

EMPLOYMENT RECORDS

NO.	ITEM	EFFECTIVE DATE
1.	Letter Re: Employment	5/01/08
2.	New Hire Reporting	5/01/08
3.	W-4 Form	5/01/08
4.	I-9 Form	5/01/08
5.	Drivers License and Social Security Card	5/01/08
6.	Direct Deposit Form	5/01/08
7.	Insurance Enrollment Form	5/01/08
8.	Questionnaire	5/01/08
9.	New Hire Checklist	5/01/08
10.	Profile: Hired as Police Officer Trainee	5/01/08
11.	Profile: Class Change to Police Officer I - Transfer to Hermitage	11/04/08
12.	Change of Status Form: POI	11/04/08
13.	Profile: Education Update	11/04/08
14.	Profile: Transfer to Central	12/01/08
15.	Profile: Transfer to West	1/01/09
16.	Profile: Transfer to East	2/16/09
17.	Profile: Transfer to South	3/04/09
18.	Profile: Class Change to PO2	
19.	Change of Status: PO2	5/04/09
20.	Profile: Transfer to West	1/1/10
21.	Profile: Section Change to West Flex	5/10/10
22.	Profile: Suspension	10/20/10
23.	Profile: Suspension	3/7/11
24.	Profile: Suspension	9/12/11
25.	Profile: Section Change to West	10/16/11
26.	Profile: BU Transfer to East	1/1/12
27.	Change of Status: Medical Leave 4/28/12 to 5/26/12	
28.	Profile: FMLA 4/28/12-5/26/12	
29.	Profile: Suspension	9/14/12
30.	Profile: Section Change to East Flex	1/1/13
31.	Profile: Suspension	6/27/13
32.	Profile: Section Change to East	7/1/13
33.	Profile: Suspension	8/14/13
34.	Profile: Suspension	8/15/13
35.	Profile: Suspension	8/14/13
36.	Profile: Equity Adjustment	7/20/13
37.	Profile: BU Transfer to Madison	1/1/14
38.	Profile: FMLA 3/7/14 to 5/1/14	3/7/14
39.	Profile: Increment	7/20/14
40.	Profile : Section Change to Madison Flex	3/16/15
41.	Profile: Increment	7/20/15
42.	Profile: Intermittent FMLA 3/7/16 - 3/7/17	3/7/16
	Profile: Increment 07/20/2016	
44.	Profile: FMLA Leave 10/24/16 - 10/31/16	10/24/16
	profile increment 7/20/2017	
	Intermittent FMLA 5/30/2018- 5/30/2019	
	FMLA 5/30/2018	

EMPLOYMENT RECORD

Leave FMLA to 7/2/2018

PSOB 07/19/2019

Profile: Increment 7-20-19

Profile: Resolution Pay Plan No Increment 07/01/20

Address Change 12/04/2020

Profile: Increment 7-20-21

Profile BU Transfer Training to SWAT SRT 10/1/2021

Profile: FY 2021 Pay Plan

Profile Increment 7/20/2022



METROPOLITAN POLICE DEPARTMENT
of Nashville and Davidson County

Kari F. Dean, Mayor

Steve Anderson
Chief of Police

TO: Officer Ashley Coon
Field Operations
East Precinct

FROM: Deputy Chief Damian Huggins

DATE: June 27th. 2013

RE: DISCIPLINARY ACTION: - SUSPENDED TWO (2) CALENDAR DAYS *From Vacation

It is the employee's intent to fully resolve pending corrective and/or disciplinary matters, the department proposes:

1. The internal incidents concerning charges against Officer Ashley Coon outlined on MNPD Forms 313 control # 017913C & IA2012-0675350 are fully resolved upon the plea of guilty by the employee, who by Ashley Coon signature here, amends his notation regarding guilt on any previous forms related to these incidents.
2. Ashley Coon concedes that the allegations contained in the MNPD form 313 in regard to Department policy violations, are true and correct. Further, Ashley Coon accepts responsibility for his conduct.
3. A total sanction of 2 (two) calendar days suspension is applied to the investigative incidents reported in Control # 017913C & IA2012-0675350.
4. The suspension days will be taken from the employee's accrued vacation.
5. Employee knowingly waives any and all departmental hearings, appellate rights with the Civil Service Commission and/or the EEOC.
6. No MNPD employee will object at any unemployment hearing, should the employee seek unemployment benefits.

DH/vs



METROPOLITAN POLICE DEPARTMENT
of Nashville and Davidson County

Karl F. Dean, Mayor

Steve Anderson
Chief of Police

Page two
Ashley Coon

Additionally, this agreement shall constitute a waiver of any further appeal of this disciplinary action to the Metropolitan Government Civil Service Commission or any other board or court. Your signature constitutes your informed acceptance to the terms herein, a knowing waiver of your appeal rights, and acknowledges receipt of a copy of this agreement.

Received original of this Memorandum on June 27th, 2013

Ashley Coon
Ashley Coon

Kim Hilliard
Witness

A. Davis
Witness

DH/vs





COMPLAINT REPORT
M.N.P.D. FORM 312 (Revised 02/2008)
(CALEA 52.1.3, 52.1.5, 52.1.10)

**METROPOLITAN POLICE DEPARTMENT
NASHVILLE, TENNESSEE**

DEPARTMENTAL CONTROL NO.
017913C
RELATED MNPD INCIDENT NO:
2012-0675350

EMPLOYEE INFORMATION

EMPLOYEE'S NAME: (First, Middle, Last) Ashley Kendall Coon	EMPLOYEE NO.: 630624	RANK / CLASSIFICATION: POII
ASSIGNMENT: (Division, Section, Detail, Unit) FOB/Patrol/East/C-Detail	IMMEDIATE SUPERVISOR: Sgt Jason W. Pierpoint	

COMPLAINANT INFORMATION

COMPLAINANT'S NAME: (First, Middle, Last) Raymond Pack	RACE: W	SEX: M	DOB/AGE: [REDACTED] 46
ADDRESS: 1239 Sunnymeade Dr Nashville TN 37216	COMPLAINT ORIGINATED BY: <input checked="" type="checkbox"/> CITIZEN <input type="checkbox"/> INTERNAL		
PRIMARY COMPLAINT: (CITE POLICY VIOLATION(S)): See Below	HOME/BUSINESS TELEPHONE NUMBER: [REDACTED]		
LOCATION OF INCIDENT: 1239 Sunnymeade Dr. Nashville TN 37216	DATE / TIME OF INCIDENT: 08/14/12 0050		

DESCRIBE WHAT HAPPENED:

Complainant, Mr. Raymond Pack, called police and stated that officers had conducted a home invasion on his residence on 08/14/12. Complainant stated that officers handcuffed and physically assaulted him. He also claimed that officers broke the door to his residence and damaged his pistol.

On 08/14/12, officers located the vehicle taken in a robbery/carjacking parked in front of 1243 Sunnymeade Dr. K-9 units responded to the scene and attempted a track, but advised that the dogs never picked up a scent. K-9 advised they scanned the area in the attempt. Officers located a cell phone taken in the robbery in a trash can on the sidewalk, which was between the stolen vehicle and the complainant's residence. Officers spoke with neighbors who had come outside to see what was going on. Officers advised the description of the robbery suspects (2 M/W, 18-22 years old) and neighbor stated that 2 teenage M/W subjects lived at 1239 Sunnymeade Dr. Officers conducted a knock and talk at this residence. Officer Coon advised that the complainant (Mr. Pack) opened the door and pointed a pistol at him. Officer Coon stated that he drew his weapon and attempted to sidestep the complainant while giving commands to drop the pistol. Officer Coon stated that the complainant then took a step out of the residence towards him while continuing to point a pistol at him. Multiple officers were pointing their weapons at the complainant and giving him commands to drop the gun. The complainant lowered his weapon, backed back into his residence and laid the gun on a table. Officer Coon grabbed the subject and pulled him out of the residence, where he was handcuffed. Officer Tomes held the door when the subject was handcuffed then began to conduct a protective sweep of the residence with Officer Coon. Officer Ruiz took custody of the complainant and moved him away from the residence. The protective sweep occurred immediately after the complainant was handcuffed. Officer Coon called me (Sgt Pierpoint) and informed me what had occurred once the protective sweep was completed. Once the situation had calmed, officers spoke with the complainant and explained their actions. Officers had initially detained the complainant for arrest due to the aggravated assault on Officer Coon. However, they decided not to follow through on the arrest once they began speaking with the complainant and realized his mental state.

Charges:

G.O. 09-03 (Department and Personal Appearance), VIII. Official Obligations, F. Deficient or Inefficient Performance of Duties: 1. Demonstrated inefficiency, negligence, or incompetence in the performance of duties and 6. Faulty decision making or poor judgment. (Category C)

G.O. 09-03 Department and Personal Appearance, VII- Personal Behavior, K. Abusive Treatment (Category B).

G.O. 09-03 Department and Personal Appearance, VIII Official Obligations, W. Care of Property, 2. Other Property. (Category D)

CONTINUED ON SUPPLEMENT

SUPPORTING DOCUMENTATION: (LIST)

South CID Criminal Case File, Various Emails, Incident Reports,

SIGNATURE OF COMPLAINANT: (If Applicable) N/A	DATE / TIME: N/A
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DISPOSITION (EXPLAIN IN NARRATIVE)

CITE VIOLATION(S):
See Below.

CONCLUSION OF FACT: EXONERATED POLICY/TRAINING FAILURE (311/313/313A ASSOC. RECOMMENDATIONS ATTACHED)
 SUSTAINED (311, 313A & 313 ATTACHED) NOT SUSTAINED UNFOUNDED MATTER OF RECORD NONE

ADDITIONAL INVESTIGATION REQUIRED: DIVISION LEVEL OPA INVESTIGATION N/A
 ATTACHMENTS: 311 FORM 313A FORM 313 FORM
 WRITTEN STATEMENTS ASSOC. RECOMMENDATIONS SUPPLEMENT

NARRATIVE:
 Violations:
 G.O. 09-03 (Department and Personal Appearance), VIII. Official Obligations: F. Deficient or Inefficient Performance of Duties: 1. Demonstrated inefficiency, negligence, or incompetence in the performance of duties and 6. Faulty decision making or poor judgment. Category C violation (First Offense). - Sustained.

Recomendation - 4 Days suspension

G.O. 09-03 Department and Personal Appearance, VII- Personal Behavior, K. Abusive Treatment (Category B). - Not Sustained.


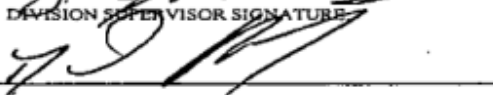

G.O. 09-03 Department and Personal Appearance, VIII Official Obligations, W. Care of Property, 2. Other Property. (Category D) - Not Sustained.

See Attached Supplement.

COMPLAINANT NOTIFIED: YES NO BY WHOM: Sgt Jason W. Pierpoint
 DATE NOTIFIED: 1/25/13 HOW NOTIFIED: PHONE LETTER OTHER (EXPLAIN)

SIGNATURES

f. Du
1/23/13

REPORTING SUPERVISOR SIGNATURE: 	EMPLOYEE NUMBER: 226069	DATE / TIME: 01/23/13 0333
DIVISION SUPERVISOR SIGNATURE: 	EMPLOYEE NUMBER: 224825	DATE / TIME: 2/19/13 - 1330 hrs
BUREAU SUPERVISOR SIGNATURE: 	EMPLOYEE NUMBER: 226539	DATE / TIME: 3/22/13 1440 hrs. KS