

# ***LEBANON POLICE***

1017 Sparta Pike | Lebanon, TN | 37087

## **2024 Annual Review**

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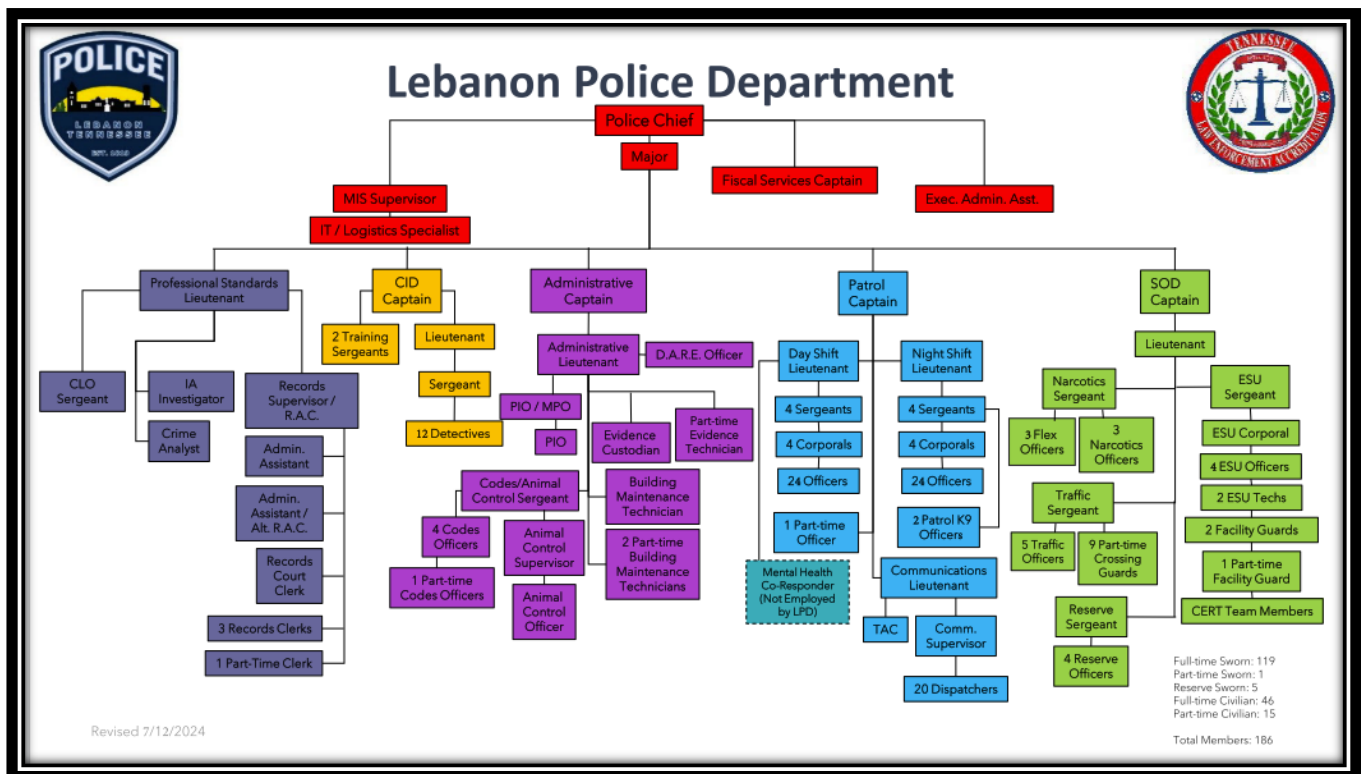
To improve the quality of life by impartially enforcing laws and  
safeguarding the lives and property of the people we serve.



Mike Justice  
615.444.2323  
[www.lebanonpd.org](http://www.lebanonpd.org)

## Organizational Strategies

- The City of Lebanon Police Department will fulfill this stated purpose consistent with the authority granted by the State of Tennessee and the charter of the City of Lebanon through the adoption of and in pursuit of the following strategies:
- The maintenance of order to the extent citizens feel safe from crime or the compromise of personal security.
- Create public confidence and trust in the department's integrity, credibility, and performance.
- Maintain an efficient and effective organizational structure for the delivery of police services.
- Maintain safe vehicular and pedestrian flows.
- Provide a positive and enriching work environment that offers challenges and rewards.
- Create an organizational culture that respects the dignity of all people.
- Maintain adequate training to provide excellent service and employee development.





## 2024 Goals and Objectives:

1. **Goal:** To improve our ability to identify offenders and suspects caught on surveillance video.

**Objective:** Purchase Clearview AI facial recognition software to be used by department crime analysts and investigators

\*\*This goal was met.

2. **Goal:** To better serve the needs of the public with records requests and clerical services.

**Objective:** Hire an additional full-time records clerk.

\*\*This goal was met.

3. **Goal:** Increase our administrative staff and manage our Special Operations Division more efficiently.

**Objective:** Create a Captain position and better align the Lieutenant's responsibilities in that division.

\*\*This goal was met.

4. **Goal:** To provide more modern and improved training facilities.

**Objective:** Build a new training facility.

\*\*This goal was partially met. The plans have been drawn up, and construction will begin in 2025.

5. **Goal:** To maintain our less lethal use of force capabilities.

**Objective:** Purchase new Taser 10 model Tasers to replace the outdated X2 models we currently employ.

\*\*This goal was met.

## Department Administration



**Chief of Police  
Mike Justice**

Mike Justice has served the City of Lebanon since 1991. He completed Basic Police School at TLETA in 1990. He began service on patrol and worked his way through the ranks as a Corporal and Sergeant. In 2002, he was promoted to Public Safety Coordinator. In 2010, he became the Public Safety Director. In his role as Director, he oversaw and developed the City's Emergency Services Department. The Emergency Services Department served as a support unit for our Police and Fire services. He was appointed as the Department's Chief in March of 2016. Chief Justice has served in many specialized capacities during his 30-year tenure including Director for the Police Explorer program, Homeland Security Liaison between the Department and the State of Tennessee, K-9 unit, and the Meth Lab Response Team Commander. While serving the City, he also served as a Wilson County commissioner for 12 years. Chief Justice has completed hundreds of hours in training, much of which has been devoted to CBRNE (Chemical, Biological, Radiological, Nuclear & Explosive) awareness and response, terrorism, and homeland security. He has completed the FBI-LEEDA leadership trilogy. He is a member of the Tennessee Association of Chiefs of Police (TACP). Chief Justice is married to his wife, Katie, and has three children.



**Major Koy Lafferty**



**Captain William Glover**  
**Fiscal Affairs**



**Captain Chris Melvin**  
**Criminal Investigations and  
Training Division**



**Captain Tim Murray**  
**Patrol and  
Communications  
Division**



**Captain Michael VanHook**  
**Special Operations Division**



**Captain Brent Willett**  
**Administrative Division**



**Jason McGuire**  
IT Specialist



**Faith Phillips**  
Executive Assistant to the Chief



**Austin Swift**  
Technology Specialist

## **ADMINISTRATIVE SERVICES DIVISION**



**Lieutenant Brandon Payne**  
Administrative Division



**Sergeant Ray Harris**  
Animal Control / Codes  
Division



**Zach Gardner** Animal  
Control Supervisor



**Zach Green**  
Community Engagement  
Officer





**Sierra Luna  
Evidence Custodian**



**Zachery Patton Public  
Information Specialist**

The Administrative Services Division consists of the Evidence Unit, Building Maintenance Unit, Public Information Unit, Animal Control Unit, and Codes Unit. It is also responsible for accreditation management, policy research and management, hiring and promotion coordination and management, program management for Tennessee Highway Safety Office funding, and grant support in cooperation with the City's grant coordinator. The division has 5 sworn and 16 civilian staff members.

## **Accreditation**

The Tennessee Law Enforcement Accreditation Program (TLEA) exists to improve the quality of law enforcement agencies in the State of Tennessee and, ultimately, the quality of services provided to the citizens of Tennessee. The Program was created under the direction and authority of the Tennessee Association of Chiefs of Police (TACP), which supports and endorses the continued improvement of law enforcement and emergency communications services by establishing professional standards of accountability, management, and operations.

### **Benefits of accreditation include:**

- **Greater accountability within the agency**

TLEA Standards give the Chief Executive Officer a proven management system of written directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation.

- **Reduced risk and liability exposure**

Many agencies report reduced liability insurance costs and/or reimbursement of accreditation fees.

- **Stronger defense against civil lawsuits**

Accredited agencies are better able to defend themselves against civil lawsuits. In addition, many agencies report a decline in legal actions against them once they become accredited.

- **Staunch support from government officials**

Accreditation provides objective evidence of an agency's commitment to leadership, resource management, and service-delivery excellence. Thus, government officials are more confident in the agency's ability to operate efficiently and meet community needs.



## Accreditation Status

In late 2024, our department went through the reaccreditation process with TLEA. This process consisted of a rigorous assessment of 164 standards, including an onsite visit by a team of assessors from the TACP. The team found all the standards to comply with and recommended re-accreditation to us. In the Onsite Assessment Report, the assessors noted that our agency's files were "found to be exemplary." They also said that the evidence facility "was one of the most organized and orderly facilities the assessment team has encountered." The standards assessment and onsite visit were followed by a hearing before TACP's Professional Standards Committee. We are honored that the TACP's Board of Professional Standards awarded our reaccreditation in 2024. As of the end of 2024, while there are over 400 law enforcement agencies in Tennessee; we are 1 of only 67 agencies to hold the coveted accreditation. The Department will be assessed again in 2027, which occurs every 3 years.

## Employment

Potential employees must complete several steps to be hired. Applicants must first apply with the Human Resources Department. Sworn applicants must complete a written test, and dispatchers must also complete job-related testing. Additionally, sworn entry-level candidates must complete an agility course. Upon completing the test, the candidate must participate in an oral interview board. If the candidate is selected to continue in the employment process, one of our background investigators conducts an extensive background investigation. Upon completing the background investigation, candidates must pass a pre-employment physical and a drug screen. Sworn, as well as certain civilian positions, must also complete a psychological exam. The Department is committed to hiring only the best candidates for job openings.



	Males				Females			
Sworn Personnel	Caucasian	African American	Hispanic	Other	Caucasian	African American	Hispanic	Other
Entry Level/Technician	61	4	0	2	4	0	2	0
Supervisory (Corp/Sgt)	22	2	0	0	1	0	0	0
Command (Lt/Capt)	11	1	0	0	0	0	0	0
Executives (Maj-Above)	2	0	0	0	0	0	0	0
Subtotal	96	7	0	2	5	0	2	0
Non-Sworn Personnel	Caucasian	African American	Hispanic	Other	Caucasian	African American	Hispanic	Other
Clerical/Custodian	1	0	1	0	8	1	0	0
Supervisory/Technical	13	1	0	1	18	0	2	0
Managerial/Professional	0	0	0	0	0	0	0	0
Executive	0	0	0	0	0	0	0	0
Subtotal	14	1	1	1	26	1	2	0
Total	110	8	1	3	31	1	4	0

#### Separations:

1. Allen, Jasmine
2. Bowen, Dwayne
3. Brooks, Lloyd
4. Clark, Richard
5. Corley, Chris
6. Elliott, Edward
7. Felts, Richard
8. Fleshman, Brent
9. Gilley, Bryan
10. Gilley, Sean
11. Gomez, Michael
12. Jager, David
13. Jones, Taylor
14. Keel, Jerry
15. Means, Ryan
16. Myers, Brendan (EOW)
17. Pearson, Ashley
18. Phillips, Aquarius
19. Slatton, Dallas
20. Watjen, Wesley
21. Whitson, Chris

#### New Members:

1. Allen, Jasmine
2. Bartell, Sarah
3. Benton, James
4. Burkhardt, Benjamin
5. Carter, Marinda
6. Conley, Kayla
7. Danoff, Dakota
8. Dennis, Marcus
9. Fleshman, Brent
10. Gaiser, Patricia
11. Houghtaling, Cody
12. Jensen, Dorothy
13. Keel, Jerry
14. Lafferty, Joel
15. Lancia, Joseph
16. Muncy, Alexis
17. Owens, David
18. Padilla, Kayley
19. Parrish, Thomas
20. Phillips, Aquarius
21. Pinkston, Daniel
22. Schlobohm, Joseph
23. Warnick, Aubrey
24. Watjen, Wesley
25. Wesley, Zachary

#### Promotions:

1. Barnett, Beau
2. Blackburn, Brian
3. Miller, Cody
4. Nokes, Joe
5. Parrish, Thomas
6. Passman, Jonathan
7. Scott, Jesse

## Audit and Inspections

The Department Staff conducts audits and inspections to ensure adherence to administrative and operational procedures. Staff inspections and audits promote a review of the Department's administrative and operational activities, facilities, property, equipment, and personnel. Each Detail Supervisor is responsible for conducting daily visual personnel and equipment inspections and correcting any deficiencies. All inspections and audits conducted during 2024 were completed promptly, with no major issues discovered, and all deficiencies were addressed.

## Recruitment Team

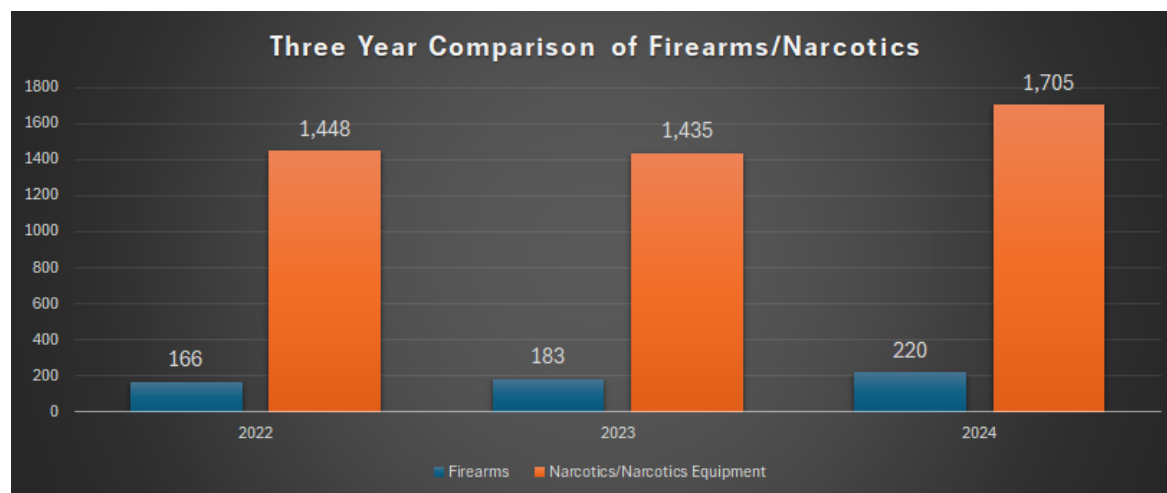
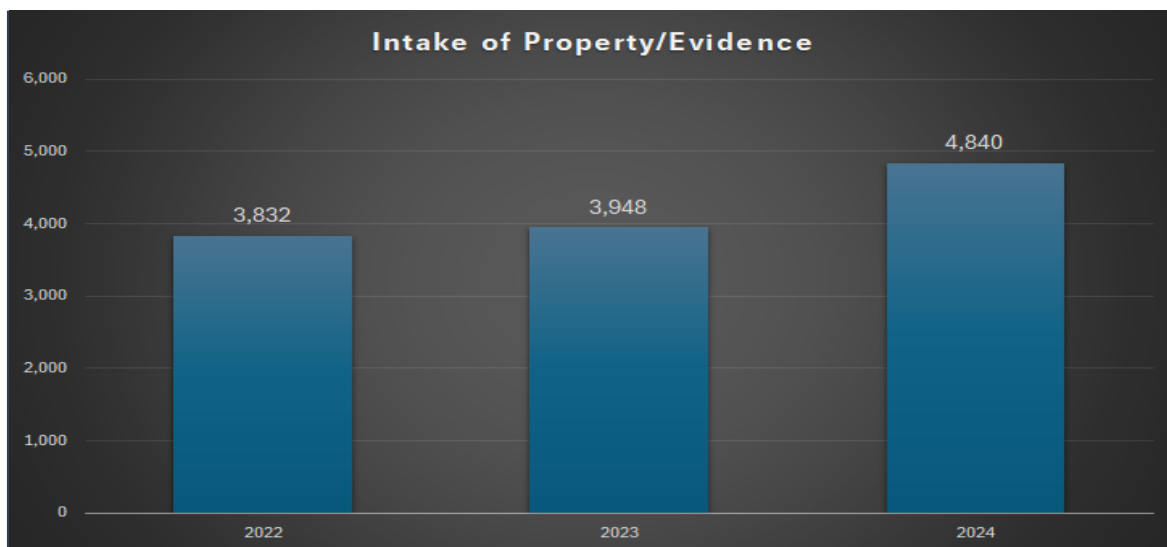
The Department's Recruitment Team was developed to centralize and enhance its recruitment ability. The team is made up of employees from different demographics and different agency components. Members of the team received training in recruitment techniques and employee selection-related issues. The recruitment team maintains close contact with Cumberland University's Criminal Justice Program and hosts a Criminal Justice Internship Program when feasible. Enrolled students must complete a 100-hour practicum with the Police Department. The agency strives to have a demographic makeup that reflects the community. The Department posts job openings on its official Facebook page, Indeed, and the Lebanon City website, as well as sending announcements to local schools and Police Training Academies.



## Property/Evidence

In 2024, the Lebanon Police Department took into possession 4,840 items, including lost/found, recovered, evidence, and seized property. Department officers took 220 firearms and 1,705 narcotics-related items, including drugs and paraphernalia, off the streets. All weapons and narcotics seized are packaged and stored in the property/evidence room awaiting adjudication. There were 4,275 items returned to their owners, sold, or destroyed by court order.

An evidence room inspection and separate audit are conducted annually as directed by the Chief of Police or his designee. A supervisor not assigned to the property/evidence function completes the inspection and audit. Both were conducted and completed promptly, with no serious issues or deficiencies discovered.



## National Take Back Initiative/Medication Disposal for Safer Communities

In 2024, the Department participated in two DEA-sponsored National Take Back Initiative events. The National Prescription Drug Take Back initiative aims to provide a safe, convenient, and responsible means of disposing of prescription drugs while also educating the public about the potential for abuse of medications. The substances were always under the care of a duly authorized law enforcement officer and the Evidence Custodian during the initiative. These substances were destroyed in the same manner as seized contraband. The Department participated in these events to fight the disturbing rise in addiction caused by the misuse of prescription drugs.

The Department continues to utilize the secure drop box in our lobby provided by CVS Pharmacies through a grant. This provides citizens with a place to dispose of old or unneeded prescriptions. The Evidence Custodian continues to empty the drop box bi-weekly. In 2024, 576 pounds of surrendered substances were taken in through the Take Back Initiatives.

**DEA NATIONAL Rx TAKEBACK**

**Saturday, Oct. 26, 2024  
10AM - 2PM**

**DRUG TAKE BACK DAY IN WILSON COUNTY**

**Gibbs Pharmacy**  
1427 W Baddour Pkwy, Lebanon

**TriStar Mt. Juliet ER**  
100 Summit Blvd, Mt. Juliet

**Three Forks Marketplace**  
9000 Sparta Pike, Watertown

**Walgreens**  
1303 West Main St, Lebanon

**SHERIFF** **Mt. JULIET POLICE** **POLICE**

Drop off unwanted medications for safe disposal and  
receive a **FREE** medication lock box from **DrugFree Wilco**

## Technology

In 2024, Austin Swift, the Police Department's technology specialist, and Jason McGuire, the Department's IT Specialist, continued initiating and completing large technological projects. Below is a list of the technology upgrades and/or implementations for 2024.

- Moved all MDTs and Workstations of the Police Department/Fire Department to the new domain.
- Activated ports on Cisco switches to be able to add available connections for offices and workstations.
- Updated all Motorola In-Car camera devices in all units that required updates.
- Ordered and installed new workstations for employees who needed to replace their old workstations.
- Replaced and added new cables for the Axis Camera station for the fairgrounds and ECC room.
- Added and installed new Wi-Fi access points in the admin side of the building.
- Installed a new color printer for CID.
- Set up and installed camera systems for the interview rooms.
- Installed a new call box for Don Fox Park.
- Created and implemented the new Lebanon PD website.
- Ordered new camera and radio systems to be installed on the new vehicles ordered for 2025.
- Installed a new Cisco switch in the admin server room.
- Presented idea for cellular coverage for the fairgrounds to Chief Justice.
- Installed Net6 and Net8 to all workstations for full compatibility with FLEX.
- Applied a new update for Netmotion to all MDT's and Laptops.
- Created new domain "lps.lebanon" to replace "lpd.lebanon"
- Added and installed a pole camera to the shooting range.
- Ran a system security phishing campaign to teach employees how to spot and report phishing/spam emails.
- Created and refreshed the new All-Folder to be added to the new domain.

## PROFESSIONAL STANDARDS DIVISION



**Lt. Eddie Brown**  
**Professional Standards**



**Sgt. David Willmore**  
**Court Liaison Officer**



**Gabrielle Parish**  
**Reporting Agency Coordinator and  
Records Supervisor**



**Justin Sandefur**  
**Professional Standards Investigator**



**Courtney Toporowski**  
**Crime Analyst**



The Professional Standards Division is dedicated to maintaining the integrity, accountability, and transparency of the Police Department. Its mission is to uphold the highest ethical and professional standards among all officers, ensuring objectivity, fairness, and justice. This unit conducts impartial investigations and reviews, addressing allegations of misconduct, use of force incidents, and policy violations to ensure compliance with departmental policies, state laws, and constitutional rights. By addressing public complaints and promoting fair practices, the division fosters trust within the community and preserves the department's integrity.

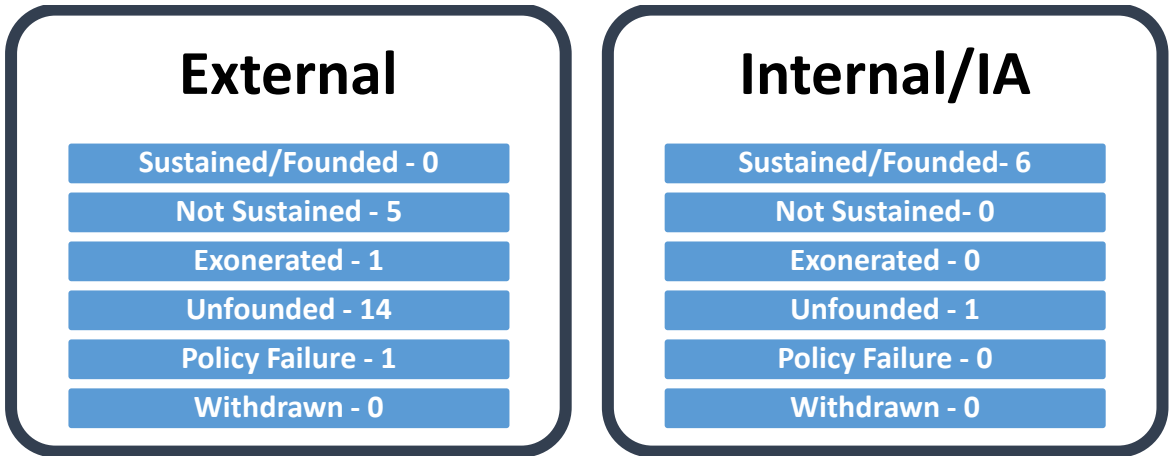
In addition to overseeing internal investigations, the Professional Standards Division manages several critical functions. These include conducting background investigations for new hires, supervising the Records Division, analyzing crime trends to support investigations, and coordinating the Court Liaison Officer's activities to ensure effective communication between the police and the courts. The division also conducts audits and reviews to maintain operational efficiency and drive continuous improvement, playing a vital role in supporting the Department's mission to serve the community excellently.

## **Complaints/Internal Affairs**

The Chief of Police and the Department Supervisors accept and investigate all aspects of officer conduct, including complaints and Internal Affairs. Supervisors are ethically bound to be thorough, fair, and impartial during complaint and Internal Affairs investigations. Each complaint received by the Department is thoroughly investigated and results in one of the following findings:

- **Sustained**  
Sufficient evidence supports the allegation that the incident complained of occurred. Therefore, appropriate disciplinary action is recommended.
- **Not Sustained**  
The investigation disclosed insufficient evidence either to prove or disprove the allegations.
- **Exonerated**  
The incident complained of occurred; however, the actions of the employee were lawful and proper.
- **Unfounded**  
The investigation disclosed that the alleged act complained of never occurred and is, therefore, false. (This may apply to one or all accusations against the employee.)
- **Policy Failure**  
If the complaint investigation concludes that the allegation is true but the employee's actions were consistent with Department policy, the complaint will be classified as an "exonerated policy failure."

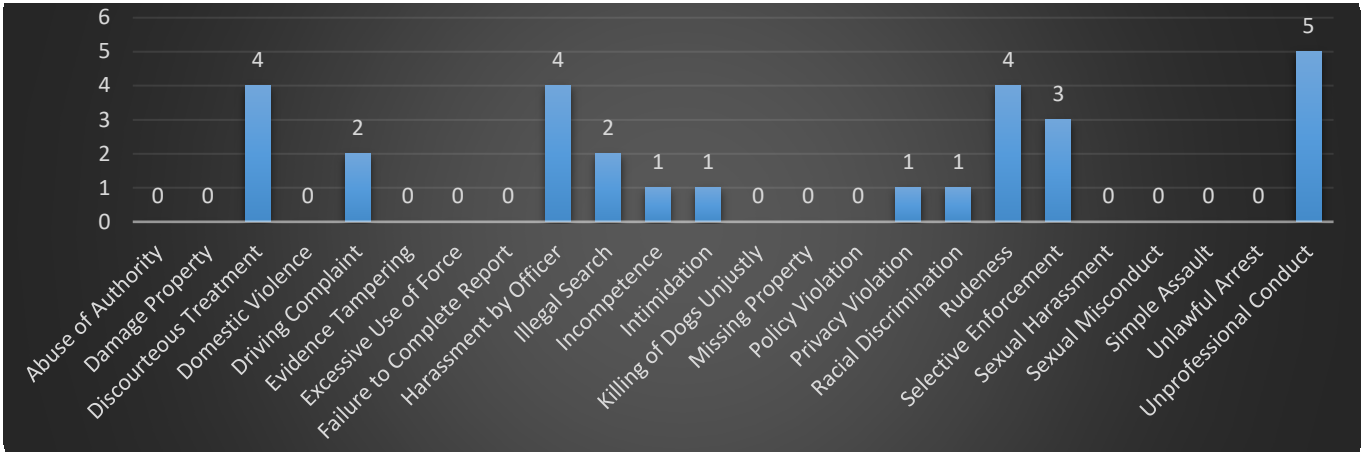
In 2024, the Agency received 28 complaints. Below is a breakdown of the complaints' findings.



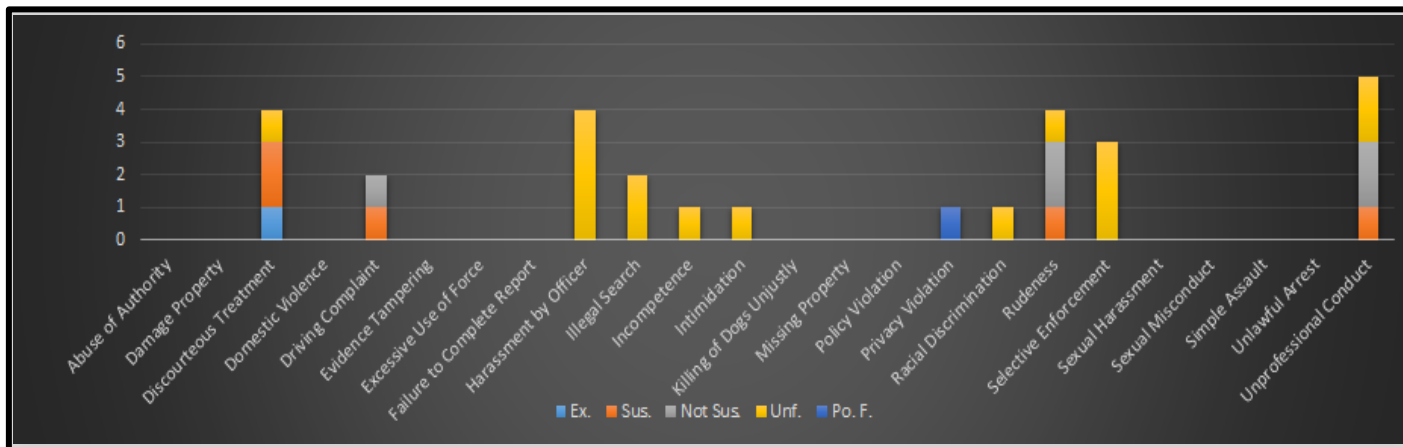
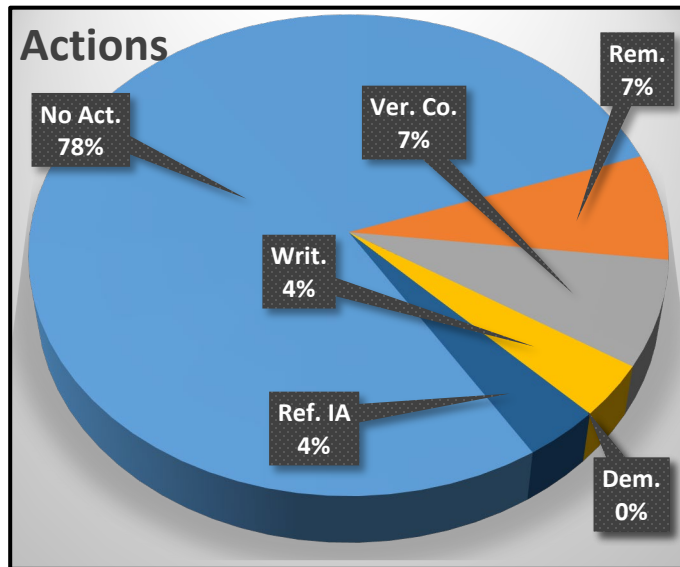
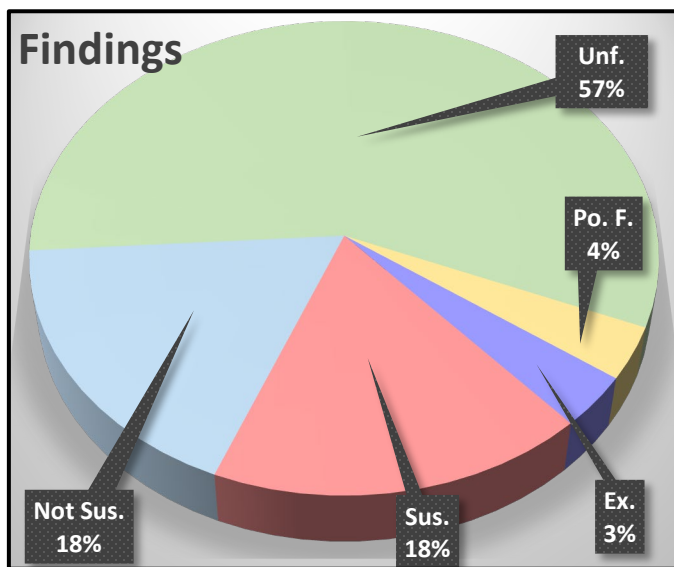
Types of complaints

There were 28 complaints made in 2024 against Lebanon Police personnel, both external and internal.

Discourteous treatment	4
Driving complaint	2
Harassment by Officer	4
Illegal search	2
Incompetence	1
Intimidation	1
Privacy Violation	1
Racial discrimination	1
Rudeness	4
Selective enforcement	3
Unprofessional conduct	5



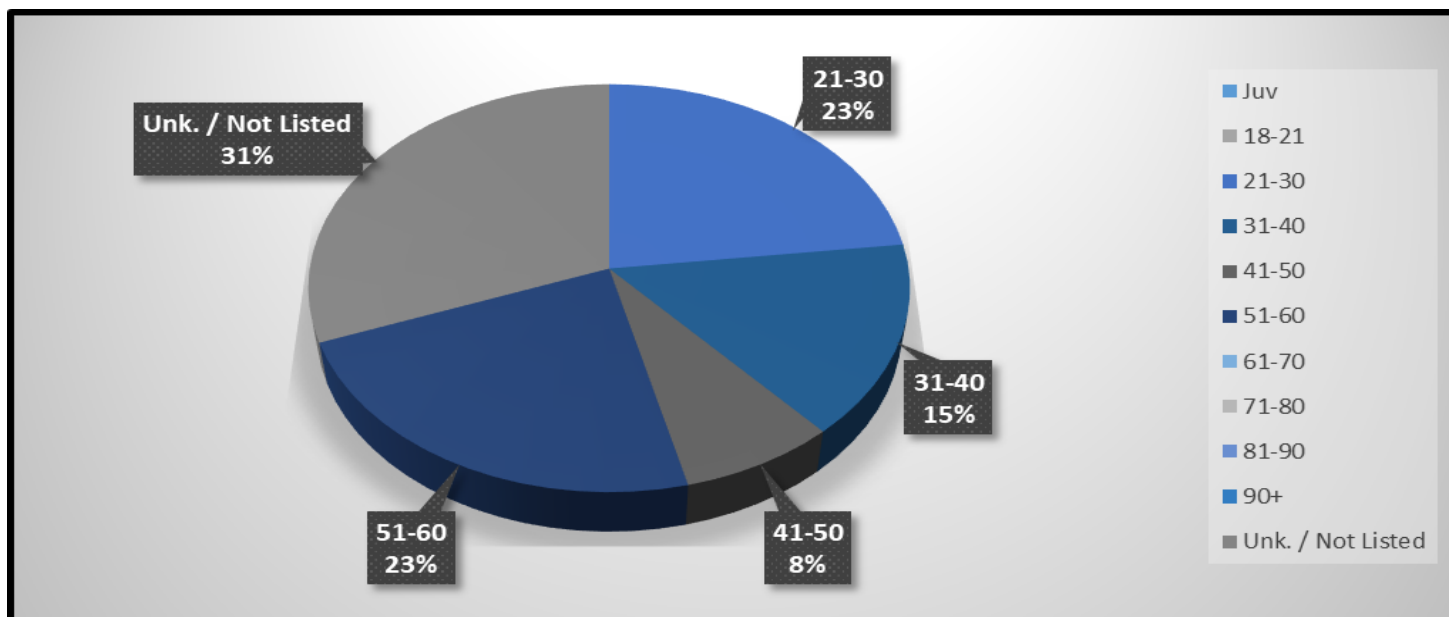
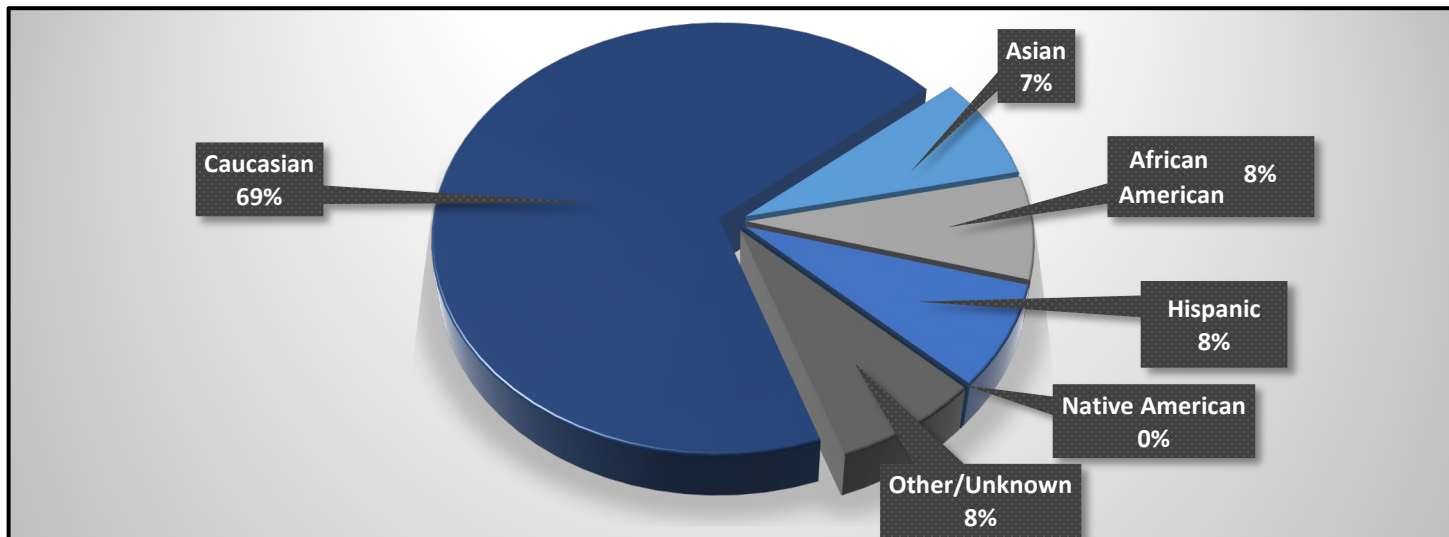
## Complaint Findings and Actions Taken

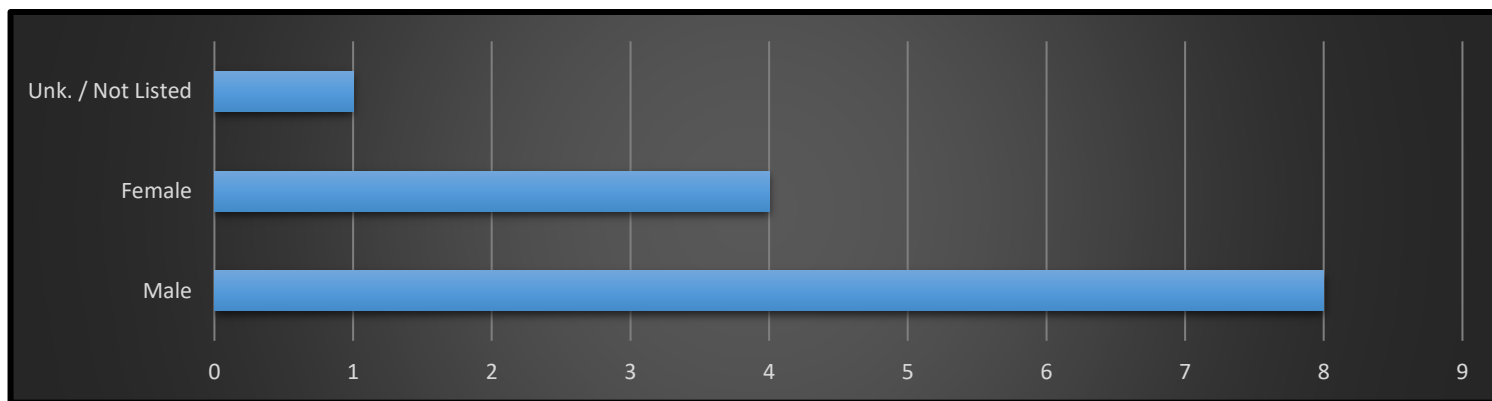


Of the 28 complaints made, 57% of them were unfounded, 18% were not sustained, and 3% were exonerated. 18% of the complaints were sustained, meaning enough evidence was found to believe the incident complained of occurred. Of those sustained complaints, 2 employees received remedial training, 2 received a verbal reprimand, 1 received a written reprimand, and 1 received a referral to the department's Internal Investigations division.

## Complainant Demographic

The Internal Investigations Division records the gender, age, and ethnicity of those making complaints against Lebanon Police Department personnel. Below are the findings for complaints made in 2024.





## Bias Based Profiling

The Lebanon Police Department annually reviews agency practices involving bias-based policing, as indicated in General Order X-G. This General Order has been in effect since October 29, 2002. It has been revised three times since then: on May 11, 2007, December 13, 2016, and May 5, 2020. There are no further recommendations for revising the current General Order.

According to data from the communication's CAD system, officers made 22,829 traffic stops during the 2024 calendar year. A total of 15,246 violations were cited during the stops, and 12,752 warnings were given instead of citations.

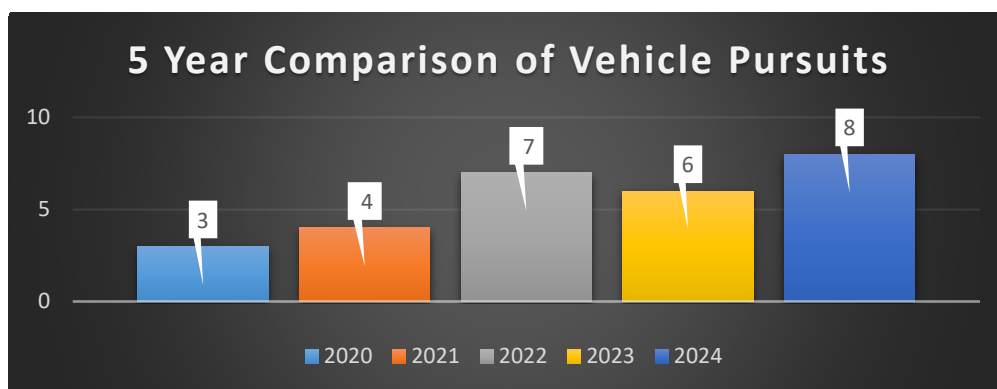
All newly hired officers were assigned to complete training through V-Academy titled "De-escalation for Law Enforcement" during the calendar year. Additionally, all newly hired officers were assigned to complete a training course through V-Academy titled "Community Policing in the 21<sup>st</sup> Century". The course covered the topics of implicit bias, cultural diversity, mental illness, emotional intelligence, de-escalation strategies, and community policing.

Based on data retrieved from the Professional Standards Division, one (1) formal complaint alleging bias-based policing occurred during the calendar year. That complaint was investigated. It was concluded that it was unfounded, and no action was taken.

## Vehicle Pursuits

One of the biggest liabilities in police work today is vehicle pursuits. The Department's policy is very strict and limits vehicle pursuits. All officers are required to receive emergency vehicle operations training during the Department's annual in-service program.

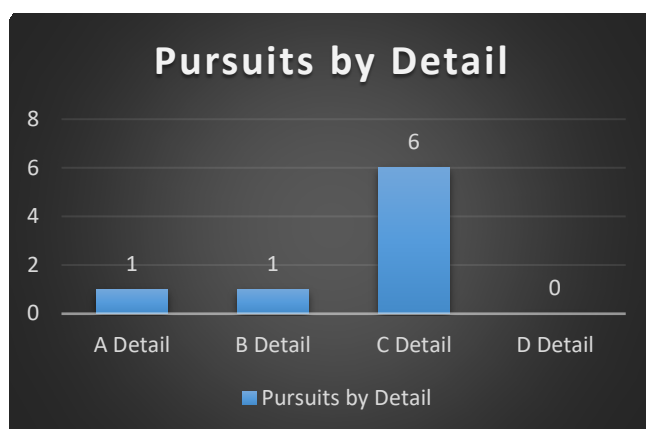
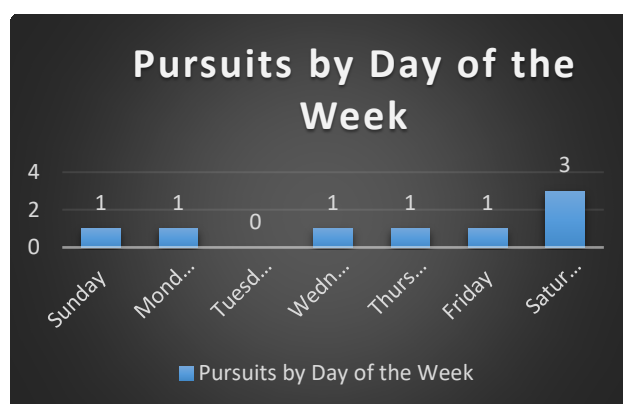
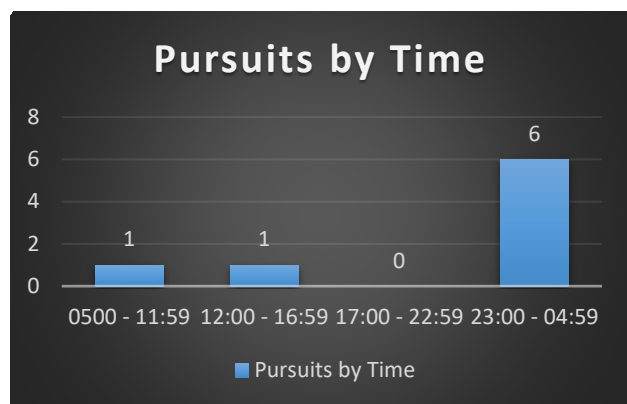
In 2024, the Department was involved in 8 vehicle pursuits. The Department initiated all the pursuits. Each pursuit is reviewed and critiqued by the involved officer's supervisor. The information is then forwarded to the Patrol Captain for review. The personnel involved in pursuits in 2024 exercised appropriate judgment and discretion during the pursuits. All policies and procedures in place for initiating, managing, terminating, reporting, and reviewing vehicle pursuits were followed.



### Accidents Involving Pursuits:

There were no traffic collisions involving police vehicles because of the pursuits. However, one pursuit resulted in the driver wrecking in the county after the pursuit was terminated. A second pursuit resulted in the suspect's vehicle becoming disabled. Two of the pursuits ended when the subject pulled over without incident. The officers terminated two pursuits after it was deemed a danger to the public to continue. None of the pursuits resulted in injuries. Three suspects were apprehended after the pursuit termination and charged with multiple charges, including DUI, driving on suspended, and evading.

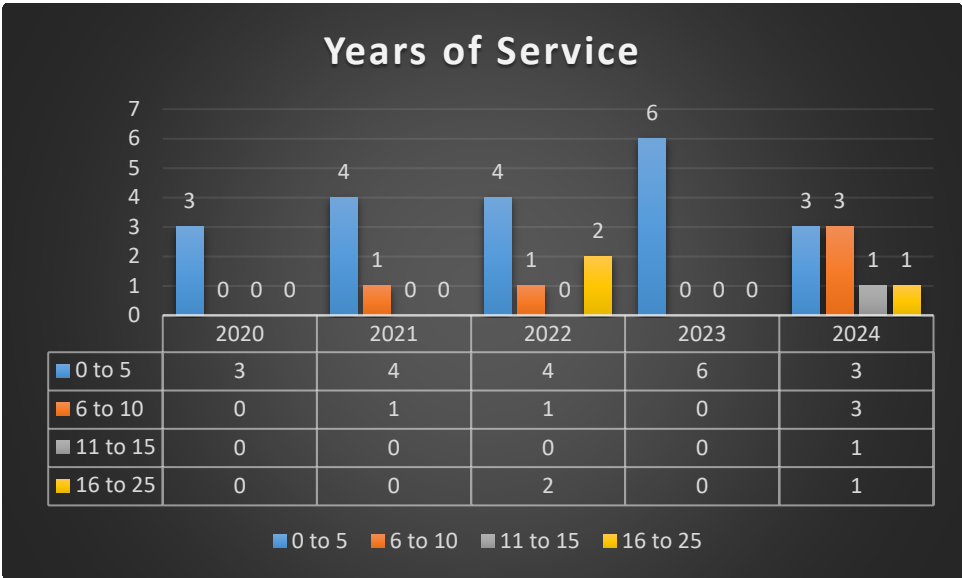
### Results:





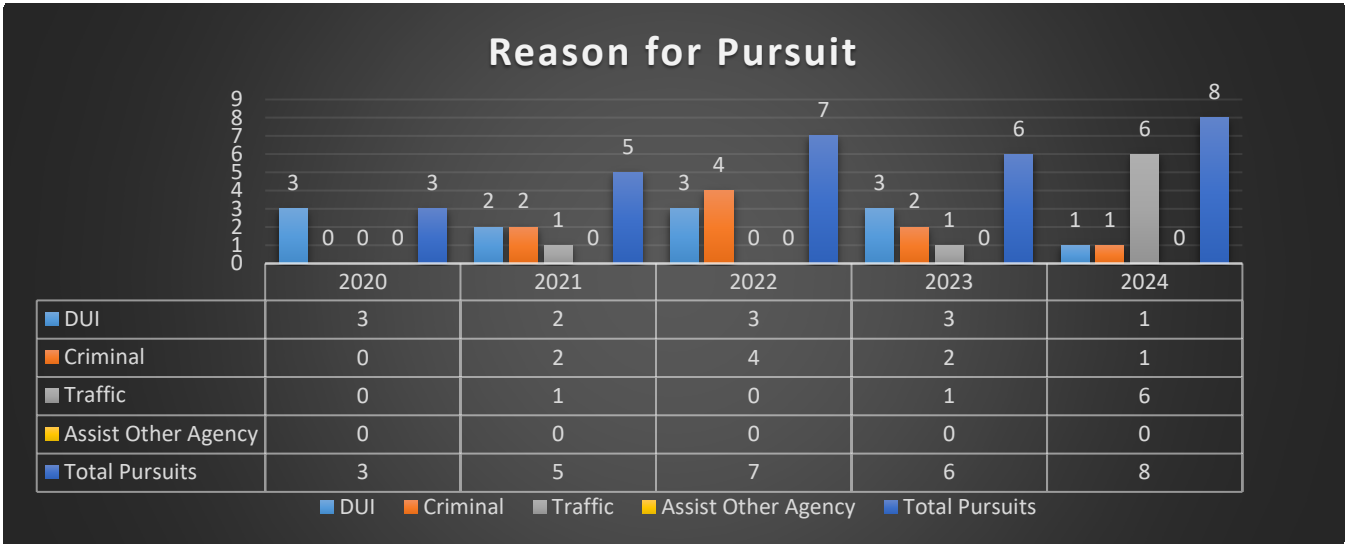
**Years of Service:**

Three of the eight pursuits were executed by the same officer with 6 years of law enforcement experience. Three pursuits were conducted by three different officers, each with 3, 5, and 5 years of law enforcement experience. One officer had 11 to 15 years of experience, and another had 22 years.



**Reasons for Pursuits:**

Of the 8 pursuits in 2024, one was initiated because the officer suspected the driver was under the influence due to their erratic driving. That pursuit ended with the driver pulling over and subsequently being charged with DUI. One of the pursuits was due to the driver fleeing the scene of an assault. Wilson County later located them after being involved in an accident. The other 6 pursuits began due to reckless driving. One pursuit ended after the officer was able to block their path. Another ended after the driver's vehicle died. That driver was experiencing a psychotic episode due to schizophrenia.



## Use of Force

Officers must submit a Use of Force report anytime an employee has been or has been alleged to have used force. The employee's supervisor is responsible for reviewing all aspects of the report, forwarding it to the Patrol Captain, and then on to the Chief of Police for their review. All Use of Force reports are reviewed by the Command Staff to see if any patterns, trends, or concerns need to be addressed. Officers receive use of force training and training on using the taser-conducted electrical weapon (CEW). Officers also receive verbal communication skills training, including de-escalation techniques and how to deal with suspects suffering from mental illness.

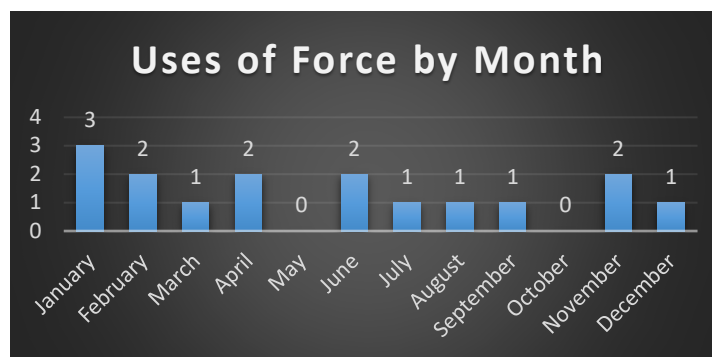
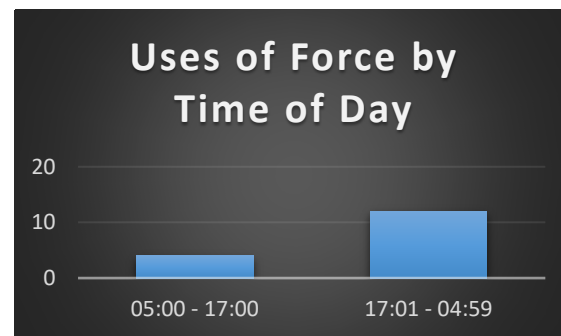
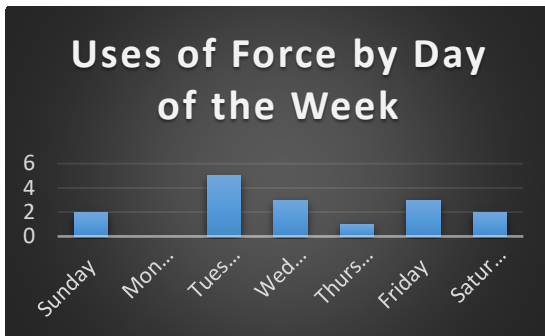
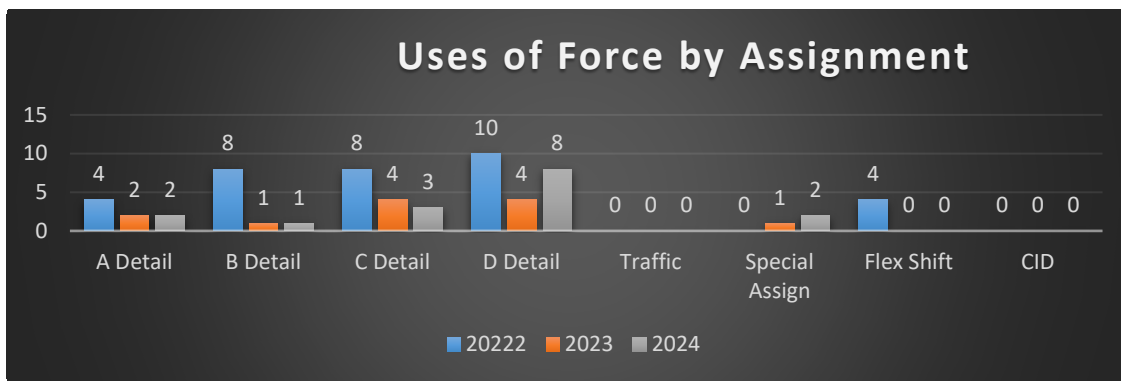
The number of arrests in 2024 increased by 25% in 2024 from 2023. The number of uses of force increased by 4 or 33%. The percentage of arrest situations in which force was used compared to the total number of arrests made was .33%, which is an increase of 0.02% from 2023. Seven of the 16 uses of force in 2024 (43.75%) involved suspects under the influence of drugs and/or alcohol or in possession of drugs or drug paraphernalia. There were also 7 suspects under the influence of drugs or alcohol in 2023, for a total of 58.3% of suspects involved in the use of force. One of the uses of force in 2024 involved a person with apparent emotional disabilities who was also under the influence of alcohol. One of the uses of force resulted in a self-inflicted gunshot by the suspect, who was under the influence and was making suicidal and homicidal statements. Two of the suspects displayed signs of excited delirium while under the influence. Overall, 43.75% of the uses of force in 2023 involved emotionally disturbed or under the influence of drugs or alcohol.

Out of the 16 uses of force in 2024, 10 involved soft-hand contact, 4 involved hard-hand contact, 4 involved the use of a department-issued taser, and 1 involved a department-issued less lethal bean bag shotgun. Four of the uses of force required more than one tactic to gain control of the suspect. No use of force involved the discharging of a department-issued service weapon.

Use of Force vs. Number of Arrests					
	2020	2021	2022	2023	2024
Arrests	3,109	2,196	2,788	3,809	4,751
Uses of Force	34	50	34	12	16
% of Arrests	1.10%	2.28%	1.20%	0.31%	0.33%

### By Assignment:

Details A-B (0500-1700) had 3 uses of force and Details C-D (1700-0500) had 11 uses of force during their shift hours. The SWAT Team had 2 uses of force during A-B Detail hours and 1 use during C-D Detail hours. Uses of force during night shift hours (17:00 – 05:00) accounted for 75% of the total number of uses of force.



#### Patrol Zone:

The East zones A, B, C, and D accounted for 93.75% of the use of force (15 incidents). The west zones (E, F, and G) accounted for 6.25% of the total uses of force (1 incident).

Uses of Force by Patrol Zone								
	A	B	C	D	E	F	G	Total
2022	9	5	6	4	8	1	1	34
2023	6	1	2	1	2	0	0	12
2024	3	1	6	5	1	0	0	16

#### Type of Force

Nine uses of force involved multiple officers (2 uses of force involved 8 officers, 1 involved 5 officers, 1 involved 4 officers, 2 involved 3 officers, and 3 involved 2 officers). Soft hand contact **was only** used to subdue suspects in 8 incidents. Hard hand contact **was only** used in 1 incident, which involved rigorously taking the suspect to the ground. A department-issued taser was used in 4 incidents.

One incident resulted in an officer discharging his department-issued bean bag shotgun to subdue an armed individual. There were four instances in which more than one tactic was used to subdue a subject.

### By Race and Sex:

In 2024, Caucasian suspects were involved in 8 of the use of force incidents (50%), Black suspects were involved in 6 incidents (37.5%), and Hispanic subjects accounted for 2 uses of force (12.5%). Females did not account for any use of force incidents.

Uses of Force by Race and Sex											
	African American		Caucasian		Hispanic		Male		Female		Total UOF
<b>2022</b>	10	29.4%	23	67.6%	1	3.0%	32	94%	2	6.0%	34
<b>2023</b>	5	41.6%	7	58.3%	0	0%	10	83.3%	2	16.6%	12
<b>2024</b>	6	37.5%	8	50%	2	12.5%	16	100%	0	0%	16

### Uses of Force Resulting in Injury:

Nine uses of force involved injuries to suspects. Seven of the incidents involved minor abrasions or lacerations from the suspect failing to comply with officers' demands. One subject suffered from a minor taser probe injury. Another subject was struck with a bean bag round which resulted in bruising. That same subject did shoot himself in the stomach after he was struck with the bean bag round. Eight of the suspects with minor injuries received medical treatment and were subsequently booked. The subject with the self-inflicted gunshot wound was treated. One use of force involved injury to an officer. The injuries were minor, and the officer was treated and returned to duty.

Uses of Force Resulting in Injury					
	Suspect		Officer		Total UOFs
<b>2021</b>	8	23.5%	4	11.8%	34
<b>2022</b>	7	58.3%	1	8.3%	12
<b>2023</b>	9	56.25%	1	6.25%	16

### Discharge of Firearms Analysis:

During the 2024 calendar year, the department had 13 incidents in which a department-issued firearm was discharged. The details regarding the incidents are indicated below. All discharges were within policy. All 13 discharges of weapons were to put down an injured animal humanely.

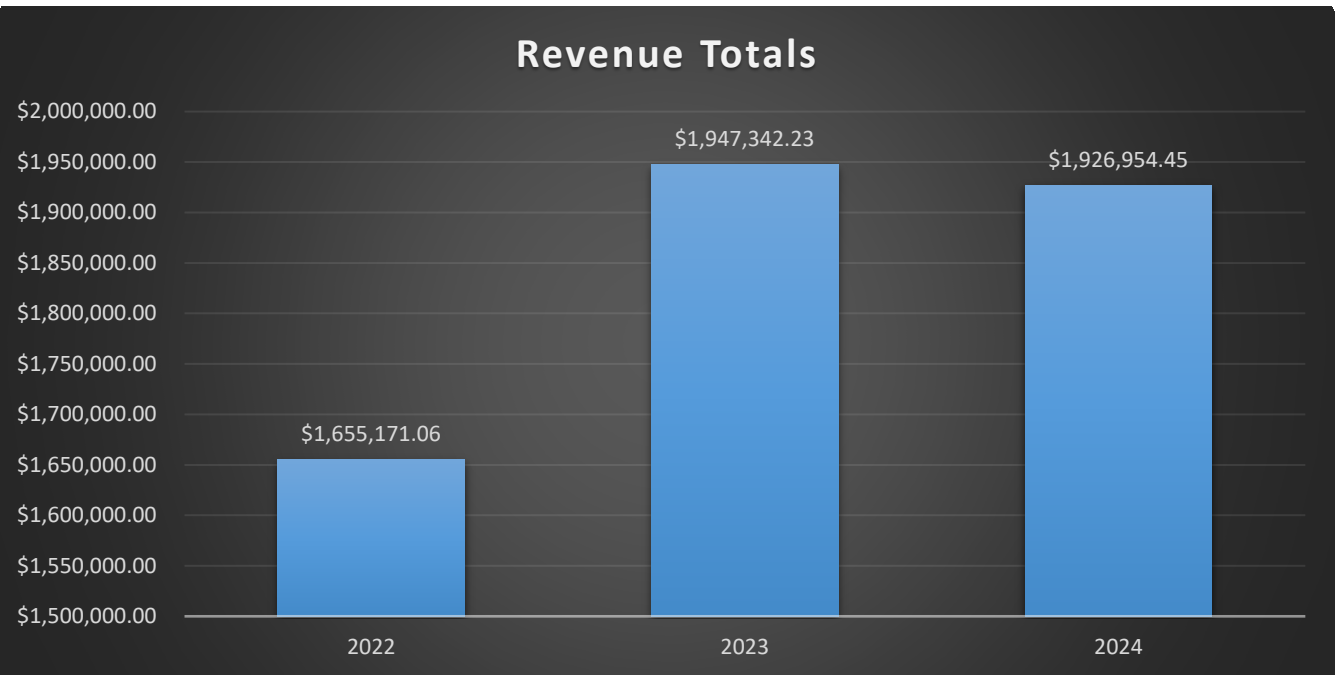
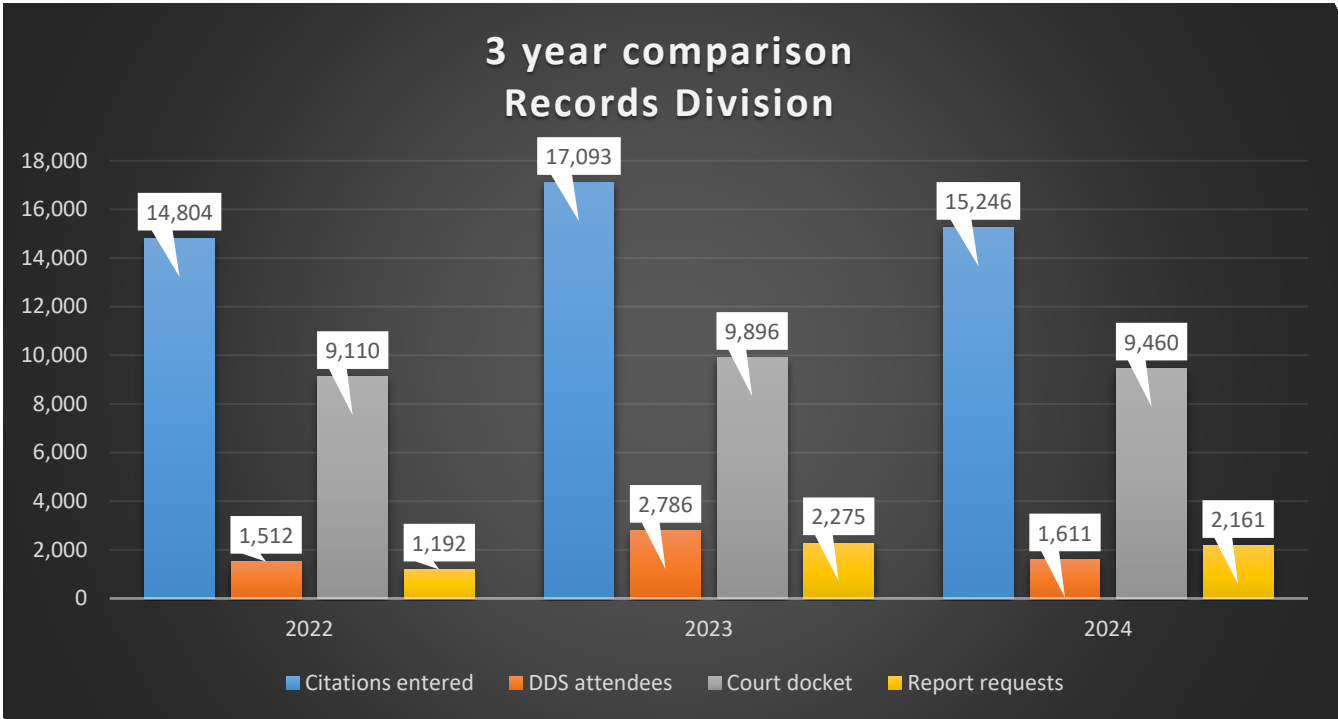
### Training:

In 2024, all officers received use-of-force training during annual firearms in-service classes, including de-escalation techniques and how to deal with suspects suffering from mental illness.

Operations-level officers received training on using the taser-conducted electrical weapon (CEW). During annual in-service classes, all officers also received training on verbal communication skills and defensive tactics.

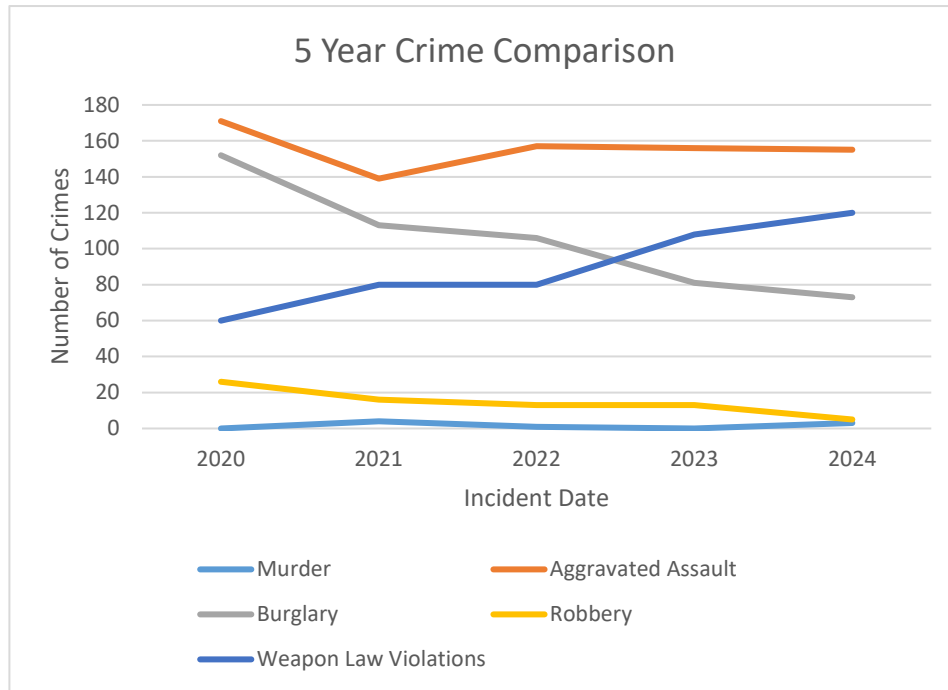
## Records

The Records Division is responsible for maintaining, securing, and retrieving incident, crash, and arrest reports. It is also the records keeper for the City of Lebanon Traffic Court and ensures the accurate entry of all citations for court purposes. Below is a three-year comparison of Records Division statistics.



## Crime Trends

The Reporting Agency Coordinator and the Alternate Reporting Agency Coordinator are responsible for entering each incident and arrest report. Department crime statistical data is submitted electronically to the Tennessee Bureau of Investigations (TBI) weekly. The Police Department conducts a monthly crime analysis to determine labor allocations and assignments. The crime data listed was compiled from information sent to the Tennessee Bureau of Investigation.



## Reported Violent Offenses - 5-year comparison

Offense	2020	2021	2022	2023	2024	Previous Year
Aggravated Assault	171	139	157	156	155	-0.06%
Simple Assault	494	520	496	486	517	6.30%
Burglary	152	113	106	81	73	-9.80%
Domestic Simple Assault	335	366	343	323	343	6.10%
Domestic Aggravated Assault	69	55	62	60	67	11.60%
Drug Violation	848	940	766	498	565	13.40%
Homicide	0	4	1	0	3	-
Kidnapping	7	3	8	18	12	-33.30%
Motor Vehicle Theft	81	72	76	92	57	-38%
Rape (Forcible)	15	20	16	16	19	18.70%
Robbery	26	16	13	13	5	-61.50%
Weapon Law	60	80	80	108	120	11.10%



## Court Liaison Officer Program

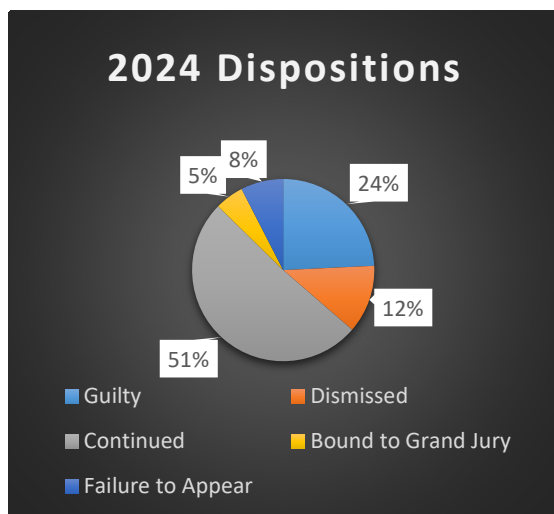
The Court Liaison Officer (CLO) attends General Sessions Court on behalf of patrol officers, traffic officers, and, in some cases, detectives and investigators. Some responsibilities include preparing case files for all cases on the General Sessions Criminal court docket and those cases bound over to the Grand Jury for patrol officers and briefing the Assistant District Attorney (ADA), and when requested, answering questions for the defendant or their attorney regarding case details. Most cases result in a plea or other disposition, which can be handled without the arresting officer's presence.

The CLO will also assist the ADA in prosecuting the case by contacting victims or civilian witnesses if requested and collecting offense reports from other agencies if necessary. When cases are bound to the grand jury, the CLO will research the case, locate, and download body-worn camera video or car camera video, download an evidence list from the Tracker system so the prosecution will have evidence information, and attempt to locate any other information requested by the District Attorney's Office. This information is uploaded to the "CivicDocs" cloud-based system for the District Attorney's Office.

Between court appearances, the CLO will research upcoming court dockets and create a spreadsheet of officers' cases broken down into cases set for discussion and those set for preliminary hearings. The CLO will also create folders for each court day with the warrants, reports, pictures, or any other documents needed to prosecute each case.

The CLO is a point of contact for the District Attorney's Office and defense attorneys alike, attempting to locate officers in the Department for any level of court.

In 2024, 3407 cases were handled through the program, with officers having to appear for a preliminary hearing 345 times. This means officers are only coming to court for preliminary hearings 10% of the time. When officers are called in, they are called in at 1 pm, and the court is finished typically before 4 pm, so they are not tied up in court for the entire day. The CLO had court 127 days in 2024, averaging 27 cases per court appearance. 174 cases were bound to the grand jury. The grand jury meets once a month, so the CLO would present an average of 14 cases per grand jury meeting.



Total Cases Handled	3,407
Number of Officers Called In	345
# of Court Days	127

## PATROL DIVISION



**Lieutenant Titus Kelley**  
Day Shift



**Lieutenant Joe Nokes**  
Night Shift



**Sergeant Kevin Ragland**  
A-Detail



**Sergeant Jim Stoud**  
A-Detail



**Sergeant Justin Butler**  
B-Detail



**Sergeant Travis Rourke**  
B-Detail



**Sergeant Tim Kelley**  
**C-Detail**



**Sergeant Derrick Way**  
**C-Detail**



**Sergeant Beau Barnett**  
**D-Detail**



**Sergeant Jerimy Pruitt**  
**D-Detail**

## Patrol

The Patrol Division consists of the Patrol Services and Communications Division. One hundred and twelve full-time officers, 1 part-time officer, and 46 civilian staff members comprise the Patrol Division. During 2024, Patrol Division officers responded to 90,416 calls for service. The patrol function is a generalized function in which officers engage in a wide variety of activities, including but not limited to enforcing traffic and criminal law, answering complaints, conducting investigations, community relations, transporting prisoners, and crime prevention activities during their tour of duty. Patrol Division resources are divided over four 12-hour details supplemented most closely by the Special Operations Division. Communications Division resources are divided over three 8-hour shifts. Resource allocations are reviewed several times during the year, and the Patrol and Communications Divisions were properly deployed and staffed during 2024.

## Field Training Program

Once a certified officer (one that has previously obtained certification from a police academy through the state of Tennessee) is hired, they receive at least 248 hours of training from LPD before starting on their own (without an FTO). Once an uncertified officer (one that has not completed the police academy or obtained a certification from the state of Tennessee) is hired, they will attend and successfully pass the police academy and all department training before being released on their own (which would be a minimum of 1,316 hours of training).

All Officers hired by LPD are required to complete the following training:

- Police Academy
  - TN-certified officers do not attend the Police Academy due to current certification.
  - Certified officers from other states attend a three-week transition academy (120 hours)
  - Uncertified officers receive 12 weeks of Police Academy (480 hours)
- Department Policy and Procedure – 2 weeks (80 hours)
- Field Training Evaluation Program (FTEP)
  - Certified Officers receive a minimum of four weeks (168 hours)
  - Uncertified Officers receive a minimum of 18 to 26 weeks (756-1,092 hours)

In 2024, the Lebanon Police Department had 14 new officers complete the FTEP. Five of these new hires were certified, and 9 were uncertified.

## Pre-Academy

Sergeant Butler is the Field Training Officer (FTO) Coordinator. He oversees the Field Training Evaluation Program (FTEP) and the Field Training Officers (FTOs). In 2018, Sgt. Butler initiated a Pre-Academy for newly hired uncertified officers. This was created to familiarize new officers with police work and laws and prepare them for the Police Academy. This is in addition to the training listed above.

## FTO School

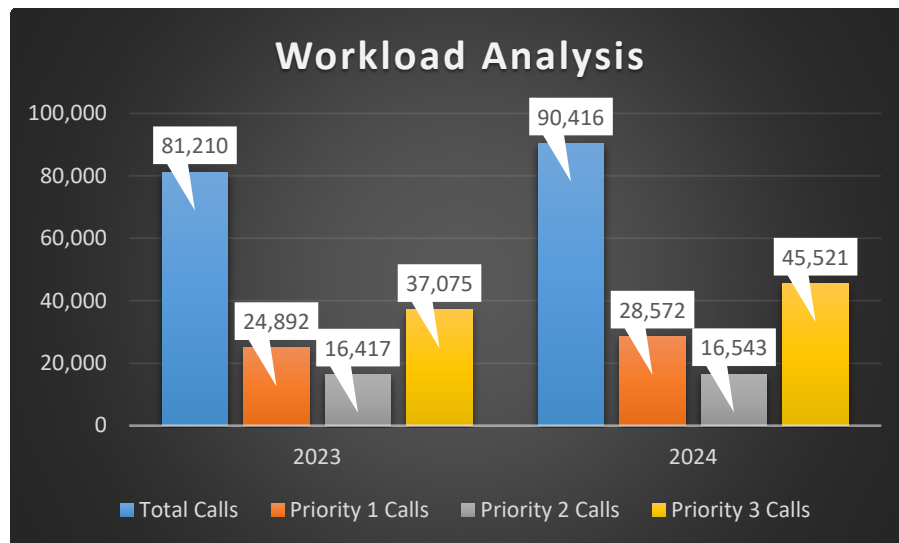
LPD regularly hosts FTO schools. The instructors are Sgt. Butler, Sgt. Kelley, and Sgt. Scott. All nineteen FTOs currently employed at LPD have completed this school. In 2024, LPD hosted three schools for 85 officers from departments across the state. Nineteen of the attendees in 2024 were LPD officers. The Lebanon Police Department currently has 21 FTOs, with 14 on patrol and 7 on specialized units.



## Workload Analysis

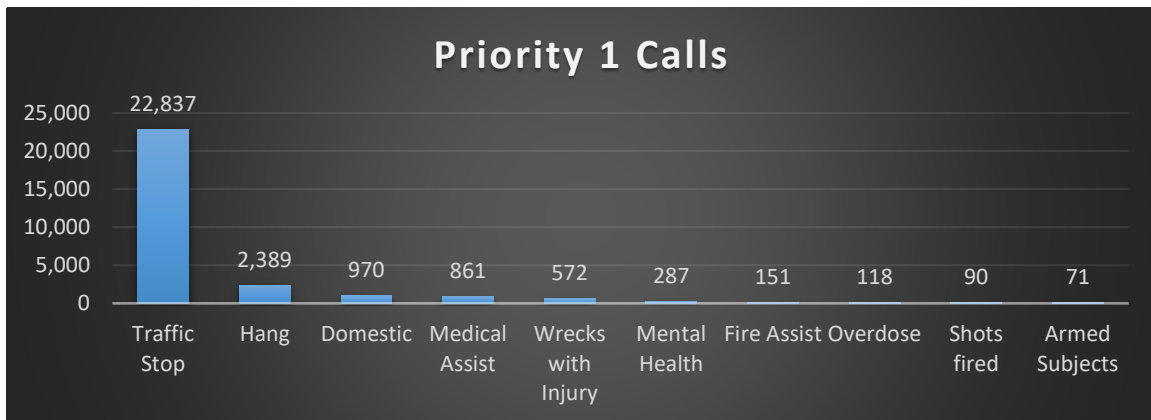
In 2024, calls for service increased by 11.3% from 2023 (9,206 calls). However, this decreased from the 18.4% growth from 2022 to 2023. In 2024, Priority 1 Calls increased by 14.8%, Priority 2 calls increased by .7%, and Priority 3 calls increased by 22.7%.

<b>All Calls for Service</b>	<b>2023</b>	<b>2024</b>	<b>+/-</b>	<b>% change</b>
Total Calls for Service	81,210	90,416	+9,206	+11.3%
Priority 1 Calls	24,892	28,572	+3,680	+14.8%
Priority 2 Calls	16,417	16,543	+126	+.7%
Priority 3 Calls	37,075	45,521	+8,446	+22.7%

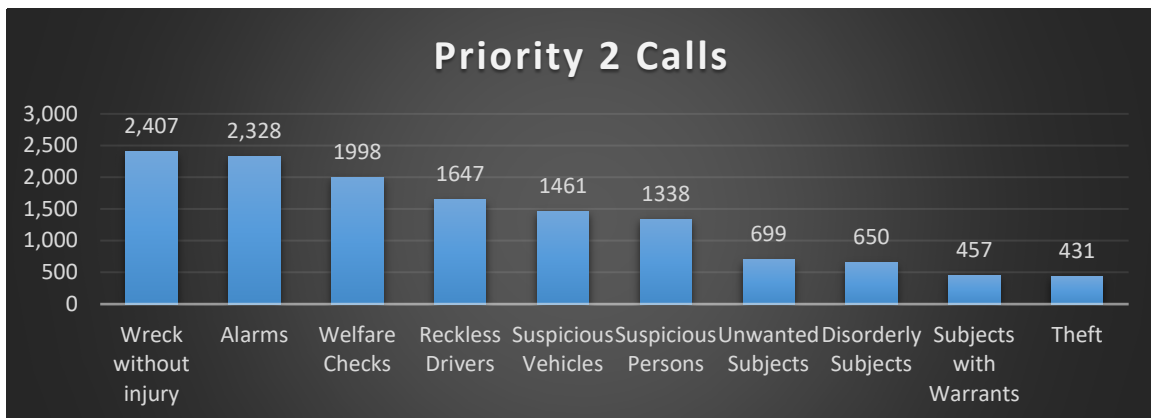




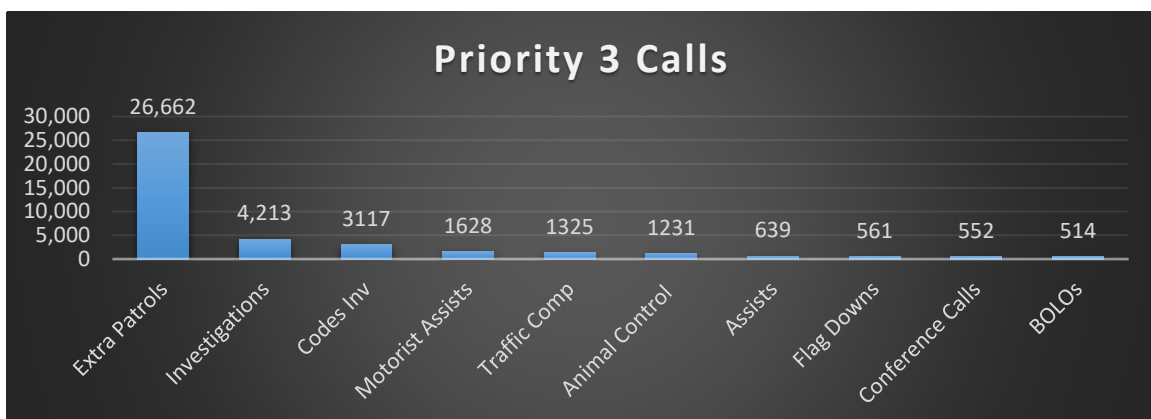
Traffic stops accounted for 80% of the Priority 1 calls for service in 2024. 911 hang-up calls made up 8.3%, medical and fire assists 3.5%, and domestics 3.3%. The chart below includes the top ten Priority 1 calls for service for 2024.



Suspicious vehicles and persons combined made up 17% of Priority 2 calls in 2024. Motor vehicle accidents 14.5%. Alarms accounted for 14%, welfare checks 12%, and reckless drivers 10%. The chart below includes the top ten Priority 2 calls for service for 2024.



Extra patrols accounted for 58.5% of Priority 3 calls in 2024. The Codes Department, along with Animal Control, accounted for 12%. Investigations comprised 9.25%, followed by motorist assists (3.5%) and traffic complaints (3%). The chart below includes the top ten Priority 3 calls for service for 2024.



## Response Time

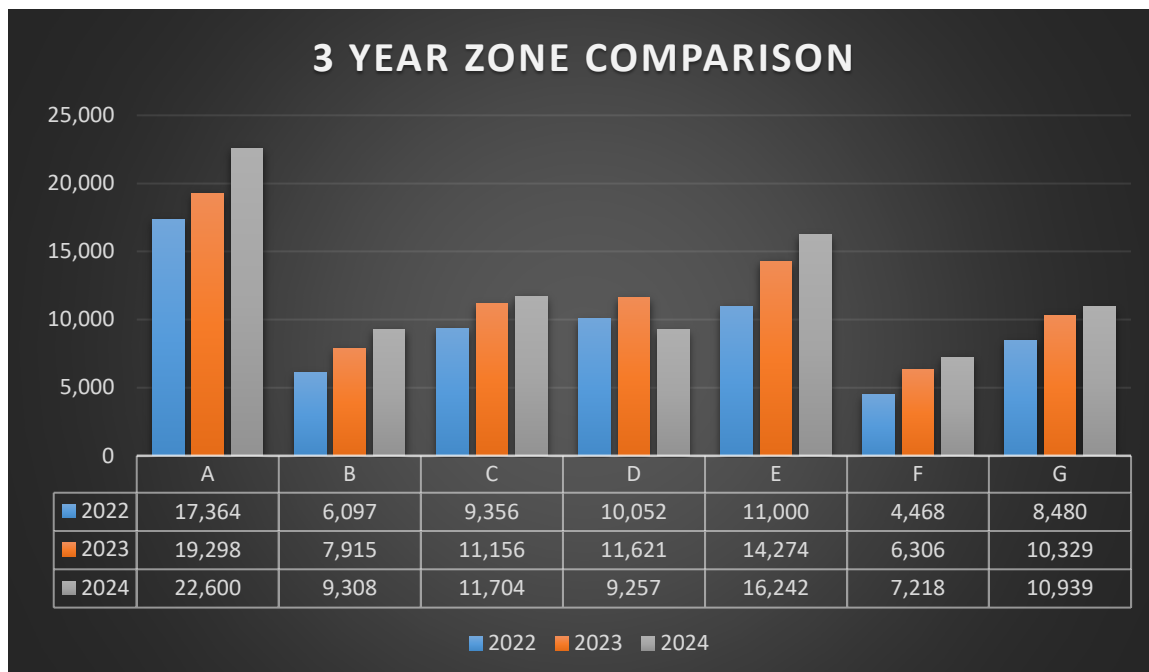
The Department's goal is to respond to calls for service within 5 minutes of being dispatched. While calculating response time data, it was discovered that officer-initiated calls could not be eliminated from the total calls for service. There is no current search function available. This has produced a slightly skewed average response time in Priority 1 and Priority 3 calls. During 2024, the Department responded to 28,619 calls directly from the public, and 61,797 calls were generated by the officer resulting in a 00:00 response time. Priority 1 calls produced an average of a 2-minute and 59-second response time. Priority 2 calls averaged 5 minutes and 22 seconds, and priority 3 had an average of 4 minutes and 1 second. All priorities combined produced an average response time of 4 minutes and 26 seconds to all calls.

Priority Type	Average Time
Priority 1	2:59
Priority 2	5:22
Priority 3	4:01

The Department's recruiting efforts continued through 2024 to maintain staffing levels in all operational units. The Department continues to review operations to reduce response times to calls for service.

## Calls for Service by Zone

The city is divided into seven zones: four in the East (A-D) and three in the West (E-G). In 2024, Zone A made up 26% of the call volume, consistently making up 24 - 26% of the call volume yearly. This is a densely populated area of the city consisting of both residential and commercial areas. Zone E made up 18% of the call volume in 2024. It also consists of residential and commercial areas.





## COMMUNICATIONS DIVISION



**Lieutenant Andrew Hawkins**  
**Communications**



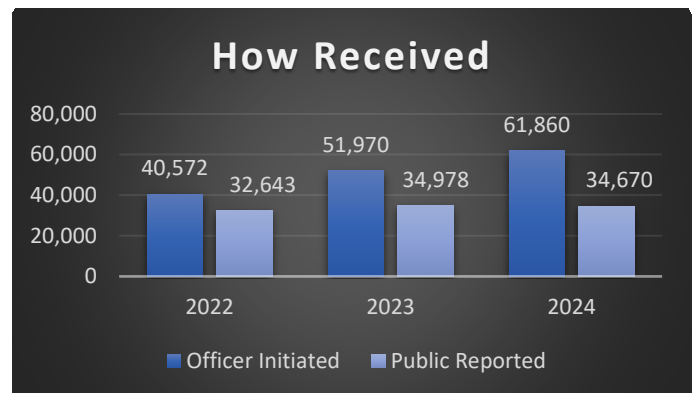
**Dawna Gutierrez Terminal**  
**Agency Coordinator**



**Amber Phillips**  
**Dispatch Supervisor**

## Central Dispatch:

Central Dispatch Communications dispatches Lebanon Fire, Police, Animal Control, Codes, and Public Works Units, with over 200 employees combined. There are 23 Communications positions, including a Communications Lieutenant, Dispatch Supervisor, Terminal Agency Coordinator, and 20 dispatcher positions. Central Communications dispatched 96,532 total Calls for Service in 2024. The difference between the number of calls for service and the number of case numbers created is due to some calls for service not generating a case number, such as follow-ups, and the addition of fire and public works calls, which do not create a law case number.



Officer-initiated calls are calls generated by a dispatcher when an officer interacts proactively with a public member or he/she has witnessed a problem that needs to be addressed. This can also be used when dispatchers place a call on themselves, such as a note. Most often, officer-initiated calls are extra patrols and traffic stops. Officers conducted 42.1% more extra patrols in 2024 than in 2023. There were 18,764 extra patrols conducted in 2023 and 26,663 in 2024. These additional patrols led to a decline in property crimes such as theft of motor vehicles. Weapons and drug arrests were also up due to the diligence of the officers during these extra patrols. Dispatchers answered, on average, 95 calls a day in 2024 from the public which resulted in the completion of a call card. This is down from 109 calls a day in 2023. This number does not include the calls that were answered and did not end with the generating of a call card, such as providing directions, questions about holiday events or weather, and calls needing to be transferred to other city departments.

## CRIMINAL INVESTIGATIONS DIVISION AND TRAINING DIVISION



**Lieutenant Eugene McGee**  
**Criminal Investigations Division**



**Sergeant Jeremy Johnson**  
**Criminal Investigations Division**



**Sergeant Matt Dedman**  
**Training Division**

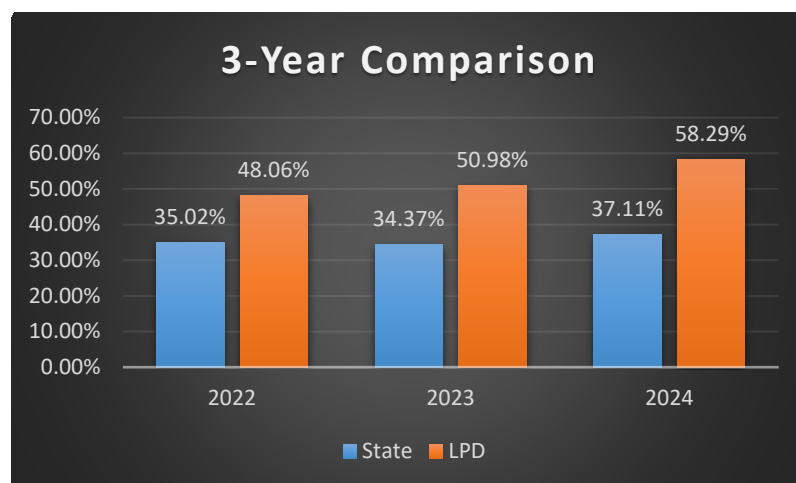


**Sergeant Seth Jackson**  
**Training Division**

The Criminal Investigations Division (CID) is a specialized unit staffed by 14 full-time officers. Investigations require special expertise due to their complexity and/or geographical considerations that may hinder patrol officers' completion. In addition, CID has been assigned functional responsibilities in the areas of organized crime, narcotics, intelligence, and surveillance. Intelligence briefs are commonly shared with the Wilson County Sheriff's Office and the Mt. Juliet Police Department. In 2024, CID investigated 685 assigned cases, with 764 closed. It is worth noting that some of the cases closed in 2024 were assigned from previous years. Eighty percent (80%) of the 685 cases assigned in 2024 were closed (546).

Investigator	Assigned	Closed Cases
Beatty	67	69
Berger	58	62
Bringhurst	66	60
Brockman	69	63
Daniel	3	8
Drennon	60	66
Gray	58	81
Hollins	60	62
Huddleston	61	63
Johnson	2	37
McGee	0	5
Spicer	53	52
Wigger	42	48
Williams	86	88
<b>Total</b>	<b>685</b>	<b>764</b>

The Tennessee Bureau of Investigation calculates the clearance rate. To calculate it, one must divide the number of offenses cleared/solved by the total number submitted to the Tennessee Bureau of Investigation, then multiply by 100 to get the percentage of offenses cleared/solved. The chart below compares the department and state clearance rates for three years.





## Training



The Department's training officers, Sgt. Matt Dedman and Sgt. Seth Jackson, are responsible for ensuring that all initial and mandatory training occurs annually. The Department places special emphasis on training. Recruit officers receive over 1,000 hours of initial training before becoming solo patrol officers. The recruit first must attend the Tennessee Law Enforcement Training Academy, or other POST-certified police training academy, for twelve weeks and must also complete policy and procedure training. The recruit is then assigned to Field Training Officers for an additional 756 to 1,092 hours. During the FTO training period, a Field Training

Officer monitors and evaluates the recruits daily. Upon completing the Field Training Evaluation Program, the recruit is released for solo patrol status.

Officers must complete at least 40 hours of annual training to maintain certifications. Departmental mandatory re-training includes the use of force, firearms, legal updates, child sexual abuse investigations, defensive tactics, and defensive driving. The Department utilizes instructors from within the Department to conduct the annual 40-hour in-service. Officers may attend specialized training from outstanding institutions such as the Tennessee Law Enforcement Academy, Northwestern University, and the Institute of Police Technology and Management.

### LPD/ESU hosted police and local agencies for training on:

- Tasers
- Firearms
- Patrol Rifle
- Sabre Red OC
- Straight Baton
- Written Testing for Non-Certified Officers
- In-Service (for our officers)
- MILO
- EVOC
- Distracted Driving
- Road Course
- MRDS Course
- Use of Force
- LEOSA
- Defensive Tactics
- SIMS
- Active Shooter
- Building Clearing
- V-Academy

- CPR
- Mass Casualty
- Officer Wellness
- Ethics
- DUI
- IT
- Stops

**LPD/ESU hosted national training on:**

- FTO School (3-Day)
- LHLN Master Leader and Presenter
- LHLN Intentional Leadership
- LHLN Servant Officer
- SWAT School
- D.A.R.E.
- APCO Active Shooter for Communications

**Reserve Officers**

Sgt. Dedman and Sgt. Jackson also oversee the Reserve Officer Program, which consists of five Reserve Officers. All Reserve Officers receive 128 hours of initial training, followed by a modified Field Training Program (120 hours). They must work 8 hours a month to maintain their reserve status. They must also complete 40 hours per year of in-service training to maintain certification.



## **SPECIAL OPERATIONS DIVISION**



**Lieutenant Jesse Scott  
Power Shift / K-9 Division**



**Sergeant Brian Blackburn  
Emergency Services Unit**



**Sergeant Steve Green  
Traffic Services Division**



**Sergeant Chris Rickles  
Narcotics Division**

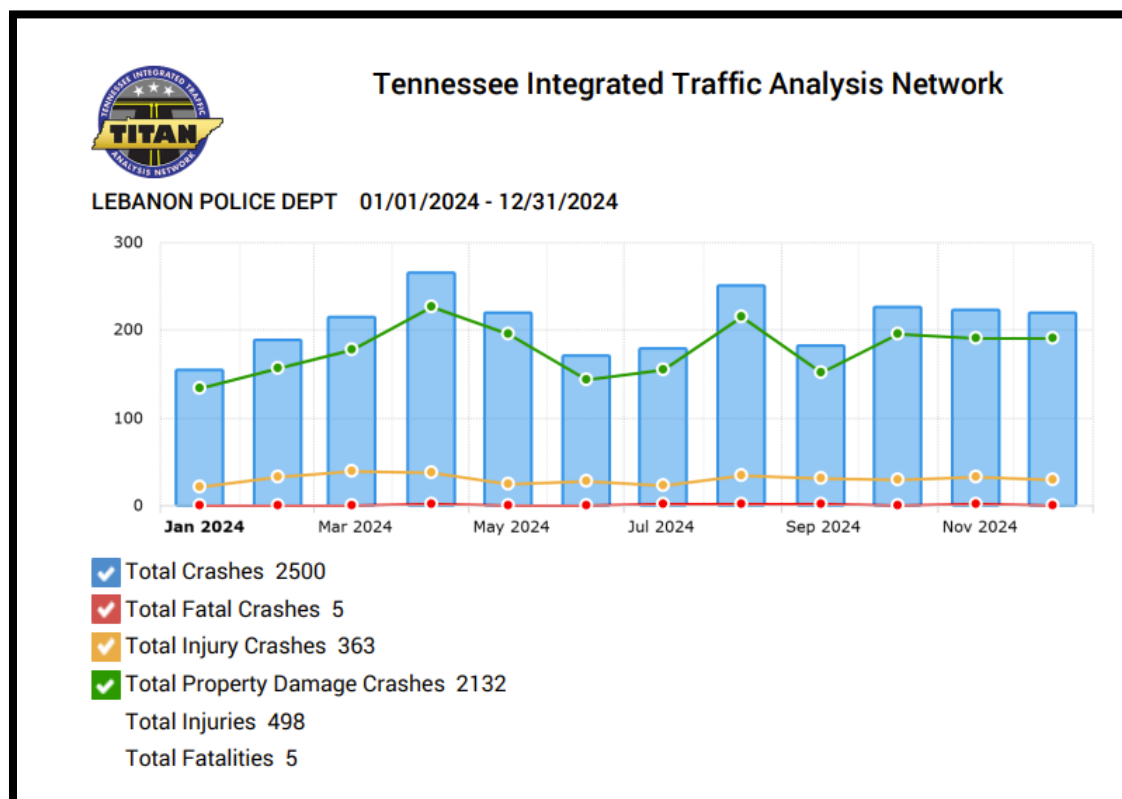


Currently, the Special Operations Division is responsible for the functions of Emergency Services, Traffic Services, Power Shift / K-9 Division, Narcotics, Facilities Guards, and the CERT and Reserve Officer Volunteer Programs. This division comprises 21 full-time Officers, 3 facilities guards, 3 civilian staff members, 9 part-time civilian staff members, 25 CERT volunteers, and 6 Reserve Officers.

## Traffic Services

Officers have great discretion in traffic enforcement, including warnings, written citations, and physical arrests. The Department has utilized an aggressive selective traffic enforcement program to attempt to reduce traffic crashes and highway deaths. The program places enforcement activities in high accident occurrence areas and citizen complaint locations.

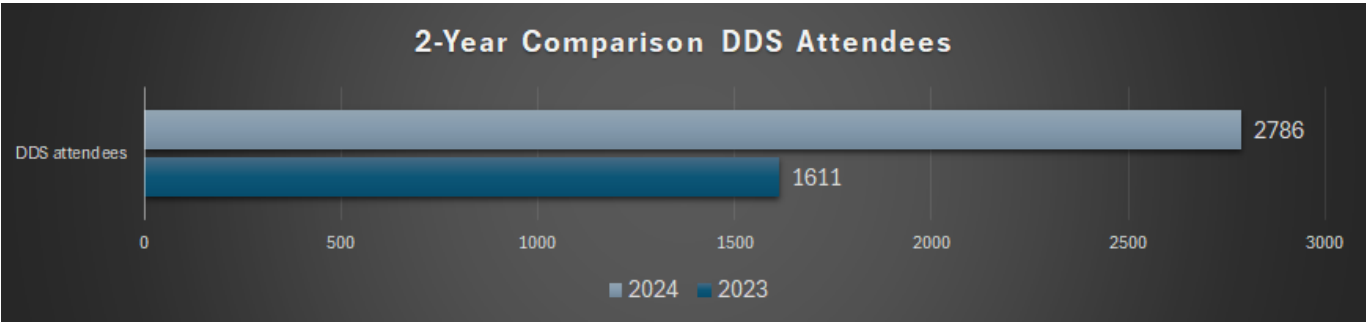
During 2024, officers completed 2,500 crash reports. Officers completed 2,132 reports involving property damage, 363 injury accidents, and 5 fatalities. The major causes of traffic crashes during 2024 were the Following: Improperly with 31%, Failure to Yield with 20%, and Failure to Maintain Lane with 9%. There were 45 crashes reported involving alcohol. Teen drivers accounted for 30% of accidents that occurred on the roadway. Any discrepancies in the numbers are due to officers either not locating the crash, involved parties not wanting reports, or the crash being worked on by another agency.



During the 2024 grant year, October 2023 – September 2024, our department conducted 127 traffic saturations, resulting in 629 stops. Those stops led to 1,001 citations. The Tennessee Highway Safety Office reported this, which reimbursed our agency for the overtime officers worked. The total amount reimbursed was \$20,961.25.

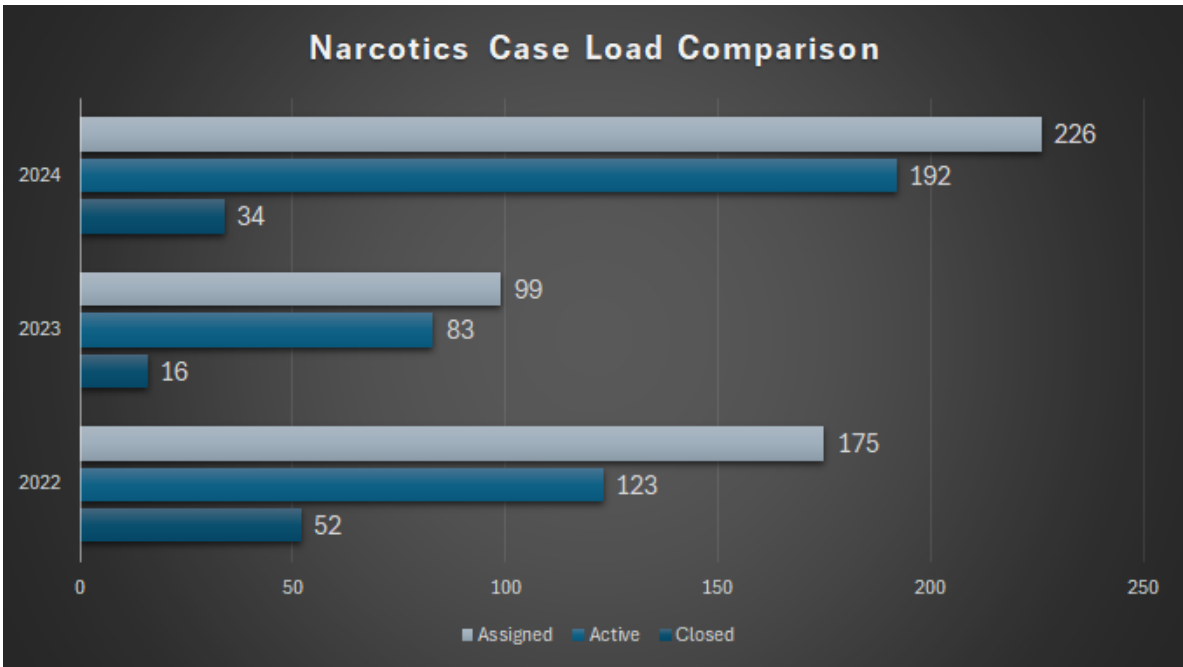
Defensive Driving School

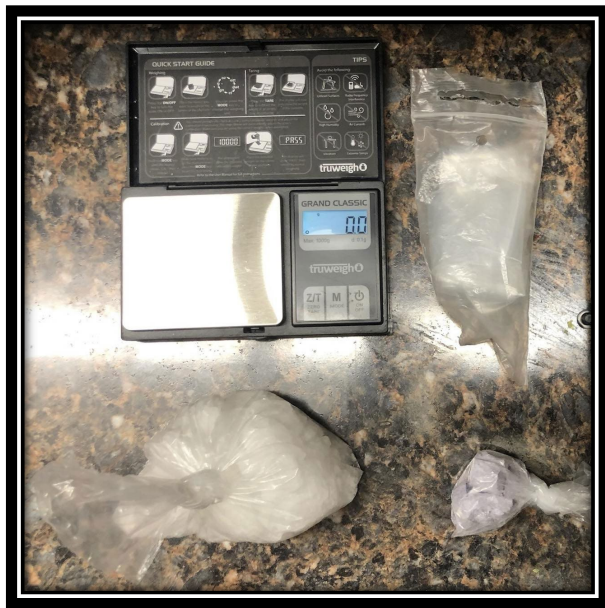
Pre-COVID-19, qualifying traffic offenders were allowed to attend a 4-hour comprehensive defensive driving school. This defensive driving school allowed first-time offenders to learn valuable driving techniques. During Covid-19, the Lebanon Police Department had Traffic Unit Sergeant Steve Green create a video to replace in-person defensive driving school. Upon successfully completing the defensive driving school, the citation is pre-trial diverted and does not appear on the offender’s driving record. In 2024, the department began back the in-person class while still providing the online class for those out of county/state. In 2024, 808 people attended the in-person class, while 803 others attended the online class. All offenders paid their fees and gained their certificate of attendance.



Narcotics

The Narcotics Division is responsible for investigations relating to narcotics, gambling, prostitution, illegal alcohol sales, and other related crimes. To reduce the number of narcotics available in our city, the Division conducts controlled drug buys and regularly works with agents from the Wilson County Sheriff’s Department, TBI, DEA, FBI, ATF, and other law enforcement agencies. In 2024, the Narcotics Unit was responsible for opening and investigating 226 cases. Of these cases, 192 are still open, and 34 were closed.

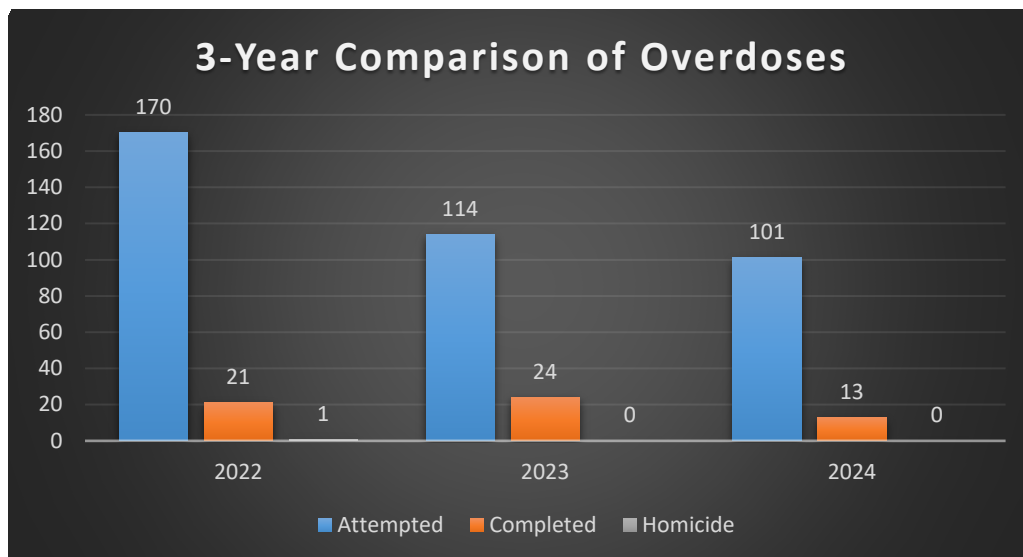




## Overdoses

In 2024, the Department continued tracking overdoses to equip our officers better as well as serve our community for the growing abuse of opioids. In response to the local and national rise in opioid overdose deaths, the Lebanon Police Department has an investigator whose primary duty is to investigate overdoses and seek prosecution for the suppliers of the lethal narcotics.

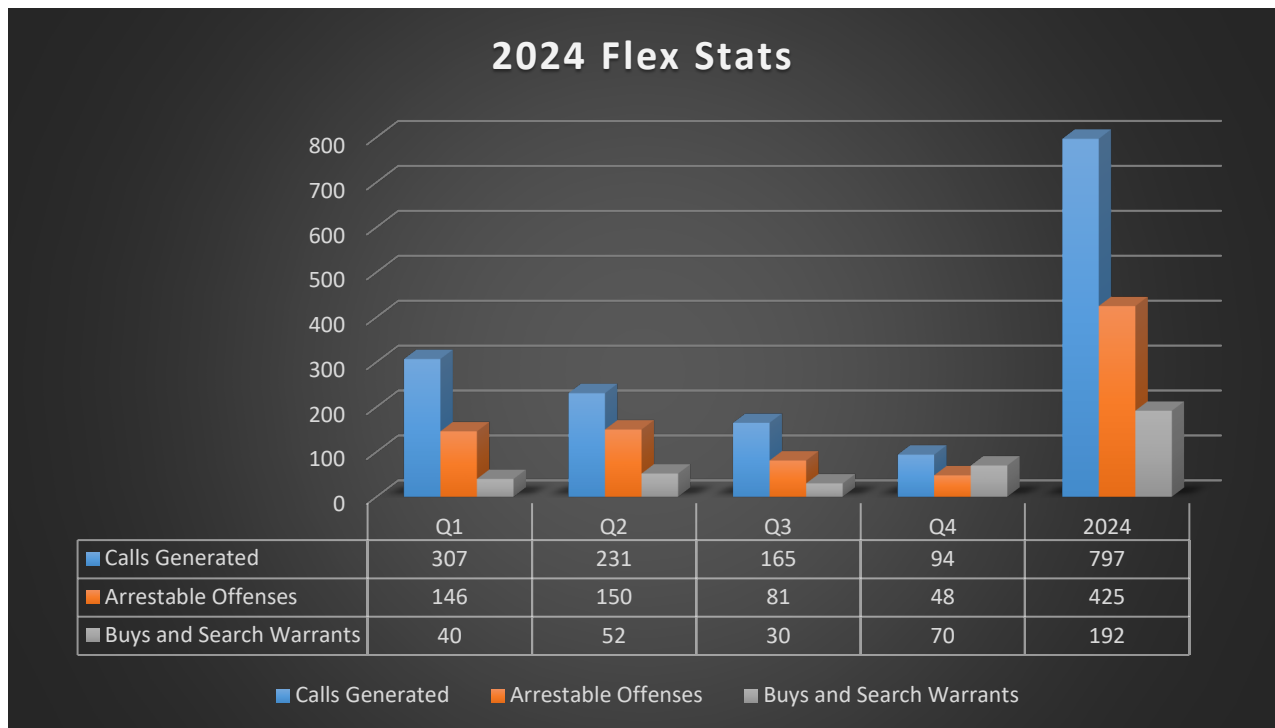
The chart below depicts a 3-year comparison of how many overdoses were attempted, overdoses completed, and overdoses charged as homicide. Attempted overdoses resulted in the victim surviving. Completed overdoses resulted in the victim succumbing to the effects of the overdose. The homicide number represents completed overdose cases that are now charged as second-degree homicide for the distribution of narcotics that resulted in the death of another. The total number of overdoses is down 17% from 2023 and down 41% from 2022. Overdose deaths are down 46% from 2023.



## Flex / K-9 Division

The Flex Unit / K-9 Division consists of four Certified Officers. Three of those officers have K-9 partners, and two patrol K-9 officers are not with the Flex unit. The Special Operations Captain also has a K-9 partner. All dogs are certified through the United States Police Canine Association (USPCA). Officers are tested annually to meet the USPCA's continuing proficiency standards and regularly scheduled monthly training sessions.

Officer Ryan Edwards was assigned with K-9 Falco and will complete certification in early 2025. Edwards and Falco will move to D Detail. Officer Blake Norman and his K-9 partner, Kane, are on C Detail. Officer Cody Bryan and his K-9 partner Samson and Officer Gray Parish and his K-9 partner Donner are assigned to Narcotics. Captain VanHook and K-9 partner Eik, Officer Cory Oakley, and his K-9 partner Teddy are used in Bomb Detection, Article Searches, and Non-Aggressive Tracking.



\*\*This year the Flex Unit had multiple personnel changes and extended absences. Due to this, the below are calculated on an average shift of three officers.



### Calls Generated Per Officer

- 266/year

### Arrestable Offenses Per Officer

- 141/year

### Buys and Search Warrants Per Officer

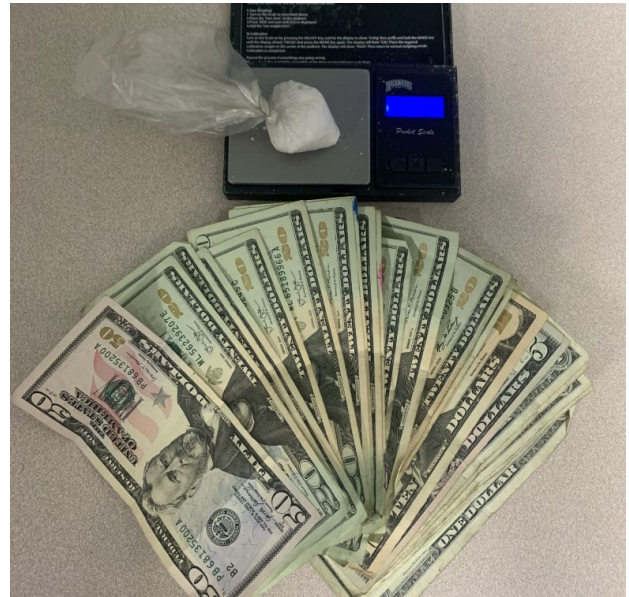
- 64/year

## Seizure Totals

### Currency - \$12,976

Every unit member has seized or assisted in seizing currency. This includes completing the extensive paperwork, scheduling and presenting their seizures to judges, and contributing to the unit's **nine (9)** seizures of proceeds from the illegal sale of narcotics this year.

Most of the Department's seizures have already cleared, and all have been presented successfully.



## Firearms - 13

The majority of these were in possession of convicted felons, many were possessed during the commission of a drug-related felony, some were stolen, and some were in possession of individuals under the influence of drugs and/or alcohol.



## Vehicles - 4

All these vehicles have been used in the transport and sale of illegal narcotics. All have cleared the judicial process and been awarded to LPD.





## Drugs

While the total weight and quantity are unknown, every member of this unit has contributed numerous drugs for resale charges in violation of TCA's 39-17-417 and 39-17-434. These felony violations have included the possession, sale, and distribution of heroin, fentanyl, methamphetamine, crack and powder cocaine, marijuana, and various prescription pills.

These thorough investigations have led to the seizures listed above and to a wealth of intelligence shared between units within LPD and other surrounding agencies.



## K-9 Utilizations - 93

Our K-9 Officers have deployed their partners 93 times this year. Many of these utilizations involved narcotics searches during traffic stops, which led to the seizures of significant amounts of narcotics, firearms, and currency. Other K-9 utilizations this year have included tracks for the apprehension of violent felons and sweeps of facilities for explosive devices at large events.





**K9 Donner**



**K9 Eik**



**K9 Kane**



**K9 Falco**



**K9 Samson**



**K9 Teddy**

## Emergency Services Unit

The Emergency Services Unit (ESU) constantly seeks to improve and enhance our ability as a city to mitigate and respond to emergency situations. The Department's ESU team members are trained in HazMat response and chemical, biological, radiological, and nuclear (C.B.R.N.) incidents. They prepare for and respond to natural and man-made disasters in Lebanon and surrounding areas.



During 2024, ESU continued the downtown patrol, including Don Fox Park, trails, schools, businesses, and Public Square. ESU team members logged thousands of patrol hours, special assignments, training, traffic assistance, motorist assists, and response preparation. ESU team members completed many projects from building and painting, preparing dead-lined vehicles for disposal, towing vehicles for CID and Patrol units, maintaining the equipment and property, installing emergency equipment, and maintaining all the Department's properties.

ESU and our Community Emergency Response Team (CERT) responded to 54 special events and 18 callouts in 2024. They also provided traffic control and safety for all 10 days of the Wilson County / Tennessee State Fair.

ESU team members conducted numerous operations, including securing areas, cleaning up, traffic control, and coordinating and assisting volunteer events. The ESU CERT team logged over 2,843.5 donated hours. These hours were for responding to snow, storms, flooding, a hazmat call on the Public Square in October, and numerous special events in the city.





## Special Weapons and Tactics Team

In 2024, the Special Weapons and Tactics (SWAT) team is comprised of 20 active SWAT operators and 6 active hostage negotiators. The SWAT team had 32 activations, 24 of which involved search warrants, three high-risk arrest warrants, 2 barricaded subject calls, and three protective service details.



Animal Control

The Animal Control Unit is responsible for enforcing state animal control laws and city ordinances related to animals. The Animal Control facility can accommodate up to twenty-seven dogs at one time. In 2024, the unit had 1,276 calls for service, including stray animals and law violations. Animal Control Officers had 2 animal cruelty investigations in 2024. Also in 2024, Animal Control Officers brought in 211 animals, of which 28 dogs were adopted out/rescued, 97 returned to owners, or were transferred to other entities. There were 79 reported vicious dogs, and 44 dog bites reported.

Activity	YTD total
Animals taken in	211
Animals adopted/picked up by owner/rescued	125
Animals euthanized/deceased	52
Monthly adoption/impound/boarding fees taken in	\$1,501.00
Monthly vet/rabies fees taken in	\$119.00



## Codes

Codes Officers responded to 5,921 violations/complaints in 2024 and issued 673 citations for various non-compliant incidents. While assuming property maintenance oversight in the city for existing buildings, officers conducted eighty-three property inspections and condemned sixty-four properties for repair or demolition in 2024.

The Codes Enforcement Unit comprises five Officers and a Sergeant who oversees their daily activity. The unit investigates various complaints, such as junk and debris, overgrown landscapes, junk vehicles, prohibited parking, and health and sanitation.

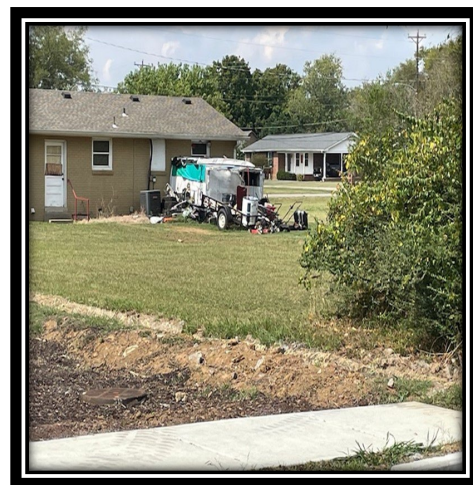
<b>Violations:</b>	<b>Ward 1</b>	<b>Ward 2</b>	<b>Ward 3</b>	<b>Ward 4</b>	<b>Ward 5</b>	<b>Ward 6</b>	<b>Totals</b>
<b>Abandoned Vehicle</b>	0	3	1	1	1	3	<b>9</b>
<b>Address Not Displayed</b>	4	6	4	12	3	1	<b>30</b>
<b>Business Permit/Food Truck</b>	17	10	9	24	19	6	<b>85</b>
<b>Fences</b>	6	19	21	7	14	4	<b>71</b>
<b>Grass/Weeds</b>	81	159	90	106	86	28	<b>550</b>
<b>Health/Safety</b>	33	35	23	18	23	17	<b>149</b>
<b>Health/Sanitation</b>	18	42	29	13	16	2	<b>120</b>
<b>Junk Appliances</b>	15	29	31	3	16	5	<b>99</b>
<b>Junk Furniture</b>	21	50	73	18	27	8	<b>197</b>
<b>Junk Vehicles</b>	14	16	13	7	9	6	<b>65</b>
<b>Junk/Litter/Debris</b>	61	93	70	42	69	30	<b>365</b>
<b>Noise Complaint/Construction</b>	12	6	6	8	13	3	<b>48</b>
<b>Obstruction/Parking</b>	76	111	66	204	105	68	<b>630</b>
<b>Property Maintenance</b>	28	67	59	12	25	16	<b>207</b>
<b>Public Nuisance</b>	12	24	25	9	15	6	<b>91</b>
<b>Signs</b>	8	9	14	14	16	21	<b>82</b>
<b>Tires</b>	5	15	9	1	7	5	<b>42</b>
<b>Trash/Garbage</b>	14	30	28	10	30	14	<b>126</b>
<b>Total Violations Found</b>	<b>425</b>	<b>724</b>	<b>456</b>	<b>509</b>	<b>494</b>	<b>243</b>	<b>2966</b>
<b>Actions:</b>	<b>Ward1</b>	<b>Ward 2</b>	<b>Ward 3</b>	<b>Ward 4</b>	<b>Ward 5</b>	<b>Ward 6</b>	<b>Totals</b>
<b>Follow-up</b>	281	467	314	302	249	211	<b>1824</b>
<b>Complied</b>	184	267	191	206	220	135	<b>1203</b>
<b>Cited</b>	45	143	74	109	50	49	<b>470</b>
<b>Condemned</b>	0	0	1	0	1	0	<b>2</b>
<b>Warning Letter</b>	5	2	0	3	3	0	<b>13</b>
<b>Work Order</b>	1	2	2	3	0	2	<b>10</b>
<b>Property Inspection</b>	9	21	12	6	6	4	<b>58</b>
<b>Public Notice Posted</b>	2	0	6	1	1	3	<b>13</b>
<b>Notice Served</b>	236	375	261	219	247	140	<b>1478</b>
<b>Yards Mowed</b>	54	70	44	50	38	37	<b>293</b>
<b>Referred</b>	60	58	35	43	77	27	<b>300</b>



Escort	2	2	0	0	1	1	6
Vehicle Towed	1	1	0	0	2	1	5
<b>Total Actions Taken:</b>	<b>880</b>	<b>1408</b>	<b>940</b>	<b>942</b>	<b>895</b>	<b>610</b>	<b>5675</b>
<b>Property Maintenance:</b>	<b>Totals</b>	<b>Totals</b>	<b>Totals</b>	<b>Totals</b>	<b>Totals</b>	<b>Totals</b>	<b>Totals</b>
Inspections:	15	30	13	5	5	15	83
Notices Served:	20	40	17	11	11	19	118
Property to be repaired:	9	16	7	3	3	13	51
Condemned for Repair:	1	1	2	0	0	0	4
Condemned for Demolition:	1	0	2	2	2	2	9
Follow Up Site Visit:	72	215	132	70	70	76	635
<b>Total Actions Taken:</b>	<b>118</b>	<b>302</b>	<b>173</b>	<b>91</b>	<b>91</b>	<b>125</b>	<b>900</b>

Violations reported by:	Totals
90	477
91	1020
92	1126
93	1363
94	823
95	1112

Citations Issued-	Total
90	37
91	69
92	212
93	65
94	55
95	256





## IN THE COMMUNITY

### Citizens Police Academy

To educate and inform the community, the City of Lebanon, in partnership with the Lebanon Police Department, provides its residents and business owners with a voluntary police academy twice a year. The 8-week program entails lectures, presentations, as well as hands-on activities to teach and inform its participants of the many facets of law enforcement and introduce the police department that serves them.

The Citizens Police Academy is a stimulating and informative program that gives each enrollee a better sense of the Lebanon Police Department and the issues concerning everyday operations. Citizens will also better understand their role in the Community Oriented Policing (COPs) philosophy. The purpose of the Citizen's Police Academy is to foster better communication between citizens and police through education. A well-informed citizen is more likely to share their experiences with the community as the opportunity arises. Everyone benefits from enhancing citizen understanding of the role and function of his or her police department.





## Chaplain Program

The Lebanon Police Department Chaplain Program utilizes local pastors who have been trained to help officers, their families, and the community should their counseling assistance be needed. Officers can also receive support from the Tennessee Public Safety Network in aid with P.T.S.D. The Tennessee Public Safety Network provides Critical Incident Stress Debriefings for department personnel.

## Honor Guard

The Lebanon Police Department has 6 members on the team. The officers are Joe Nokes, Ray Harris, Justin Sandefur, Jeff Pickens, Erick Brockman, and Brian Gilley. There were eight new additions to the team in 2024: Emmanuel Berger, Laura Higgins, Jordan Higgins, Brandon Huckaby, Meghan Moose, Scott Muncy, Jonathan Passman, and Thomas Parrish. The honor guard team provides funeral details for all retirees, deaths from natural causes while on active duty, and line-of-duty deaths to members of the Lebanon Police Department. These duties include but are not limited to casket guard, flag folding, and serving as pallbearers if the family chooses.



This year our team was involved in the local ceremony honoring those lost in the line of duty at the start of National Police Week at the Wilson County Sheriff's Office. They also presented the colors for the National Anthem at the Nashville Sounds stadium before the game. There were no line-of-duty deaths, but an active-duty officer, Brendan Myers, passed away off-duty in September 2024. There was also one retiree death from the Lebanon Police Department in which one member of the honor guard stood guard at the entrance of the funeral home.

## Community Partnership-Drug Free Wilco

DrugFree WilCo is dedicated to uniting the collective community of Wilson County in the mission to prevent and reduce drug misuse and addiction among youth and adults. It also seeks to provide education, communication, and awareness of resources. The Department partners with this agency to provide Drug-Take-Back events throughout the year.

## The D.A.R.E Program

The D.A.R.E. program positively impacts our community and has a lasting influence on our young students' lives. This year, all the Lebanon Special School District schools could participate in the program. To become a D.A.R.E. officer, an officer must attend the two-week training program.



## Child Passenger Safety Program

The Child Passenger Safety Program is affiliated with the Governor's Highway Safety Office. To participate in the program, the department was required to send an officer trained in child safety seat installation and proper use. Currently, we have two CPST personnel: Terminal Agency Coordinator Dawna Gutierrez and Detective Allison Daniel. CPST personnel hold advanced certifications called "technician proxy" to assist other CPSTs in their recertification process.

The Tennessee Highway Safety Office provides the car seats to our department, and if certain criteria are met, they are provided to the public. The THSO requires that we "take a seat to give a seat."

## Events

In 2024, the Lebanon Police Department participated in many community events. Some include National Night Out, the annual Christmas Parade, Halloween on the Square, Coffee with a Cop, and more.

## National Night Out



# Coffee with a Cop



# Halloween on the Square





# 2024 Lebanon Christmas Parade



## Internet Presence

Network	Total Followers	Impressions This Year *
Facebook	62,681	1,305,708
Twitter	6,049	**
Instagram	4,554	89,656
TikTok	12,912	3,379,275
YouTube	589**	79,500

\*Impressions: Viewers Reached

\*\*Impressions for Twitter became unavailable halfway through 2024

\*\*\*The Lebanon Police Department YouTube channel was created in the 2<sup>nd</sup> quarter of 2024

## Facebook Postings











Lebanon Police Department

August 29, 2024 · 🌐

Obituary for Officer Brendan Michael Myers 💙



Officer

Brendan Michael Myers

It is with great sadness that we announce the passing of Officer Brendan Michael Myers, Badge #119, a beloved member of our community and a dedicated servant of the law who passed away on Tuesday, August 27th, 2024 at the age of 34.

The Funeral Service will be held in the sanctuary of Mt. Juliet Church of Christ on Wednesday, September 4th, 2024 at 01:00 p.m. Interment will follow in Mt. Juliet Memorial Gardens with Military Honors and Full Police Honors. Pallbearers will be Matthew Myers, Caleb Leham, Hunter Holmes, Devon Anderson, Matthew England, Brian Roach, and The Lebanon Police Department. The family will receive friends on Tuesday, September 3rd from 04:00 p.m. – 08:00 p.m. at Sellars Funeral Home at Mt. Juliet and on Wednesday, September 4th from 11:00 a.m. until service time at 01:00 p.m. at Mt. Juliet Church of Christ.

He is survived by wife, Jessica Rose Myers; sons, Gabriel Dean Myers and Isaiah Ryan Myers; parents, Robert Myers and Melissa Myers; siblings, Matthew Laine Myers, Erin Nicole (Hunter) Holmes, and Caleb T. Holmes; sisters, Katherine Marie Myers and Kinley Laine Myers; maternal grandparents, Susan and Paul Nease; in laws, Robert and Linda Brown; numerous aunts, uncles, cousins, and family members survive. He was preceded in death by cousin, John Barth; paternal grandmother, Irma Myers.

Brendan Michael Myers was born on Saturday, April 28th, 1990, in Nashville, Tennessee. A graduate of Mt. Juliet High School in 2008, Brendan was an active member of the ROTC in high school and later went on to serve our country in the United States Military as a Sergeant in the Marine Corps for several years. Brendan was a pillar of strength and integrity in our community. He not only served on the Lebanon Police force for 3 years, but also served the Murfreesboro Police force for 2 years prior to that.

Throughout his career, Officer Myers demonstrated unwavering courage and commitment to protecting and serving the people of our town. His hard work and dedication made a lasting impact on the safety and well-being of our community. Apart from his duties, Brendan had a passion for grilling and smoking food, and his culinary skills brought joy to those around him. He was also dedicated to fitness and could often be found working out to maintain a healthy lifestyle. Brendan was known for being outgoing, loving, and fiercely protective of those he cared about. What's more, he was recognized for his kindness, sense of humor, and unyielding loyalty to those he held dear. His greatest loves were his family and his boys, whom he cherished above all else.

Officer Myers will be fondly remembered for the warmth and light he brought into the lives of everyone he encountered and his readiness to exceed expectations in serving others. He leaves behind a legacy of honor and selfless service that will be treasured by all who were touched by his presence. Brendan will be greatly missed, and his absence will be deeply felt by his loved ones and our community.





You, Yesela Ramirez, Cecilia Jennings and 991 others

76 comments

234 shares

 Care

 Comment

 Share



Lebanon Police Department

December 24, 2019 · 🌐

To you and yours, a Merry Christmas! God bless and stay safe.







You, Brody James, Kim Bryan and 352 others

64 comments

3 shares

 Love

 Comment

 Share

60 | Page

## 2024 Service Awards, Excellence Awards, and Years of Service

Each year the Lebanon Police Department recognizes its employees for their exceptional service to their community.



**Civilian of the Year  
Zach Patton**



**Dispatcher of the Year  
Cecilia Jennings**



**Investigator of the Year  
Emmanuel Berger**



**Supervisor of the Year  
Meghan Moose**



**Officer of the Year  
Gray Parish**



**CERT Volunteer Award  
Sandy Coggins**



**Police Excellence Award  
David Willmore**



**Civilian Excellence Award  
Courtney Toporowski**



From the desk of Chief Mike Justice:

The following story was shared with me by the Wilson County Probation Office about Sergeant Tim Kelley and Lieutenant Titus Kelley performing an act of kindness for a local citizen:

Shon Miller has been part of the criminal justice system in Wilson County since at least 1998. We discovered he'd become totally blind within the last year, had no transportation, and could not safely walk to probation on his own. At that time, he didn't have a cane. This new information changed our perspective dramatically, and we knew we needed to advocate for Mr. Miller. Office supervisor Rebekah Cothran immediately contacted the Public Defender's Office to let Mr. Miller's attorney know what we learned and requested the assistance of the Public Defender's social worker, Melissa Benson. Within 24 hours, Ms. Benson was on the case. Between Ms. Benson and Rebekah, they began accumulating resources for housing, services for the blind, counseling, and clothing. Ms. Benson was and continues to be an invaluable support for Mr. Miller and our office.

When Mr. Miller came to court, our office recommended Mr. Miller be given another chance and requested his probation be reinstated. That request was granted by the District Attorney and Judge Lea. After his reinstatement, Mr. Miller began reporting to probation faithfully (he is now competent using a cane). Recently, Mr. Miller was informed that he must make an appointment with a vision specialist before receiving government financial assistance. This was an appointment Mr. Miller could not financially afford, but he had an idea.

Mr. Miller knew his daughter made bracelets out of paracord and asked her to teach him. He learned quickly and decided he would make paracord keychains to sell and raise the money for the specialist appointment. After making keychains in the colors for Lebanon Police Department, he tried selling them to LPD officers. Several officers purchased keychains including Officers Titus and Tim Kelley. When word got around about the reason Mr. Miller was selling the keychains, Officers Titus and Tim Kelley stepped up even more. They came to Mr. Miller with the money to personally pay for his specialist appointment. Mr. Miller went to that appointment and is now one step closer to government financial assistance.



After the specialist appointment was scheduled, Mr. Miller contacted our office and retold the story about the keychains and the generosity of the Kelleys. He told us, “I sold drugs for years. I could sell any kind of drug to anybody. I knew I could hustle something to get the money for that doctor’s appointment.” Amazingly, what Mr. Miller still doesn’t realize is that he didn’t “hustle” anything- maybe for the first time in his adult life.

Mr. Miller called again on 11/25/24 to request we assist him to arrange public recognition for LPD Officers Titus and Tim Kelley for the difference they made in his life. He said “Law enforcement and probation get a bad rap. They aren’t evil. They help a lot of people.” We are blessed to work in a county that values interagency collaboration. When our efforts are coordinated, meaningful change is possible. We are thankful to be able to share this story of meaningful change.”

Knowing Tim and Titus, their exceptional character comes as no surprise. Our department and city are truly fortunate to have them serving our community. It was my honor to present Sergeant Tim Kelley and Lieutenant Titus Kelley with the Lebanon Police Department’s Distinguished Service Award for their selfless act of kindness toward Mr. Miller.





The following employees were recognized for their years of service with the Lebanon Police Department.

### **5 Years of Service**

Travis Hawkins  
Josh Hollins  
Corey Oakley  
Tucker Robert  
Chase Rusbridge



### **10 Years of Service**

Justin Sandefur  
Matt Smith  
Casey Thompson



### **15 Years of Service**

Cody Bryan



### **20 Years of Service**

Jeremy Johnson  
Jerimy Pruitt

### **25 Years of Service**

Tim Kelley  
Koy Lafferty  
Joe Nokes  
David Willmore



### **30 Years of Service**

William Glover

## Citizens Surveys

**LEBANON POLICE**  
www.lebanonpd.org

MIKE JUSTICE, CHIEF OF POLICE  
406 Tennessee Boulevard  
Lebanon, Tennessee 37087  
(615) 444-2323  
FAX (615) 443-3960

RICK BELL, MAYOR  
200 Castle Heights Avenue North  
Suite 100  
Lebanon, Tennessee 37087

**Lebanon Police Department**  
Citizen's Survey Questionnaire

Please rate our department on the services that we provided you with.

**Communications Services**

Did you call 911 ☒ (615) 444-2323 ☐

Speed in answering your call ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Courtesy on the telephone ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Took appropriate action ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Please complete this section if you required police services:

**Patrol Services**

Did officer(s) arrive in a timely manner? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) polite and courteous? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) knowledgeable? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did the officer(s) listen to you? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Please complete this section if your case required investigation by an investigator.

**Investigation Services**

Did officer(s) arrive in a timely manner? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) polite and courteous? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) knowledgeable? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did the officer(s) listen to you? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

A Tennessee Accredited Law Enforcement Agency

**Overall Evaluation**

Overall how would you rate our service? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did our staff respond with an attitude that conveyed a desire to provide you with the best possible service? Yes ☒ No ☐

Would you feel comfortable in dealing with our department in the future? Yes ☒ No ☐

How important are the following problems in your neighborhood? (Rank each problem one through five - five being a major problem)

1 Abandoned or Run Down Buildings

1 Appearance (Junk Cars, Trash, Etc.)

3 Crime

1 Drugs

1 Noise

5 Traffic (Speeding, Parking)

1 Problem with Neighbors

1 Public Intoxication (Drunk)

1 School Related Problems

1 Unsupervised Juveniles

Would you like a crime prevention officer to contact you? Yes ☐ No ☒

Your comments including suggestions and/or recommendations for improvements:

Detective Berger did very outstanding job with our investigation! Very thorough and dedicated. Thank you, Lebanon Police Dept.

Name: Tim Freeman

Address: 403 Huntington Dr

Phone Number: (615) 965-1920 Date: 2/27/24

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FAX (615) 443-3960

RICK BELL, MAYOR  
200 Castle Heights Avenue North  
Suite 100  
Lebanon, Tennessee 37087

**Lebanon Police Department**  
Citizen's Survey Questionnaire

Please rate our department on the services that we provided you with.

**Communications Services**

Did you call 911 ☐ (615) 444-2323 ☐

I came to the building ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Speed in answering your call ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Courtesy on the telephone ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Took appropriate action ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Please complete this section if you required police services:

**Patrol Services**

Did officer(s) arrive in a timely manner? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) polite and courteous? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) knowledgeable? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did the officer(s) listen to you? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Please complete this section if your case required investigation by an investigator.

**Investigation Services**

Did officer(s) arrive in a timely manner? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) polite and courteous? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Were the officer(s) knowledgeable? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did the officer(s) listen to you? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

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**Overall Evaluation**

Overall how would you rate our service? ☒ Excellent ☐ Good ☐ Fair ☐ Poor

Did our staff respond with an attitude that conveyed a desire to provide you with the best possible service? Yes ☒ No ☐

Would you feel comfortable in dealing with our department in the future? Yes ☒ No ☐

How important are the following problems in your neighborhood? (Rank each problem one through five - five being a major problem)

No Abandoned or Run Down Buildings

No Appearance (Junk Cars, Trash, Etc.)

No Crime

No Drugs

No Noise

No Traffic (Speeding, Parking)

No Problem with Neighbors

No Public Intoxication (Drunk)

No School Related Problems

No Unsupervised Juveniles

Would you like a crime prevention officer to contact you? Yes ☐ No ☒

Your comments including suggestions and/or recommendations for improvements:

I have never had to deal with the police before other than our accident & this interaction was pleasant. The officer was very kind and helpful.

Name: Kimberly L. Bogle

Address: 1261 Braskeys Bend Rd

Phone Number: (615) 924-9111 Date: 4/18/24

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MIKE JUSTICE, CHIEF OF POLICE  
406 Tennessee Boulevard  
Lebanon, Tennessee 37087  
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FAX (615) 443-3960

RICK BELL, MAYOR  
200 Castle Heights Avenue North  
Suite 100  
Lebanon, Tennessee 37087

## Lebanon Police Department Citizen's Survey Questionnaire

Please rate our department on the services that we provided you with.

### Communications Services

Did you call	911 <input checked="" type="checkbox"/>	(615) 444-2323 <input type="checkbox"/>		
	Excellent	Good	Fair	Poor
Speed in answering your call	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courtesy on the telephone	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took appropriate action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please complete this section if you required police services:

### Patrol Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) polite and courteous?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) knowledgeable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the officer(s) listen to you?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please complete this section if your case required investigation by an investigator.

### Investigation Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) polite and courteous?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) knowledgeable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the officer(s) listen to you?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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### Overall Evaluation

	Excellent	Good	Fair	Poor
Overall how would you rate our service?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Did our staff respond with an attitude that conveyed a desire to provide you with the best possible service?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
-----	-------------------------------------	----	--------------------------

Would you feel comfortable in dealing with our department in the future?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
-----	-------------------------------------	----	--------------------------

How important are the following problems in your neighborhood?  
(Rank each problem one through five - five being a major problem)

- Abandoned or Run Down Buildings
- Appearance (Junk Cars, Trash, Etc.)
- Crime
- Drugs
- Noise
- Traffic (Speeding, Parking)
- Problem with Neighbors
- Public Intoxication (Drunk)
- School Related Problems
- Unsupervised Juveniles

Would you like a crime prevention officer to contact you? Yes ☐ No ☒

Your comments including suggestions and/or recommendations for improvements:

I was very surprised & pleased with how fast & efficient the response was when I called. Great job!

Name: Kristin Murguia

Address: 236 W Spring St, Lebanon, TN 37087

Phone Number: (615) 319-5667

Date: 6/26/24



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# LEBANON POLICE

www.lebanonpd.org

MIKE JUSTICE, CHIEF OF POLICE  
406 Tennessee Boulevard  
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FAX (615) 443-3960

RICK BELL, MAYOR  
200 Castle Heights Avenue North  
Suite 100  
Lebanon, Tennessee 37087

## Lebanon Police Department Citizen's Survey Questionnaire

Please rate our department on the services that we provided you with.

### Communications Services

Did you call	911 <input type="checkbox"/>	(615) 444-2323 <input checked="" type="checkbox"/>		
	Excellent	Good	Fair	Poor
Speed in answering your call	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Courtesy on the telephone	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Took appropriate action	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please complete this section if you required police services:

### Patrol Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) polite and courteous?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) knowledgeable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the officer(s) listen to you?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Please complete this section if your case required investigation by an investigator.

### Investigation Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) polite and courteous?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Were the officer(s) knowledgeable?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>
Did the officer(s) listen to you?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>



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### Overall Evaluation

	Excellent	Good	Fair	Poor
Overall how would you rate our service?	<input checked="" type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>	<input type="checkbox"/>

Did our staff respond with an attitude that conveyed a desire to provide you with the best possible service?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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Would you feel comfortable in dealing with our department in the future?

Yes	<input checked="" type="checkbox"/>	No	<input type="checkbox"/>
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How important are the following problems in your neighborhood?  
(Rank each problem one through five - five being a major problem)

- 1 Abandoned or Run Down Buildings
- 1 Appearance (Junk Cars, Trash, Etc.)
- 1 Crime
- 1 Drugs
- 4 Noise
- 1 Traffic (Speeding, Parking)
- 1 Problem with Neighbors
- 1 Public Intoxication (Drunk)
- 1 School Related Problems
- 1 Unsupervised Juveniles

Would you like a crime prevention officer to contact you? Yes ☐ No ☒

Your comments including suggestions and/or recommendations for improvements:

ALL GOOD!!  
JUST PEOPLE SPEEDING ON ROANUKE DRIVE

Name: Greg Landers

Address: 1941 ROANUKE DRIVE

Phone Number: (615) 218-0896

Date: 8/26/24



A Tennessee Accredited Law Enforcement Agency



## CITY OF LEBANON POLICE DEPARTMENT

### *Letter of Recognition*

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April 11, 2024

Sgt. Matthew Dedman,

I am writing to express my sincere appreciation for your dedication and contribution to the recent firing range classroom remodeling project. Your willingness to go above and beyond your regular job duties to improve our workspace has not gone unnoticed, and I want to commend you for your efforts.

Your involvement in the remodeling project demonstrated a remarkable commitment to our organization's goals and values. Despite your already demanding workload, you volunteered your time and expertise to help transform the classroom into a more functional and welcoming space for our staff.

Your hard work and attention to detail were instrumental in the success of the project. Your willingness to take on new challenges exemplifies the spirit of teamwork and dedication that we value at the Lebanon Police Department.

On behalf of everyone at the Lebanon Police Department, I want to express our deepest gratitude for your contributions to the classroom remodeling project. Your hard work and dedication have made a lasting impact, and we are incredibly fortunate to have you as part of our team.

Please accept this token of appreciation as a small gesture of my gratitude. Your commitment to excellence and your willingness to go above and beyond are truly commendable. Thank you for your exceptional efforts, and congratulations on a job well done.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Justice".

Michael W. Justice  
Chief of Police





## CITY OF LEBANON POLICE DEPARTMENT

# *Letter of Recognition*

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April 11, 2024

Sgt. Seth Jackson,

I am writing to express my sincere appreciation for your dedication and contribution to the recent firing range classroom remodeling project. Your willingness to go above and beyond your regular job duties to improve our workspace has not gone unnoticed, and I want to commend you for your efforts.

Your involvement in the remodeling project demonstrated a remarkable commitment to our organization's goals and values. Despite your already demanding workload, you volunteered your time and expertise to help transform the classroom into a more functional and welcoming space for our staff.

Your hard work and attention to detail were instrumental in the success of the project. Your willingness to take on new challenges exemplifies the spirit of teamwork and dedication that we value at the Lebanon Police Department.

On behalf of everyone at the Lebanon Police Department, I want to express our deepest gratitude for your contributions to the classroom remodeling project. Your hard work and dedication have made a lasting impact, and we are incredibly fortunate to have you as part of our team.

Please accept this token of appreciation as a small gesture of my gratitude. Your commitment to excellence and your willingness to go above and beyond are truly commendable. Thank you for your exceptional efforts, and congratulations on a job well done.

Sincerely,

A handwritten signature in black ink, appearing to read "Michael W. Justice", with a long, sweeping horizontal line extending to the right.

Michael W. Justice  
Chief of Police



# CITY OF LEBANON POLICE DEPARTMENT

## *Letter of Recognition*

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April 11, 2024

Lt. Brandon Payne,

I am writing to express my sincere appreciation for your dedication and contribution to the recent remodeling project of the firing range classroom. Your efforts went above and beyond the expectations of your role, and your commitment to improving our workspace did not go unnoticed.

Your willingness to step in and complete the remodeling project outside of your normal job responsibilities is truly commendable. Your hard work, attention to detail, and creative input played a significant role in the successful completion of the project. The newly remodeled classroom now stands as a testament to your craftsmanship and dedication.

Your initiative and willingness to take on additional tasks demonstrate your strong commitment to our organization's goals and values. Your dedication to creating a better environment for our staff exemplifies the true spirit of teamwork and excellence.

On behalf of Lebanon Police Department, I want to express our deepest gratitude for your outstanding contributions to the remodeling project. Your hard work and dedication have not gone unnoticed, and we are truly fortunate to have you as part of our team.

Please accept this token of appreciation as a small gesture of our gratitude. Once again, thank you for your exceptional efforts and for making a positive impact on our organization.

Sincerely,

A handwritten signature in black ink, appearing to read "M. Justice".

Michael W. Justice  
Chief of Police



## CITY OF LEBANON POLICE DEPARTMENT

### *Letter of Recognition*


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April 4, 2024

On April 3, 2024, there was an accident with injury on S. Hartmann Dr. and Tuckers Gap Rd. Cpl. Cody Miller along with several other officers responded to the scene. Once Cpl. Miller arrived, he made contact with a witness, Ms. Beth Nordgren. Ms. Nordgren wanted to commend all the officers that responded to the scene especially Cpl. Miller. Ms. Nordgren stated she had never experienced nor witnessed anything as traumatic as the accident. She was extremely upset, and Cpl. Miller was able to calm her down. She said Cpl. Miller was very professional and did an excellent job of controlling the scene. Ms. Nordgren was very satisfied with the actions of all who responded.

Thank you, Cpl. Cody Miller, for a job well done and your representation of the Lebanon Police Department.

Sincerely,

  
Michael W. Justice  
Chief of Police