behavior through verbal and nonverbal techniques and communications techniques in dealing with coworkers, supervisors and family.

B. CONFLICT RESOLUTION/DE-ESCALATION (10 HOURS)

This block of instruction will provide training in the proper methods and techniques of intervention in domestic and citizen disputes with emphasis on skill development in diffusion and resolution by non-physical means. This course also includes an introduction to law counseling techniques, where and why start, review of mediation techniques, and practical application through role play scenarios with special emphasis on entry, diffusion, survival techniques, and intervention skills. This course will expand on the principles of conflict resolution. Recruits will learn how to use their verbal skills to minimize the possibility of being involved in a physical altercation. Four hours will be dedicated to classroom application, and four hours will be dedicated to practical application.

C. KINESIC/INTERVIEW SKILLS (2 HOURS)

This block of instruction is designed to show various non-verbal clues that can be interpreted by a specific line of questioning of victims, witnesses, or suspects. The instruction will also reveal methods of detecting deception, both verbally and non-verbally, as a result of specific questions to a suspect. The art of questioning along with the advantages and disadvantages of various questioning techniques will be covered.

D. PATROL SPANISH (8 HOURS)

This course is a basic Spanish language class to assist officers in relating to and understanding the Hispanic language they may have to use in daily interaction in the community. It is also designed to give the recruit an understanding of the Hispanic culture as it relates to police work.

E. VICTIM'S ASSISTANCE (1 HOUR)

This class offers the student resources available in Shelby County where a victim of crime may go to regain compensation other than through criminal

prosecution.

F. MEDIA RELATIONS (1 HOUR)

Police work often draws the attention of the media. This block of instruction will address the proper manner in dealing with the media.

G. HOSTAGE NEGOTIATION/ BARRICADE (2 HOURS)

This course is designed to familiarize the students with a basic understanding of hostage/barricade situations and negotiations. Setting perimeters, notifying supervisors and understanding of what takes place in a negotiation will be the primary focus.

PROFESSIONAL CONDUCT (11 HOURS)

A. POLICE ETHICS (2 HOURS)

This course is designed to enhance the officer's awareness as to his/her role within the community of which they serve as police officers. This course will also teach the Law Enforcement Code of Ethics as a general standard of conduct for all sworn members of the police department.

B. DIRECTOR'S ETHICS ADDRESS (1 HOUR)

This block of instruction will provide the opportunity for the Director of Police Services or a high-ranking member of the MPD Command Staff to address the recruits regarding the importance of ethical conduct in both their personal and professional lives.

C. IAB/SECURITY SQUAD (2 HOURS)

This block of instruction is designed to give the recruit an understanding of how IAB/Security squad conducts investigations.

D. POLICE CORRUPTION/CIVIL RIGHTS VIOLATION (2 HOURS)

This course taught by the FBI provides the recruit an understanding of how the FBI defines and investigates Police Corruption, Civil Rights violations and Color of Law complaints.

E. LEADERSHIP (2 HOURS)

This course taught by the command staff addresses leadership in law enforcement.

F. JUST & FAIR POLICING (2 HOURS)

This block of instruction will cover unethical practices of racial profiling, and it will review the 4th and 14th Amendments as they relate to biased based

policing.

PHYSICAL TRAINING/DEFENSIVE TACTICS (104 HOURS)

Intermediate conditioning course in physical proficiency with progressive conditioning techniques, aerobic exercises and running, elevated exercises, and testing, a study of self defense tactics for police officers, weapon retention, prisoner control tactics, arrest mechanics and handcuffing, hand gun disarming, and baton use.

Also, an advanced defensive and control procedures class which will include demonstration and practical application. This course will enhance the general physical condition and teach advanced techniques to enable the participants to control hostile suspects with a minimum possibility of injury to ensure safety and protection.

A. PROFILE (12 HOURS)

The Physical Fitness Profile is administered several times during training to consist of a 1.5-mile run, push-ups, sit-ups, flexibility and a 300-meter run. The standards to pass the profile are raised until the standards meet the requirements to successfully complete the final fitness profile at the end of training

B. PHYSICAL TRAINING / CONDITIONING SKILLS (54 HOURS)

This block of instruction is designed to condition the recruits in an intermediate conditioning course in physical proficiency. Utilizing progressive conditioning techniques, aerobic exercises and running, elevated exercises, and testing in strength and cardiovascular exercise.

C. HANDCUFFING and RIPP HOBBLE TACTICS (4 HOURS)

This block of instruction is designed to teach officers a quick, safe and more effective method of handcuffing prisoners. This method is applicable to all prisoners, whether standing, kneeling or prone. This block of instruction will also help the officer avoid contributing or appearing to contribute to Sudden Custody Death Syndrome which is a serious problem in law enforcement. The proper deployment of the RIPP Hobble can effectively minimize the threat of danger to the arrestee and to the officer.

D. SEARCHING TACTICS (6 HOURS)

This block of instruction is designed to teach officers a safe and thorough method of searching. These methods are applicable to all prisoners, whether

standing, kneeling.

E. GROUND FIGHTING /PHYSICAL CONFRONTATIONS (12 HOURS)

This block of instruction is designed to train recruits and officers in ground combative resolution techniques in response to violent encounters. It explains the positions of advantage/disadvantage and the two types of self-defense techniques.

F. ASP BATON TRAINING / LAB (4 HOURS)

This course will train officers in the proper application of the collapsible baton. The recruit will evaluate when an impact weapon is justified and how the concepts can be integrated with other techniques in subject control.

G. KRAV MAGA/DEFENSIVE TACTICS/HANDGUN RETENTION (12 HOURS)

This block of instruction is designed to teach officers to select proper control techniques under a variety of situations. It includes pressure points and how to properly utilize them within the force continuum. This course of instruction is utilized to develop a weapon survival strategy to minimize the chances of being disarmed and to enhance the officer's survival and response time to a spontaneous threat.

CRIMINAL/CONSTITUTIONAL LAW (56 HOURS)

A. BASIC LAW (56 HOURS)

This is a basic course of study in statutory law, laws of arrest, laws of evidence, introduction to the judicial system and process, legal definition of crime and defenses, purposes and functions of the substantive aspects of criminal law and the historical foundations. A study of the different theories of civil liability under 42 USC 1983 as it relates to law enforcement encompasses both civil and criminal liability of officers in enforcement and off-duty incidents. Discussion will include case law in defense of police misconduct cases, supervisory liability, and municipal liability.

WRITTEN COMMUNICATION (30 HOURS)

A. INCIDENT REPORT WRITING (4 HOURS)

A basic course in the function of police report writing, grammar use, sentence structure, and spelling, with intense instruction in writing offense and incident reports, juvenile summons, misdemeanor citations, arrest reports with an introduction to the Watson Report system.

B. TIBRS/NIBRS REPORTS (6 HOURS)

This instruction will also address the proper use of TIBRS/NIBRS reports and compliance with the standards for these reports.

C. TRAFFIC NARRATIVE WRITING (4 HOURS)

This block of instruction will focus on narrative writing for traffic reports and arrest tickets

D. DEPARTMENTAL LETTERS & MEMOS (2 HOURS)

This block of instruction teaches the description and use of departmental memorandums that will be utilized by officers with specific emphasis on their compilation, construction and distribution.

E. TIES COMPUTER CERTIFICATION (12 HOURS)

This course combines both classroom and computer lab exercises to ensure all basic requirements are met for Query Certification within the TIES Network.

F. DEPARTMENTAL FORMS and TICKET WRITING (2 HOURS)

This course is designed to familiarize the recruits with common forms used throughout the department. The recruits will be given copies of these forms and also will practice filling them out.

G. INCIDENT REPORT WRITING (4 HOURS)

This block of instruction will focus on writing incident reports.

HUMAN RELATIONS (62 HOURS)

A. CULTURAL AWARENESS (3 HOURS)

This block of instruction defines culture and culture related terms to give a base of understanding of how people naturally function. This course seeks to give the law enforcement officer an overview of community relations, minority relations, community service, and the nature of prejudice in dealing with minorities.

B. PLAYBACK MEMPHIS (4 HOURS)

This block of instruction encourages whole hearted listening and understanding skills. By sharing their stories, students begin to create a space

for compassionate listening, and learn to appreciate diversity and celebrate inclusivity. The goal is to teach themselves how to view one another and their community in new refreshing ways.

C. DISABLED AWARENESS (2 HOURS)

This curriculum is developed to enhance awareness of various citizens with disabilities, such as hearing impairment, sight impairment, mental retardation, mobility impairment, and epilepsy.

D. DEALING WITH MENTALLY ILL (8 HOURS)

This block of instruction will give officers an overview of the types of mental disorders that officers may encounter in the field, material on verbal and Para verbal communication with persons who not only are mentally ill but may also be hallucinating. It also covers officer survival in dealing with the mentally ill, and an in-depth study of the most dangerous types of mental illness, schizophrenia and bipolar diseases. Officers will be able to deal more compassionately and safely with persons in an emotional crisis situation.

E. DUI DETECTION/FIELD SOBRIETY (24 HOURS)

This block is designed to enhance awareness of DUI violators and inform officers about the seriousness of the offense and law enforcement's role in general deterrence, as well as understanding detection phases, interpreting evidence of DUI cases, and the importance of utilizing standardized field sobriety tests.

F. GANG AWARENESS (2 HOURS)

This block of instruction will be focus on identification, modus operandi, activities and members of local gangs. This is an update lecture to familiarize recruits with local law enforcement's involvement with organized crime.

G. SUDDEN INFANT DEATH SYNDROME (2 HOURS)

This block of instruction explains the sudden death syndrome and offers examples in dealing with families that are affected by it.

H. CULTURAL DIVERSITY (8 HOURS)

This block of instruction is an introduction to community relations, minority relations, community service and the nature of prejudices. The recruits will take a tour of the Civil Rights Museum.

I. SEXUAL HARASSMENT (1 HOUR)

This lecture will contain basic information needed to create an awareness of sexual harassment in the workplace and what to do should an employee become a victim or witness.

J. HUMAN SEX TRAFFICKING (2 HOURS)

This block of instruction introduces the fast-growing crime of Human Sex Trafficking. It gives the recruits the basic foundation for identifying, investigating and prosecuting this crime.

K. EXTREMIST GROUPS / SOVEREIGN CITIZENS (2 HOURS)

This block of instruction is to give the recruit a better knowledge of the "Sovereign Citizen Movement" and its affect on Law Enforcement.

**L. LESBIAN, GAY, BISEXUAL AND TRANSGENDER DIVERSITY
(2 HOURS)**

This block of instruction will cover the appropriate way in which the Memphis Police Department approaches, reacts to, connects with and responds to the Lesbian, Gay, Bisexual and transgender community in Memphis.

CRIMINAL JUSTICE SYSTEM (12 HOURS)

A. LICENSES/PERMITS/REGULATIONS (2 HOURS)

This block of instruction covers the enforcement of all licenses and permits issued by the City of Memphis, a basic background of all state laws and city ordinances which apply to their control and regulation.

B. SPECIALIZED UNITS/COPS (2 HOURS)

Members of Specialized Units, including representatives from Blue Crush, Aviation, Canine, Crime Response, Bomb, DUI, and TACT units will address the trainees. These demonstrations will expose the trainees to the highly specialized abilities and equipment used to support patrol officers.

C. COURT COORDINATOR (1 HOUR)

The recruit is advised of court procedures, which includes attendance, answering subpoenas, filling out overtime slips and proper court attire.

D. TESTIFYING IN COURT (2 HOURS)

This block of instruction presents techniques for presenting evidence in municipal traffic court emphasizing organization of information, clarity and response under cross-examination. Courtroom demeanor and protocol are also discussed.

E. SECRET SERVICE / COUNTERFEITING (1 HOUR)

This course taught by the Secret Service will teach recruits how to identify and investigate counterfeit currency.

F. ENVIRONMENTAL ORDINANCES / COURT (2 HOURS)

This block of instruction will focus on identifying and citing environmental ordinance violations and show how they are prosecuted in Environmental Court.

G. INTRO TO LAW (2 HOURS)

This block of instruction will provide recruits with an expectation of what will be covered and how best to prepare themselves for the upcoming information provided.

LAW ENFORCEMENT STRESS (11 HOURS)

A. STRESS MANAGEMENT (4 HOURS)

This course will discuss a holistic approach to the successful management of job-related stressors with particular emphasis upon trauma and long-term definitions, cause and effects, physical-emotional behavioral indicators, and goals. This course will discuss the various stress factors that police officers face on both short and long-term basis. Several coping techniques will also be taught.

B. ANGER MANAGEMENT (Domestic) (2 HOURS)

This block of instruction gives police officers solutions and options for dealing with stressful situations within their home.

C. HEALTH, NUTRITION, and INTRO TO PHYSICAL TRAINING (2 HOURS)

An introduction to the "EARNs" concept in coping with daily pressures highlighting fitness and nutrition as essential components.

D. FINANCIAL PLANNING (1 HOUR)

This block of instruction will introduce recruits to fiscal responsibly and planning.

E. SUICIDE PREVENTION (2 HOURS)

This course will present the recruit with current statistics and trends regarding police officer suicides.

EMERGENCY VEHICLE OPERATION COURSE - EVOC (50 HOURS)

A course of instruction on emergency vehicle operation and advanced driving skills, including a review of our Department's police vehicle operation policy and a specialized day and night driving lab at the training range to assess individual performance is evaluated. Driver safety and basic driving skills will also be discussed.

A. DEFENSIVE DRIVING LECTURE (4 HOURS)

This block of instruction will emphasize the importance of driving in stressful and non-stressful situations. This course will have classroom and driving lab instructions.

B. PURSUIT POLICY/STATE LAW (2 HOURS)

This block of instruction will acquaint the trainees with the Memphis Police Department policy and the state laws governing pursuits and pursuit driving.

C. STOP STICKS (2 HOURS)

STOP STICK is one of a series of law enforcement tools that has been developed to assist law enforcement agencies in stopping and preventing vehicle pursuits. In the course of this lesson, students will be instructed on the methods of deployment for STOP STICK.

D. DEFENSIVE DRIVING PRACTICUMS (16 HOURS)

This practical application instructs on vehicle operation and advanced driving skills to assess individual performance. Driver safety and basic driving skills will also be discussed.

E. EVOC DRIVING LAB (30 HOURS)

This block of instruction advances driver training for the police recruits in responding to emergency situations in an urban environment. Basic emergency vehicle operations, legal aspects, the effect of speed on equipment, negotiating intersections, agency policies and procedures on vehicle pursuits, and the psychological effects on a driver will be discussed.

The course distinguishes between defensive and emergency vehicle operations. Basic emergency vehicle operations, legal aspects, vehicle dynamics, speed effects on equipment, negotiating intersections, agency pursuit policies, psychological and physiological effects on the driver and public perception are all covered.

EMERGENCY MEDICAL TRAINING- (24 HOURS)

A. CPR/AED (8 HOURS)

Students will be able to identify a person suffering from sudden cardiac arrest and choking and apply the treatment standards set forth by the American Safety and Health Institute (ASHI) for Adults, Children and Infants. Emphasis on early, quality CPR with AED administration is stressed. The successful student will receive a two-year certification in CPR/AED.

B. MEDICOP (16 HOURS)

Through a safety-first mindset, students will identify common medical and traumatic injuries seen in the field of law enforcement and through practical exercises, focus on first aid techniques meant to sustain life and prevent further injury until EMS arrives. Students will focus on self-aid, buddy-aid and administering first aid to civilians in a setting where officer safety is paramount.

PRACTICAL APPLICATIONS (74 HOURS)

UNIFORM PATROL ENFORCEMENT PRACTICAL APPLICATIONS (56 HOURS)

Application of skills learned and developed throughout training, including "hands on" exercises regarding high risk and unknown risk vehicle stops, robbery in progress calls, silent alarms response, building approaches and searches, domestic disputes, and dealing with the emotionally ill. Emphasis will be placed on the recruit's ability to build probable cause and affect a "good" arrest in various situations. These exercises will measure each of the recruit's learned skills in a practical setting from legal to survival knowledge. A review is included for each practical application exercise.

ADMINISTRATION (88 HOURS)

Administrative time will allow time for basic ceremonial procedures, graduation rehearsal, graduation ceremony, weekly major exams, quizzes, and review. It will also allow time for information about Accreditation, the Police Association, and for Field Training Officer assignments, introductions and specific responsibilities.

FLEX TIME (8 HOUR)

Flex time will allow for orientation, uniform inspections, notebook inspections, equipment return, uniform fitting, and orientation with precinct commanders for new assignments.

**** Under Patrol Procedures, subsections L & M, the recruit will be required to complete these two courses online within a given time frame of 1 month. This time will start after the initial classroom debriefing given by the Instructor for these courses. Completion of these courses will be proven through a "Certificate of Completion" sent to the instructing officer via email. Failure to complete these requirements will result in disciplinary action that can result in termination from the training program.**

The Academy Staff recognizes that all recruits may not have access to a computer and/ or internet access. In those rare circumstances, the Memphis Library System has computers with internet options at various branches, as well as, the Memphis Police Academy Computer Lab.

880 TOTAL HOURS FOR THE 128th BASIC RECRUIT SESSION

GENERAL REQUIREMENTS

ACCORDING TO THE RULES AND REGULATIONS OF THE CITY OF MEMPHIS AND THE MEMPHIS POLICE DEPARTMENT, EACH POLICE TRAINEE MUST ACCOMPLISH THE FOLLOWING REQUIREMENTS TO SUCCESSFULLY COMPLETE THE POLICE TRAINING PROGRAM AND GRADUATE:

1. Maintain attendance and participation throughout the entire Police Training Program (See Academy Policy - Trainee's Absence from Class).
2. Demonstrate adequate and timely progress in performance of each component of the curriculum and requirements thereof. (Note: Adequate and timely progress in performances are assessments of achievement or attainment determined through the professional opinion of the Academy Staff).
3. Adhere to all Departmental and Academy Rules, Regulations, Policies, Procedures, and Directives.
4. Adhere to all City, State, and Federal Laws, Ordinances, Codes, and Statutes.