

Police Officer Hiring Considerations in Selected Tennessee Cities

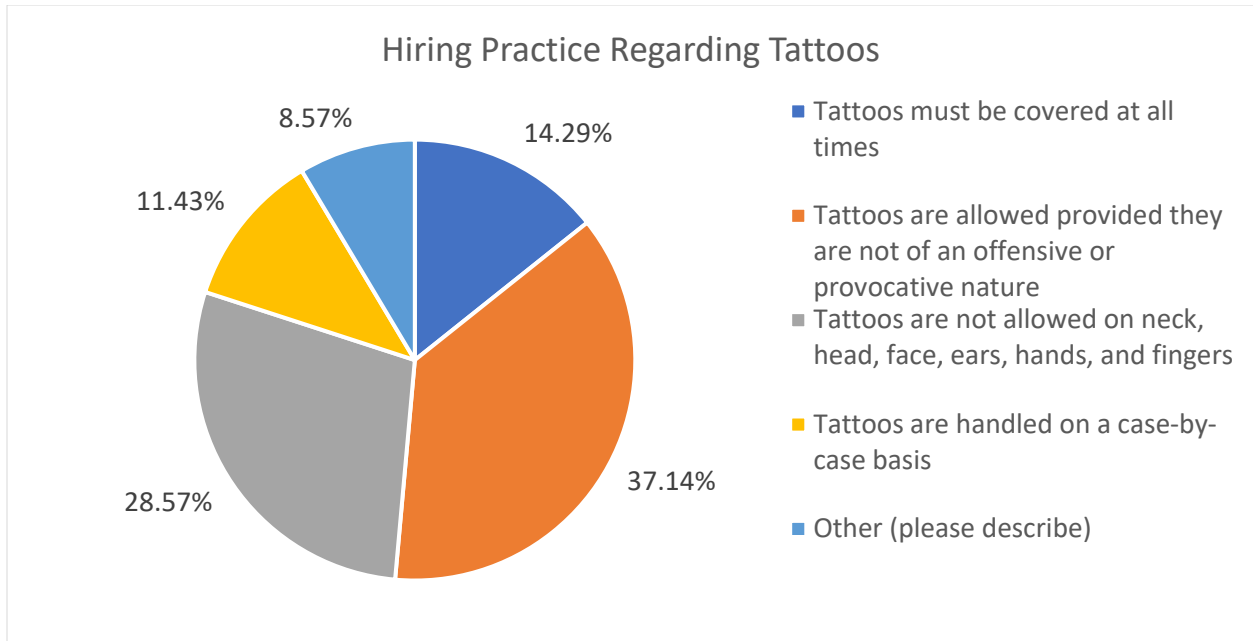


MTAS Research and Information Center | February 2022

MTAS conducted a brief survey of 62 cities regarding specific considerations in the hiring of police officers.

- 60 active invites were sent
- 25 complete surveys were received (see p. 5 for list of municipalities participating)

**What is your hiring practice regarding tattoos and new recruits?
(Select ALL that apply.)**



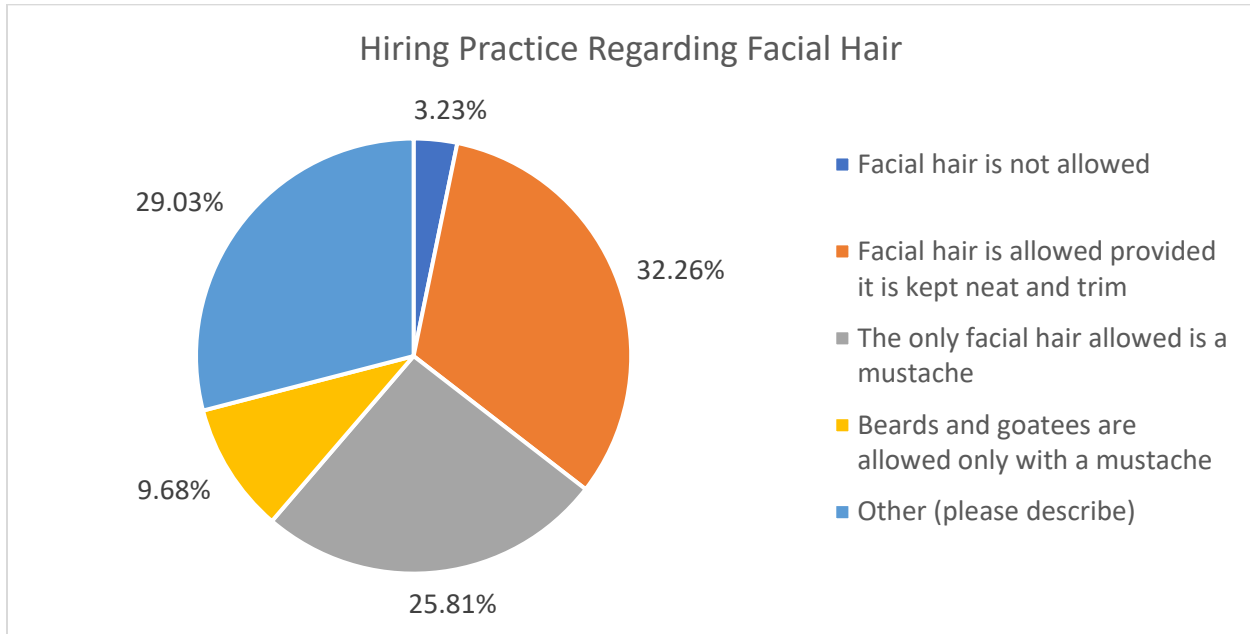
Tattoos must be covered at all times	5	14.29%
Tattoos are allowed provided they are not of an offensive or provocative nature	13	37.14%
Tattoos are not allowed on neck, head, face, ears, hands, and fingers	10	28.57%
Tattoos are handled on a case-by-case basis	4	11.43%
Other (see below)	3	8.57%
Total responses ¹	35	NA

Other responses:

Municipality	Comment
Athens	Must be approved if they decide to get one after they are hired
Chattanooga	No visible tattoos above the collarbone. Tattoos are allowed on hands and fingers. Tattoos can be visible.
Pittman Center	Currently under review

¹ Please note that the questions were “select all that apply” so the total number of responses for each question will not total to 25 (number of participants) as one participant could potentially select all 5 choices.

**What is your practice regarding facial hair and new recruits?
(Select ALL that apply.)**



Facial hair is not allowed	1	3.23%
Facial hair is allowed provided it is kept neat and trim	10	32.26%
The only facial hair allowed is a mustache	8	25.81%
Beards and goatees are allowed only with a mustache	3	9.68%
Other (see below)	9	29.03%
Total responses ²	31	NA

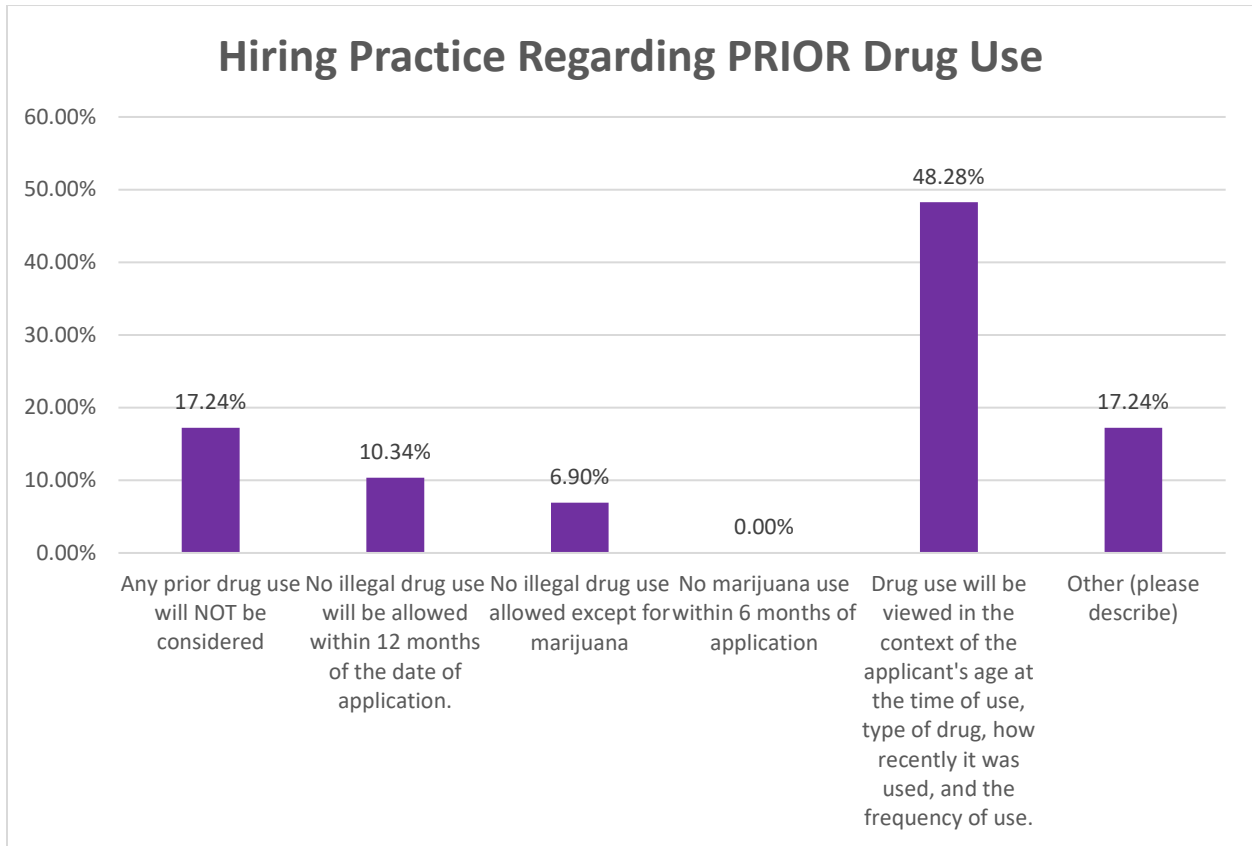
Other responses:

Municipality	Comment
Chattanooga	Goatees are not allowed by policy. Cannot have facial hair while in the academy or FTO training. There are two grow in periods, April and November, as long as a \$25 donation is made. If beard is shaved outside of the grow in periods, then the officer must wait until the grow in period to begin growing a beard. A mustache is allowed at any time outside of the academy.
Church Hill	mustache & goatees only
Cleveland	Its allowed certain times throughout the year. Employees pay money for a Christmas fundraiser in our community. Must be neat and trimmed.
Crossville	Can have Facial Hair once out of FTO

² Please note that the questions were “select all that apply” so the total number of responses for each question will not total to 25 (number of participants) as one participant could potentially select all 5 choices.

Knoxville	Not allowed for new recruits. We do utilize an EEOC religious exemption as needed.
Loudon	New Hire Clean Shaven for Academy...Then grow in period
Pigeon Forge	We participate in No Shave November and Double Down December, so the officers are allowed to have facial hair during those 2 months.
Pittman Center	Allowances would be made dependent upon job assignment.
Tazewell	Goatees are allowed but no beards

What is your practice regarding PRIOR drug use and new recruits? (Select ALL that apply.)



Any prior drug use will NOT be considered	5	17.24%
No illegal drug use will be allowed within 12 months of the date of application.	3	10.34%
No illegal drug use allowed except for marijuana	2	6.90%
No marijuana use within 6 months of application	0	0.00%
Drug use will be viewed in the context of the applicant's age at the time of use, type of drug, how recently it was used, and the frequency of use.	14	48.28%
Other (see below)	5	17.24%
Total responses ³	29	NA

Other responses:

Municipality	Comment
Athens	if there is a conviction for drug use, then they will not be considered for employment

³ Please note that the questions were “select all that apply” so the total number of responses for each question will not total to 25 (number of participants) as one participant could potentially select all 5 choices.

Chattanooga	Use of illegal drugs shall be a disqualifier for employment based upon the type of drug used and the length of time since last use, relative to the date of application. Schedule I and II drugs have a 10-year suspension period, Schedule III - 5 years. Schedule IV - 2 years. Schedule V and VI - 1 year.
Collegedale	A positive drug screen during hiring process will remove the applicant from consideration.
Knoxville	No marijuana within 12 months of application. Other drugs are ineligible within 7 years of application.
Oliver Springs	None in past 10 years or in position held at time with public trust

Municipalities Participating	Name/Title	Email Address
Athens	Nina Edmonds/HR Director	nedmonds@cityofathenstn.com
Baileyton	Joshua Ferguson/Police Chief	chieff901@gmail.com
Blaine	Tim Wyrick/Police Chief	tim.wyrick@blainetn.gov
Chattanooga	Mande Lawrence/HR Director	alawrence@chattanooga.gov
Church Hill	Chad Mosley/Police Chief	dchadmosley@gmail.com
Cleveland	Mark Gibson/Police Chief	mgibson@clevelandtn.gov
Clinton	Vaughn Becker/Police Chief	vbecker@clintontn.net
Collegedale	Jack Sapp/Interim Police Chief	jsapp@collegedaletn.gov
Crossville	Jessie Brooks/Police Chief	jessie.brooks@crossvilletn.gov
East Ridge	Stan Allen/Police Chief	sallen@eastridgetn.gov
Erwin	Regan Tilson/Police Chief	rtilson@erwintn.org
Gatlinburg	Randy Brackins/Police Chief	RandyB@gatlinburgtn.gov
Greeneville	Tim Ward/Police Chief	tward@greenevillepd.org
Kimball	Timothy Allison/Police Chief	tallison@townofkimball.com
Knoxville	Kelly Drummond/HR Director	kdrummond@knoxvilletn.gov
Loudon	James Webb/Police Chief	jwebb@loudonpd.org
Newport	Maurice Shults/Police Chief	chiefshults@pdnewport.org
Niota	Timothy Davis/Police Chief	policeniota@gmail.com
Oliver Springs	David Laxton/Police Chief	david.laxton@oliversprings-tn.gov
Pigeon Forge	Richard Catlett/Police Chief	rcatlett@cityofpigeonforge.com
Pittman Center	Mike Hansel/Police Chief	mhansel@pittmancentertn.gov
Red Bank	Dan Seymour/Police Chief	dseymour@redbanktn.gov
Rocky Top	James Shetterly/Police Chief	jshetterly@rockytoptn.org
Sevierville	Joseph Manning/Police Chief	jmanning@seviervilletn.org
Tazewell	Jeremy Myers/Police Chief	Tazewellpolice101@townoftazewell.com