

Memorandum of Understanding (MOU)

Between Mental Health Cooperative (MHC) and City of Mt. Juliet Police Department

Effective Date: March 9, 2026

Duration: Interim Agreement

Target End Date: July 1st, 2026

This Memorandum of Understanding (MOU) is an interim agreement that establishes the framework for collaboration between Mental Health Cooperative (MHC) and City of Mt. Juliet Police Department (MJPD). This MOU shall remain in effect until either: (a) the collaboration is terminated by either party pursuant to Section 4(d), or (b) a master agreement is executed by both parties, whichever occurs first.

The purpose of this Memorandum of Understanding (MOU) is to outline the coordination of behavioral health services between Mental Health Cooperative (MHC) and the Mt. Juliet Police Department (MJPD). The Mental Health Cooperative exists to engage, enlighten, and empower individuals and families with behavioral health issues to live healthier lives by providing integrated care. The Mt. Juliet Police Department provides community-based police products to the public so they can experience a safe and peaceful Mt. Juliet. Through the development of a Co-Response Crisis Intervention Model, MHC and MJPD seek to develop a solution-focused, and trauma informed outcome where MHC personnel will support MJPD by responding to mental illness crisis calls for service. A Co-Response Crisis Intervention program is an innovative, community-based approach to improve the outcomes of police encounters with individuals experiencing mental health crisis. To further the goals of Co-Response Crisis Model, MHC and MJPD enter into this agreement, subject to the following terms:

1. Program Design

- a. Reinforce, foster, and create effective, collaborative partnerships between police and other first responders, mental health practitioners, and community stakeholders to direct consumers to appropriate alternative resources, reduce hospitalizations, reduce incarceration, improve system response, and create effective crisis intervention and solutions to reduce the need for repeated interventions.
- b. Provide crisis intervention training and education for officers to improve officer understanding of mental health issues and methods for de-escalating encounters with those in crisis.
- c. Provide short-term case management and proactive follow-up care to reinforce appropriate interventions and to ensure engagement, address gaps and barriers to treatment, and help individuals stabilize behaviors and address needs.
- d. Reduce number of individuals with mental health issues in the jail system.
- e. Improve information sharing, as appropriate, across systems and service providers, through formalized communication and processes.
- f. Reduce overall costs relating to individuals with mental or behavioral health concerns, including use of emergency vehicles.

2. MHC agrees to the following:

- a. Provide crisis counseling to respond alongside MJPD officers to calls for service which may involve citizens in crisis.

- b. Accept and make mobile crisis referrals of adults, children, and adolescents when consistent and appropriate with agency and partner agency criteria using agreed upon referral process.
 - c. Provide consultation to MJPD officers when they are on mental health related calls for service.
 - d. Provide assessments and referrals when clinically appropriate.
 - e. Attend and participate in multidisciplinary meetings, as necessary, for the purposes of collaboration and evaluation of crisis intervention process.
 - f. Provide mental health training to MJPD officers. Training included but not limited to new recruit training, in-service training, Crisis Intervention Team curriculum, or other specific training as may be requested or required.
 - g. Provide a point of contact within MHC's Co-Response Team leadership as law enforcement liaison dedicated to addressing any issues that may arise and provide primary point of contact regarding training and response needs.
 - h. Provide and review any relevant data regarding police-initiated Co-Response contacts with MJPD.
 - i. Represent the Mt. Juliet Police Department (MJPD) at community events, mental health fairs, public forums, and professional training workshops as appropriate and requested by MJPD.
 - j. MHC will collaborate with local schools, hospitals, healthcare providers, and advocacy organizations to promote awareness of crisis intervention services, mental health resources, and community-based support.
 - k. Development and implementation of public education initiatives designed to enhance community understanding of mental health conditions, crisis response, and de-escalation strategies.
 - l. Assist and coordinate delivery of officer wellness, resilience, and stress-management training aimed at mitigating burnout, compassion fatigue, and secondary traumatic stress training as requested by MJPD.
 - m. Assistance to MJPD, as requested, assisting, coordinating, and supporting critical incident debriefings following critical or high-impact incidents by leveraging internal and external mental health partners.
3. Mt. Juliet Police Department agrees to the following:
- a. Provide opportunity for training on major topics including but not limited to recognizing signs and symptoms of mental illness, suicide risk, verbal de-escalation techniques, behavioral health referrals sources, and involuntarily commitment criteria for MJPD officers.
 - b. Provide training to MHC members who participate in the Co-Response Crisis Intervention Team regarding police procedure, safely responding to calls for service, and other relevant curriculum as determined by MJPD training staff.
 - c. Take reasonable steps to ensure safety of MHC staff.
 - d. When MJPD officers are dispatched to, or otherwise encounter, an individual who, based on their training and expertise, may be experiencing a mental health crisis, MJPD officers will contact the Co-Response Team. If the Co-Response Team is unavailable, officers will contact the appropriate crisis provider by telephone, provide the crisis provider any

necessary information, and abide by the appropriate crisis providers requests to transport the individual to the hospital, crisis walk-in center, or take other actions, within MJPD's scope of legal authority and departmental policy, as directed by appropriate crisis provider.

- e. If the determination is made that an individual is experiencing a mental health crisis and that individual poses an imminent "substantial likelihood of serious harm," the officer(s) will take that person into custody per T.C.A §33-6-402. Thereafter, the officer will contact the Co-Response Crisis Team for consultation and determination of referral to appropriate crisis provider. If the Co-Response Crisis Team is not available then officer shall refer to the appropriate crisis provider.
 - f. If an individual is transported to the Co-Response Crisis Team by MJPD or needs to be assisted by the Co-Response Crisis Team on scene, the officer shall remain with the individual and provide information and assistance until released by the MHC Co-Response Crisis Team.
 - g. If the individual has outstanding criminal warrants and requires a mental health evaluation, the officer shall, if possible, refrain from serving the warrants and notify his/her supervisor, consistent with departmental policy.
 - h. Attend and participate in multi-disciplinary meetings, as necessary, for purposes of collaboration and evaluation of crisis intervention processes.
 - i. Provide a point person within MJPD leadership who is dedicated to addressing any issues that may arise.
 - j. Provide and review any relevant data regarding police-initiated referrals to Co-Response Crisis Team and appropriate crisis providers.
4. Both Parties agree to the following assurances:
- a. Confidentiality
 - i. All aspects of services and/or release of information shall comply with applicable Federal and State regulations, including HIPAA, regarding consumers' privacy and confidentiality as such laws are applicable to each party. Records shall be completed promptly and filed. All records shall be retained in a protected, safe and secure manner. Access to identifying information in these records shall only be necessary for the purpose of performing responsibilities under this Agreement by personnel interacting directly with the consumer, and proper management and administration of each party to the extent permitted by applicable law and as otherwise required by applicable law.
 - ii. Appropriate disclosure contained in the records shall be consistent with confidentiality rights of all parties involved. This includes the sharing of "need to know" information, which may contain but is not limited to diagnosis, testing results, social and behavioral functioning and familiar information.
 - b. Indemnification
 - i. To the extent permitted by Tennessee law, each party agrees to indemnify and hold harmless the other party, its officers, employees, and agents from any claims, damages, or expenses arising from that party's negligent acts or omissions in performing under this Agreement.
 - c. Payment Terms

- i. Payment Schedule: Monthly
 - ii. Invoice To: City of Mt. Juliet, ATTN: Accounts Payable, 2425 N. Mt. Juliet Rd, Mt. Juliet, TN 37122
 - iii. Billing Contact: Accounts Payable, Nicole Lawing, nlawing@mtjuliet-tn.gov, 615-773-6240
 - iv. Budget Cap: The total approved budget for this Agreement shall not exceed \$42,675. Invoices shall reflect only actual costs incurred during the billing period, and cumulative invoices shall not exceed the approved budget amount.
- d. Term and Termination
- i. This Agreement commences on the Effective Date and continues until the Target End Date of July 1st, 2026, unless terminated earlier by either party.
 - ii. Either party may terminate this Agreement at any time, with or without cause, by providing thirty (30) days' written notice to the other party.

Signatures

Michelle Schafer

Michelle Schafer
Chief Executive Officer
Mental Health Cooperative

04/03/2026
Date: _____

Tyler Chandler
Chief of Police
Mt. Juliet Police Department

Date: _____

James Maness
Mayor
City of Mt. Juliet

Date: _____

Approved as to form by: _____
Samantha Burnett
City Attorney
City of Mt. Juliet

MHC MJPD MOU Final 3.4.2026

Final Audit Report

2026-03-04

Created:	2026-03-04
By:	Tia Davis (Tia.Davis@mhc-tn.org)
Status:	Signed
Transaction ID:	CBJCHBCAABAAXuTpoNKPPPOYF9vbLZnuZX_3ShWs1doGj

"MHC MJPD MOU Final 3.4.2026" History

-  Document created by Tia Davis (Tia.Davis@mhc-tn.org)
2026-03-04 - 3:29:35 PM GMT
-  Document emailed to Michelle Schafer (michelle.schafer@mhc-tn.org) for signature
2026-03-04 - 3:29:39 PM GMT
-  Email viewed by Michelle Schafer (michelle.schafer@mhc-tn.org)
2026-03-04 - 4:58:34 PM GMT
-  Document e-signed by Michelle Schafer (michelle.schafer@mhc-tn.org)
Signature Date: 2026-03-04 - 4:58:58 PM GMT - Time Source: server
-  Agreement completed.
2026-03-04 - 4:58:58 PM GMT