



# **The Marietta Police Department: How They Made Jiu Jitsu Mandatory**

Special Thanks to Major Jake King, Clay Culpepper and Chief Dan Flynn  
2021

The following information was sent to Invictus Leo Jiu Jitsu Collective by Major King about the process the Marietta Police Department went through to get Jiu Jitsu mandatory at their agency.

Permission to use the following information to help your department granted.

***Compiled by: Invictus Leo Jiu Jitsu Collective***



## **THE PROPOSAL**



## *Marietta Police Department*

240 Lemon Street, Marietta, Georgia 30060 Telephone 770-794-5300 Fax 770-794-5301

**Dan Flynn, Chief of Police**

### **ACTION MEMORANDUM**

**TO:** *Dan Flynn, Chief*  
Marietta Police Department

**FROM:** *Clay Culpepper, Sergeant*  
*Jake King, Major*  
Uniform Division

**DATE:** April 9, 2019

**SUBJECT:** Recruit Defensive Tactics Training

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### **RECOMMENDATION**

To provide top quality defensive tactics training to new hire officers to establish a solid base in restraint techniques and reduce the use of closed hand strikes.

### **BACKGROUND**

Over the past several years, the climate in which officers police in our country has changed dramatically. We are not only judged by the judicial system, but also through the opinions from the public we swore to protect. Social media has recently brought a negative tone showing the use of hard hand techniques to affect a lawful arrest. Even though in the eyes of the justice system these hard hand techniques were justified, the optics of the use of force are less than desirable by the public. As a leading department we have the responsibility to provide training in this area, which needs to be realistic, sustainable, and affordable.

### **PROPOSAL**

Enter into an agreement similar to Governors Gun Club. Require pre-FTO recruits to attend one Brazilian Jiu Jitsu training session per week until the start of the FTO process. On average, this would give new recruits four months of professional defensive tactics that does not promote the use of hard hand techniques. This training will produce a better skilled and more confident officer to service the citizens of Marietta.

*“Policing With A Vision”*



**COST**

The initial startup cost will be \$400.00 to purchase the training equipment and then \$15.00 per training session per recruit. Borges BJJ would invoice the police department monthly based only upon how many training sessions were completed.

**APPROVED**

  
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 Dan Flynn, Chief  
 Marietta Police Department

  
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 Marty Ferrell, Deputy Chief  
 Marietta Police Department

**DATE**

4/16/19  
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4/10/19  
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**DISAPPROVED**

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 Dan Flynn, Chief  
 Marietta Police Department

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 Marty Ferrell, Deputy Chief  
 Marietta Police Department



# Marietta Police Department

240 Lemon Street, Marietta, Georgia 30060 Telephone 770-794-5300 Fax 770-794-5301

**Dan Flynn, Chief of Police**

## **City of Marietta Police four-month trial training offer for Borges BJJ and Fitness**

February 28<sup>th</sup>, 2020

The City of Marietta Police Department would like to offer a four-month trial for all sworn officers to train at Borges BJJ and Fitness. We recognize the benefits of learning control tactics for every officer and have the below offer for the next four months ending July 1<sup>st</sup>, 2020. After July 1<sup>st</sup>, both parties will discuss a long-term agreement to include the standard price of a monthly membership based on the number of officers participating in the program.

Four-month trail offer:

- Daily rate be agreed upon at \$10.00 per visit for all sworn officers
- Officers may train up to three times a week and that amount will be covered
- Officers are responsible for purchasing their own training Gi
- Officers will be compensated for training time
- Officers MUST sign in on department roster and Borges BJJ cards
- Officers will attend an orientation conducted by police department staff prior to participating in the program

Thank you for considering this offer,  
Major Jake King



## A Message from Chief Flynn

Brazilian Jiu-Jitsu: The future of policing  
By Chief Dan Flynn

Any serious discussion of the need for police reform or improvement ultimately boils down to police use of force. While few doubt that the police will always need to subdue combative people, i.e., criminals trying to escape, excited individuals high on drugs or alcohol, and mentally/behaviorally ill individuals suffering psychotic episodes; the American public has little appetite for watching images of police officers striking, kicking or even the use of profanity! In fact, many average citizens see police use of force as **lawful, but awful**.

Traditional police use of force tactics basically prescribe justified ways for the police to beat combatants into submission using pain compliance, striking, and blunt force techniques that will never look good; particularly on camera or video. Thus, for those responsible for police policy and training, who concede that the police need a better way to overcome combative active resistance, there is a growing interest in Brazilian Jiu-Jitsu.

Jiu-Jitsu is a Japanese term that translates into “gentle art.” Relying on self-disciplined leverage, weight and special control tactics to subdue combative suspects without beating them into submission. Whereas traditional police use of force techniques rely on striking and the use of wrist and arm locks, Jiu-Jitsu relies on leveraging the officer’s body weight to control the combatant’s torso and hips. It uses neither boxing nor wrestling techniques, but rather weight and leverage control techniques to take someone to the ground and control them once they are on the ground without using blunt force or striking them. It also teaches the officer techniques for escaping the clutches of an attacker, avoiding being struck themselves, and using space to his/her advantage.

In the decades of the evolution of police use of force, serious police policy makers and trainers have been striving to find better methods for subduing combatants using less violence and brutality. Over time, height and size requirements for officers, blackjacks, batons, and large multi-battery flashlights have given way to more effective and less injurious electronic weapons. Hand to hand combat solutions are also being reduced by crisis intervention and de-escalation training, but the need to go hands-on will never go away completely. Indeed, the vital work of policing is not changing, but the economics and public perceptions of it are changing, as they have been for decades.

As emerging police leaders confront the challenges of change, we need to look for opportunities to improve in terms that are palatable to all. Considering the feasibility of incorporating and training in the application of the martial arts, like Jiu-Jitsu, is an idea whose time has come.

*Chief Dan Flynn*



## The Data and Stats:



### MARIETTA POLICE DEPARTMENT

#### BJJ Training Program – Data Summary

On April 1, 2019, Marietta Police Department (MPD) instituted a training program that made weekly Brazilian Jiu-Jitsu (BJJ) training mandatory for all new hires during the five months they were in the police academy. The training took place at a carefully vetted civilian owned/operated BJJ academy (Borges BJJ in Marietta) within the community. The program was so successful that on July 1, 2020, we extended the department-sponsored BJJ training opportunity to all in-service officers. To date, 95 of the 145 sworn MPD officers opted in to the BJJ program. Here is a summary of the data collected thus far:

#### Training Injuries

- MPD has had 95 officers attend over 2,600 civilian-operated BJJ classes with **one (1) reported training injury**, a broken nose.

#### Taser Deployments

- Since the inception of the program, non-BJJ officers used their Taser in 77% of UOF incidents.
- BJJ officers used their Taser in 54% of UOF incidents (85% of which were used to stop a foot pursuit – not to end the physical altercation)
- **23% reduction in Taser deployments.**

#### UOF Injuries to Officers

- In the 18 months prior to instituting mandatory BJJ training, 29 officers were injured while carrying out arrests.
- In the 18 months after instituting mandatory BJJ training for new hires, 15 officers were injured while carrying out arrests.
- **48% reduction in officers' injuries.**
- None of the injured officers were enrolled in the BJJ program.
- Based on an average workers' comp claim of \$4,768, the total **savings from the reduction in officer injuries is estimated at \$66,752.**

#### UOF Injuries to Suspects

- In 2020, there were 33 UOF incidents involving Marietta PD officers: 20 incidents involving non- BJJ officers, and 13 incidents involving BJJ-trained officers (classified as officers who participated in at least (1) off-duty BJJ class per week).
- In the 20 incidents involving non-BJJ officers, the suspect sustained injuries requiring medical clearance 65% of the time (13 incidents of suspect hospitalization).
- In the 13 incidents involving BJJ-trained officers, the suspect sustained injuries requiring medical clearance 31% of the time (4 incidents of suspect hospitalization).



- The suspect is more than twice as likely to be required medical clearance/hospitalization in a UOF encounter with a non-BJJ officer than with a BJJ-trained officer.
- 53% reduction in serious injuries to suspects.
- In 2019, our nightshift was responsible for 44% of the departments UOF and only one BJJ officer was assigned to the shift. In 2020, 75% of the officers on night shift were BJJ practitioners and the total number of UOF was reduced by 18%

## The Policy at the Marietta Police Department Re: BJJ

### MARIETTA POLICE DEPARTMENT

### STANDARD OPERATING PROCEDURE

<b>SUBJECT</b> Brazilian Jiu Jitsu Training	<b>EFFECTIVE DATE</b> Pending	<b>SOP #</b> T060
<b>REFERENCE</b> Advanced Training, Field Training Program, Use of Force, Health & Wellness		
<b>SPECIAL INSTRUCTIONS</b>		
<b>DISTRIBUTION</b> All Sworn Personnel, Public Safety Ambassadors & Prisoner Transport Officers		<b># PAGES</b> XX

#### I. PURPOSE

The purpose of this policy is to mandate Brazilian Jiu Jitsu training for all new officers and encourage additional training for solo officers. Brazilian Jiu Jitsu teaches methods to control a suspect and restrain them in various positions which reduces the risk of injury to the suspect as well as to the officer. This training will also benefit the physical fitness of officers and applicable civilian personnel.

#### II. POLICY

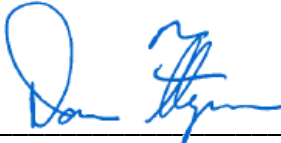
It is the policy of the Marietta Police Department to provide personnel with additional Brazilian Jiu Jitsu training to accommodate the ever-increasing demands of the law enforcement profession. This policy shall apply to all sworn personnel, prisoner transport officers and public safety ambassadors.

#### III. PROCEDURES

- A. The department will provide all sworn personnel, public safety ambassadors and prisoner transport officers with Brazilian Jiu Jitsu (BJJ) training at a facility approved and designated by the Chief of Police or designee.



- B.** Newly hired police officers will be required to attend BJJ Training at a minimum of once a week for an hour effective from the date of hire until the officer begins the field training program. Recruits are eligible to receive up to three hours of compensatory time (CT) per week for BJJ training at the approved facility; however, there is not a limit on BJJ training hours. Any missed mandatory training must be approved by the Training Unit. Recruits will receive P.O.S.T. credit for attendance.
- C.** Once the officer enters the field training program or achieves solo status he or she may voluntarily attend BJJ training on or off duty for P.O.S.T. credit. Officers may accrue up to three hours of CT per week; however, there is not a limit on BJJ training hours at the approved facility.
- D.** Public Safety Ambassadors and Prisoner Transport Officers may also attend BJJ Training on or off duty at the approved facility; however, attendance is not mandatory. PSAs and PTOs may accrue up to three hours of CT per week.
- E.** All personnel must sign in when attending training at the approved BJJ facility. The Training Unit will maintain the training logs and enter the training hours for P.O.S.T. credit.
- F.** BJJ training on duty requires the approval of supervision which may be influenced by factors including, but not limited to, manpower and call volume.
- G.** Personnel must wear the facility's approved apparel during a training session. Recruits are provided this apparel by the city when hired; however, solo officers, PSAs and PTOs are responsible for obtaining this apparel themselves.
- H.** Any injuries sustained during BJJ training, whether on or off duty, will be covered by the City of Marietta's Worker's Compensation. Any injuries during BJJ training must immediately be reported to supervision and follow the First Report of Injury protocol as outlined in A019 (Risk Analysis).
- E.** BJJ training is a supplement to yearly required Defensive Tactics training and is not considered to be a substitution.

  
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Dan Flynn, Chief of Police





## **Teaching Defensive Tactics in the 21<sup>st</sup> Century**

**How the Marietta, Ga. Police Department made Brazilian Jiu Jitsu Mandatory**  
by Major Jake King and Sergeant Clayton Culpepper

Police officers' conduct today is under greater scrutiny than ever. This is especially true when officers must respond to a suspect's aggressive behavior when making an arrest. Generally, the public does not understand the complexities associated with these rapidly evolving situations. The problem is compounded when the narrative accompanying these video recordings is less than objective. Punches and baton strikes may be legal and justified by a use of force policy, but the public often view these actions as excessive. Because of this, it is imperative police leaders regularly evaluate their officers' use of force policy and training.

The Marietta Police Department has been working on how to better respond to aggressive individuals for more than 10 years. As part of this initiative, new recruits are required to complete de-escalation training and Crisis Intervention Training (CIT). They also began teaching officers Brazilian Jiu Jitsu (BJJ) control techniques. Jiu Jitsu, which can be translated as the 'gentle art', has gained popularity across the United States in the last 30 years as well as acceptance by law enforcement agencies as an effective, non-deadly, use of force technique. BJJ is a grappling technique based on simple movements and body positioning that enables an officer to effectively control and restrain a suspect in a variety of positions. Since BJJ does not require extensive training to perform complex movements, it can be easily taught to anyone, regardless of the officer's size, strength or fitness level. Essentially, officers are trained in the gentle art of controlling persons who are resisting with the added benefit of reduced risk of injury to the officers or the suspect.

After BJJ was introduced to the Marietta police department, instructors proposed to make the training mandatory for new recruits. As with most agencies, the department's defensive tactics instructors have multiple responsibilities that prevent them from taking on additional assignments. In order to implement the proposed mandatory training, instructors recognized the proposal had to be reasonable, sustainable, and affordable. If any of the three factors were missing, the proposal would fail.



Offering more classes or having additional open mat sessions was not an acceptable alternative. By going outside the agency for instruction, officers could train with BJJ

experts at varying hours, providing greater flexibility in the training schedule without putting additional pressure on department instructors. After consulting with several facilities, the agency entered an agreement with a local gym to provide nine classes a week that included morning, afternoon, and evening sessions as well as on Saturday mornings. This schedule provided officers considerable flexibility to attend class.

To fund the project, the training had to be affordable. Currently, the department averages between four and ten recruits in the program at one time, so the training costs fluctuate monthly. Every gym has a “drop-in” or daily rate. As part of the negotiations, the department was able to reach an agreement with the gym that was within the allocated training budget. As a result, the department has been able to train its recruits in the best martial arts in the world for law enforcement for a few hundred dollars a month.

All recruits are required to complete certain hours of training at the BJJ gym. Prior to being released from cadet training, each recruit is required to demonstrate their ability to effectively employ their skills with in-house instructors as well as demonstrate their understanding of the department’s use of force policy.

While many departments may not have the same resources as the Marietta Police Department, there are a number of alternative approaches to successfully implement a similar program. For example, agencies may consider partnering with neighboring departments to implement the training and defray the costs. The training schedule can be modified to accommodate reduced funding. Also, if there are no BJJ gyms located near the community, departments may consider sending an instructor to a 40-hour Gracie Survival Techniques class.

In the end, the benefits far outweigh the costs.

- Officers are better trained and more capable to defend themselves when assaulted.
- Officers are less likely to be accused of using excessive force
- Departments will not be faced with potential legal fees or negative publicity associated with excessive force claims.
- There is a reduced potential of officers or suspects being injured.



- Together, these will ultimately result in lower increases in the agency's insurance premiums.

Officers will continue to respond to aggressive suspects who force them to use non-deadly and/or deadly force. Despite this, department leaders should never stop

working to improve use of force methods and techniques to meet the evolving professional and legal standards as well as those of our changing society. Incorporating Brazilian Jiu Jitsu into department training programs is just such an advancement.

For more information on the Marietta Police Department's training program, please contact:

Major Jake King

[JHKing@mariettaga.gov](mailto:JHKing@mariettaga.gov)

## **The Agreement with a Local BJJ Gym:**

### **All Sworn Officers Participation in Borges BJJ and Fitness**

A four-month trial is proposed to allow officers to earn three hours of compensation time per week to participate in Brazilian Jiu Jitsu at Borges BJJ and Fitness. This program would allow officers to attend three times a week to improve their overall health and skill level control tactics.

Key points:

- Officers that are maxed out on compensation time cannot participate until they can earn compensation time again
- Officers must sign up and go through an orientation which requires them to sign for the rules and regulations of the program.

\*\*\* Offer for Borges BJJ to pay for officers to attend\*\*\*

- We will request a charge of \$10.00 per class for any sworn officer to include our current recruit program. We are currently paying \$20.00 for recruits and the civilian rate is \$25.00
- Officers can only train three days per week for compensation from the police department. If they desire to train more, they will have to come out of pocket.
- This entire pay structure and program will be reevaluated at the end of four months with another presentation to the Chief.

## **• Borges Brazilian Jiu Jitsu**

- 2800 Canton Road
- Marietta, Ga. 30066



- BorgessBJJ.com

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- First and foremost, a positive attitude, an open mind, and no ego. You are representing the police department on the clock so professionalism is a must. Also, you will be training with a lot of civilians and they are very supportive.

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- By participating in this program, you are allowed up to three hours of Compensation time per week. In the comment section, you will put “Defensive Tactics Training at Borges”

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- **Information:**

- Borgessbjj.com for schedule. 11 classes a week offered
- You will receive POST credit for classes
- Two additional classes are being added in July

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- **Things you must do:**

- Must sign in on MPD sheet (Green Clipboard)
- Take two fundamentals classes
- Wear workout clothes or rash guard
- Wear flip flops or sandals
- Clip finger and toenails
- No jewelry (wedding rings need to be soft)

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- **Advice:**

- Bring water or something to drink (hydrate before class)
- Don't eat a lot before training
- You're there to learn, no talking in class
- No cussing
- Gas pedal, don't break your friends
- Don't be late to class
- Mouthguard is good to have once you start rolling
- YouTube how to tie the belt correctly

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- **Training Gi's:**

- Borges “house” GI is \$99.00 out the door comes with a white belt
- Cash, check or card contact Vincent [Vince@borgesbjj.com](mailto:Vince@borgesbjj.com)
- Amazon: Sanabul V2 \$57.48, White belt is sold separately
- Nicer Gi brands: Hayabusa, Kingz, Venum, War Tribe, KVRA or Invictus (Origin)



## **Closing Thoughts From Invictus Leo**

The above information demonstrates that departments CAN have “mandatory” Jiu Jitsu training and that it does work! Marietta is proof of this and the main take away is that it needs to start at the recruit level. To see our interview with Major Jake King, follow this link!

<https://www.youtube.com/watch?v=dvc0YXrQf6U>

If you have any questions about Jiu Jitsu for your department or want to book a seminar with us, contact us at [info@invictusleo.org](mailto:info@invictusleo.org)

Website: [www.invictusleo.com](http://www.invictusleo.com)  
Instagram: @invictusleo\_official