LEBANON POLICE

1017 Sparta Pike | Lebanon, TN | 37087

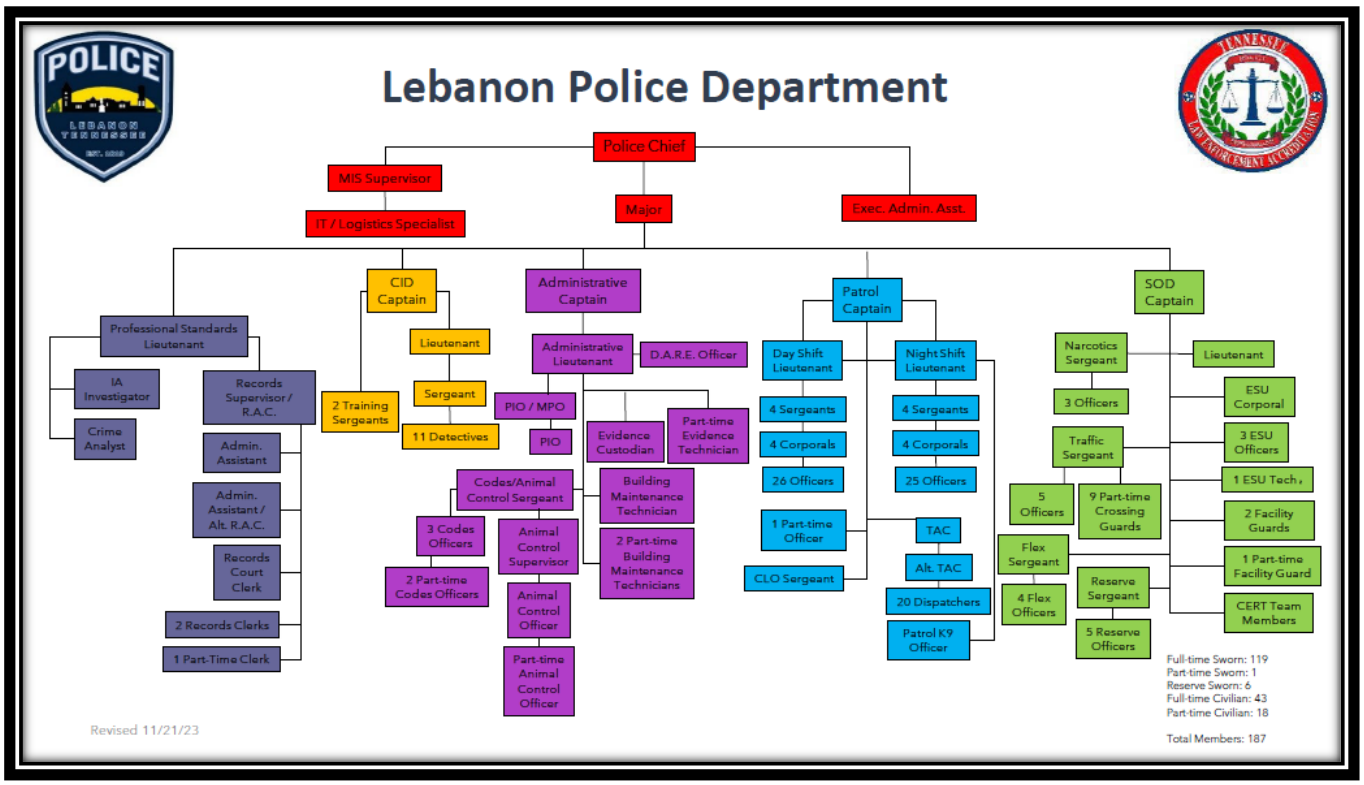
2023
Annual Report

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

Chief Mike Justice
615.444.2323
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 feels safe from crime or the compromise of personal security.
- Create public confidence and trust in the integrity, credibility, and performance of the department.
- 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 which 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.



2023 Goals and Objectives:

1. **Goal:** To enhance police services and better align those services with the growth we have experienced in the community.

   Objective: Create 4 new patrol sergeant positions

   **This goal was met.

2. **Goal:** Replace aging, dead-lined or damaged vehicles

   Objective: Purchase 12 new vehicles and replace/update equipment as needed.

   **This goal was met.

3. **Goal:** To enhance our ability to work violent and major crime scenes more effectively.

   Objective: Replace our aging crime scene vehicle with a new crime scene vehicle.

   **This goal was partially met. The vehicle is 90% completed.

4. **Goal:** To provide improved animal control services

   Objective: Build a new animal control facility

   **This goal was partially met. The building was approved and is in the design phase.

5. **Goal:** To provide shelter and security to vehicles and equipment that are needing upgrades, maintenance, or are not being utilized for day-to-day operations

   Objective: Build a new storage garage behind the police department main building

   **This goal was met.

Growth and Development

Our department experienced a tremendous amount of growth this year. With the addition of four new shift sergeants and two dispatch positions, we also added the following four new civilian job titles.

Jason McGuire
IT Specialist

Faith Moore
Executive Assistant to the Chief

Zachary Patton
Media Relations Specialist

Courtney Toporowski
Crime Analyst

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 Michael VanHook
Special Operations Division

Captain Tim Murray
Patrol and Communications Division

Captain Chris Melvin
Criminal Investigations and Training Division

Captain Brent Willett
Administrative Division

Austin Swift
Technology Specialist

ADMINISTRATIVE SERVICES DIVISION

Lieutenant Brandon Payne
Administrative Division

Sergeant Ray Harris
Animal Control / Codes Division

Sergeant David Willmore
Court Liaison Officer

Richard Clark
Master Public Information Officer

Zach Gardner
Animal Control Supervisor

Sierra Luna
Evidence Custodian

Gabrielle Parish
Reporting Agency Coordinator/Records Supervisor

Administrative Services Division consists of the Evidence Unit, Court Liaison Unit, Building Maintenance Unit, Public Information Unit, Records Unit and Municipal Court, Animal Control Unit, and the Codes Unit. The division 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 consists of 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 Tennessee Law Enforcement Accreditation 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 a reduction in their 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 excellence in leadership, resource management, and service-delivery. Thus, government officials are more confident in the agency's ability to operate efficiently and meet community needs.

Accreditation Status

In 2021, 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 standards to be in compliance and recommended us for reaccreditation. In the summary and recommendation section of the Onsite Assessment Report, the assessors noted that our agency's "files were impeccable." The standards assessment and onsite visit was 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 2022. As of the end of 2023, while there are over 400 law enforcement agencies in Tennessee; we are 1 of 77 agencies to earn the coveted accreditation. In 2024, we will begin the reaccreditation process that occurs every 2 years.

Employment

Potential employees must successfully 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 complete job related testing as well. Additionally, sworn entry-level candidates must successfully complete an agility course. Upon completion of the test, the candidate must take part 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 successful completion of the background investigation, candidates must pass a pre-employment physical and a drug screen. Sworn as well as certain civilian positions must also successfully 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	69	3	0	2	4	0	1	0
Supervisory (Corp/Sgt)	21	2	0	0	1	0	0	0
Command (Lt/Capt)	12	1	0	0	0	0	0	0
Executives (Maj-Above)	2	0	0	0	0	0	0	0
Subtotal	104	6	0	2	5	0	1	0
Non-Sworn Personnel	Caucasian	African American	Hispanic	Other	Caucasian	African American	Hispanic	Other
Clerical/Custodian	1	1	2	0	8	1	0	0
Supervisory/Technical	17	4	0	0	18	1	2	0
Managerial/Professional	0	0	0	0	0	0	0	0
Executive	0	0	0	0	0	0	0	0
Subtotal	18	5	2	0	26	2	2	0
Total	122	11	2	2	31	2	3	0

New Members:

1. Antcliffe, Austin
2. Barnes, Zach
3. Bowles, Kenne
4. Bray, William
5. Carrillo, Ariel
6. Cook, Jamie
7. Crenshaw, Antonette
8. DiGiacomo, Adam
9. DiSarro, Brian
10. Elliott, Edward
11. Felts, Richard
12. Foster, Jacob
13. Fraim, Sarah
14. Green, Zachary
15. Hall, Darien
16. Hamilton, Jaime
17. Hearn, Marissa
18. Higgins, Kristopher
19. Higgins, Laura
20. Hinton, Emma
21. Hobbs, Kyle
22. Johnson, Anthony
23. Jones, Abigail
24. Jones, Taylor
25. Kellberg, Stephen
26. Love-Quezaire, Lamar
27. MacDonald, Corey
28. Mancini, Kamren
29. McGuire, Jason
30. Means, Ryan
31. Metzler, Josh
32. Minson, Desiree
33. Moore, Isaiah
34. Moreno, Morgan
35. Morgan, Michael
36. Mulloy, Callie
37. Murray, Craig
38. O'Brien, Pat
39. Patton, Zachery
40. Pearson, Ashley
41. Ramsey, Deanna
42. Reynolds, Jason
43. Rigsby, Janie
44. Royer, Kenneth
45. Sconiers, Nehemiah
46. Slatton, Dallas
47. Tully, Debbie
48. Watjen, Wesley
49. Whitson, Chris
50. Williams, Hailey

Promotions:

1. Berger, Emmanuel
2. Cothron, Grant
3. Gilley, Sean
4. Hollins, Josh
5. Jackson, Seth
6. Johnson, Jeremy
7. McGee, Eugene
8. Moose, Meghan
9. Parish, Gabby
10. Phillips, Amber
11. Robert, Tucker
12. Rourke, Travis
13. Stroud, Jim
14. Way, Derrick

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 are responsible for correcting any deficiencies. All inspections and audits conducted during 2023 were completed in a timely manner with no major issues discovered and all deficiencies were addressed.

Recruitment Team

The Department's Recruitment Team was developed in an effort 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. We had 5 interns in 2023. The agency continues to strive to have a demographic makeup that reflects the community. The Department posts job openings on its official Facebook page, Indeed, the Lebanon City website, as well as sending the announcement to local schools and Police Training Academies.

Complaints/Internal Affairs

The Chief of Police, along with the Department Supervisors, accepts and investigates 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**
  The allegation is supported by sufficient evidence to believe the incident complained of occurred. Recommendation for appropriate disciplinary action is made.

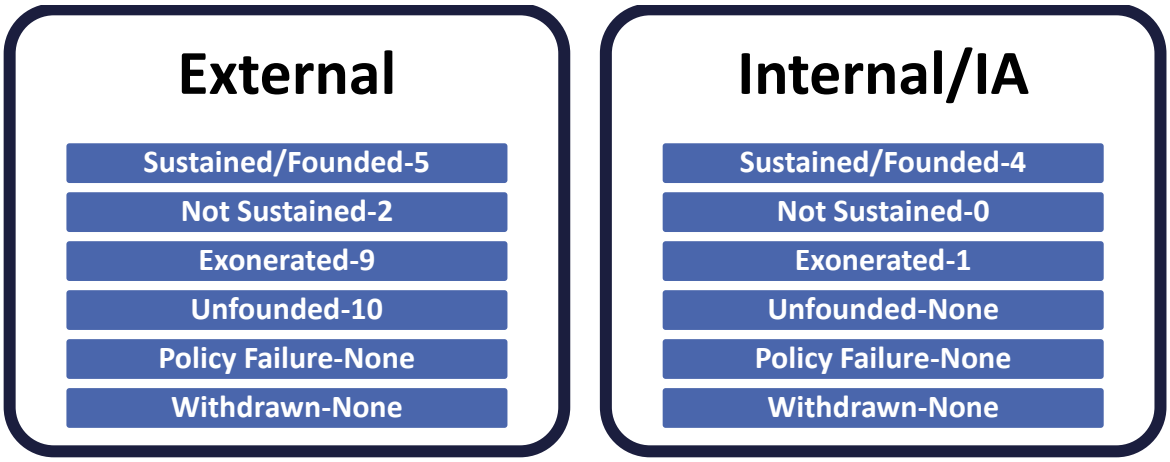
- **Not Sustained**
  Investigation disclosed insufficient evidence either to prove or disprove the allegations.

- **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 therefore is false. (This may apply to one or all accusations against the employee.)

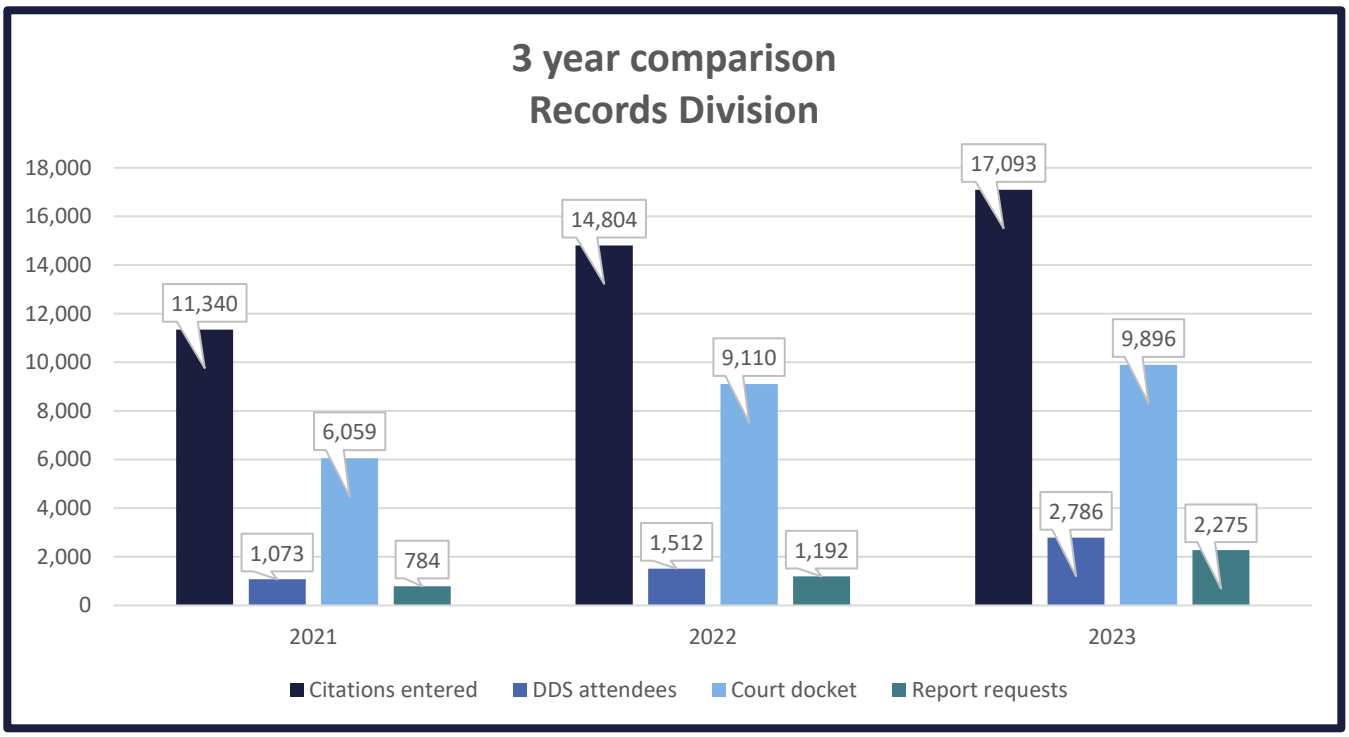
- **Policy Failure**
  If the complaint investigation concludes that the allegation is true, but the employee's actions were consistent with Department policy, the complaint will be classified as "exonerated-policy failure."

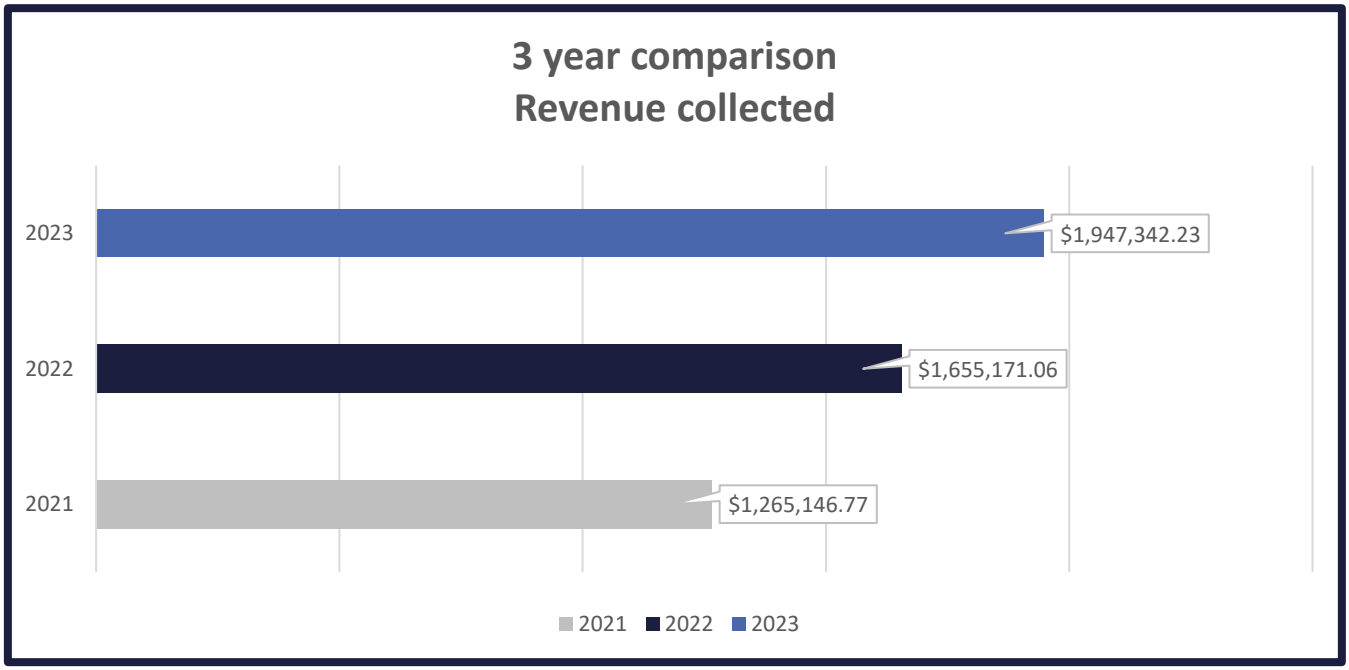
During 2023, the Agency received 26 total complaints. Below is a breakdown of the complaints.



Records

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





Court Liaison Officer Program

The Court Liaison Officer (CLO) attends General Sessions Court and makes Grand Jury presentations on behalf of patrol officers and in some cases for detectives. Some responsibilities include facilitating the preparation of case files for all cases on the General Sessions Criminal court docket and those cases bound over to Grand Jury for patrol officers, briefing the Assistant District Attorney (ADA), and when requested by the ADA, 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.

In situations where the arresting officer is needed to testify, the CLO will contact the arresting officer and other officer witnesses to come to court or schedule them for a later time. The CLO will have the report, if available, for the officer to read or use to refresh their memory of the case. Providing the report to the ADA can assist them and the officer in prosecuting the case by providing more information not listed in the charging instrument. The CLO will also assist the ADA in prosecuting the case by contacting victims and/or civilian witnesses to arrange their appearance in court.

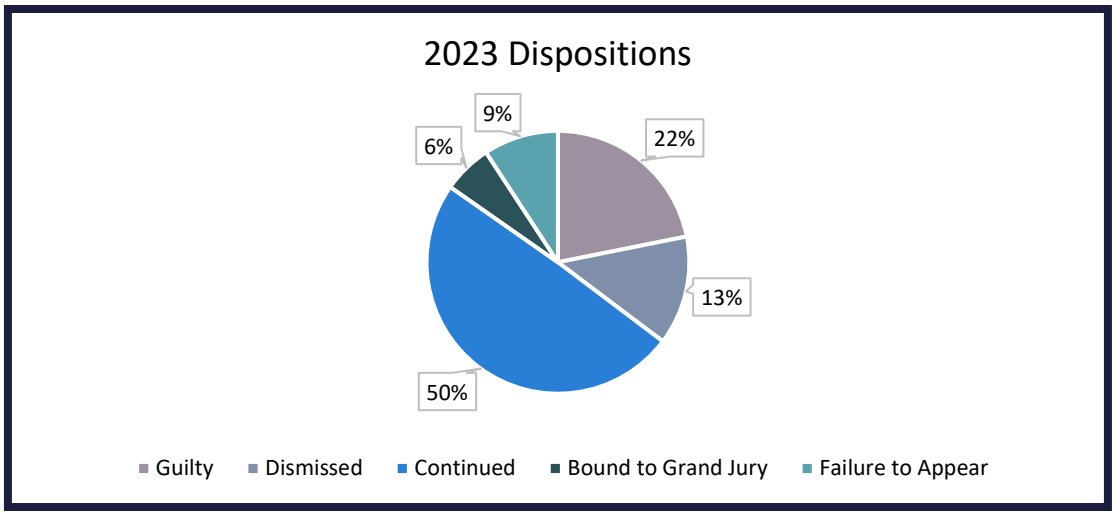
When cases are bound to grand jury, the CLO will research the case, locate, and download any body camera video or car camera video, download an evidence list from the "Tracker System" so the prosecution will have evidence information, and attempt to locate any other information requested by the District Attorney's Office. Files will then be uploaded to the "Prodocs" system for the DA's Office. The CLO will meet with the ADAs and new General Sessions Judge as needed to discuss new case law and what the court and the District Attorney's Office expects from the officers.

The primary reasons for developing the program were to reduce the safety and health risks to officers and the public due to sleep cycle interruptions and sleep deprivation as well as to reduce overtime costs.

The total cost to the City including salary and employer paid benefits was $116,307.56. This includes the CLO salary of $82,111.98 plus all paid deductions of $34,195.58. The CLO was in court 129 total days in 2023. The first court date was January 3rd, and the last court date was December 21st. The CLO was in Grand Jury 12 times during the year and 167 total cases were presented to Grand Jury.

On-call hours were paid to officers who were not on the clock during the time court was in session. A total of 1,384 on-call hours were paid out. 228 officers were called into court to prepare for preliminary hearings. The average base salary for a certified officer is $27.03/hr. The average for Master Patrol Officer is $29.95/hr. The average of these two salaries is $28.49. There were 2,755 total cases handled in General Sessions. 167 total cases were presented to the grand jury. From January to December, 1,384 hours of on-call pay was paid out to 345 officers. Taking the average of the salaries mentioned above, there was approximately $39,430.16 on-call hours paid out. If the CLO position had not existed, the city would have paid out approximately $173,968.00 to officers in overtime pay for General Sessions appearances in 2023. With the CLO position, the city saved in excess of $30,000.

**This only accounts for officers not on the clock. This does not cover costs for loss of training (examples include: leaving training for court appearances, SWAT, Negotiators, Crime Scene, etc). It also does not account for officers that are pulled from the road causing shift shortages. The wear and maintenance on vehicles is also not accounted for in this formula.

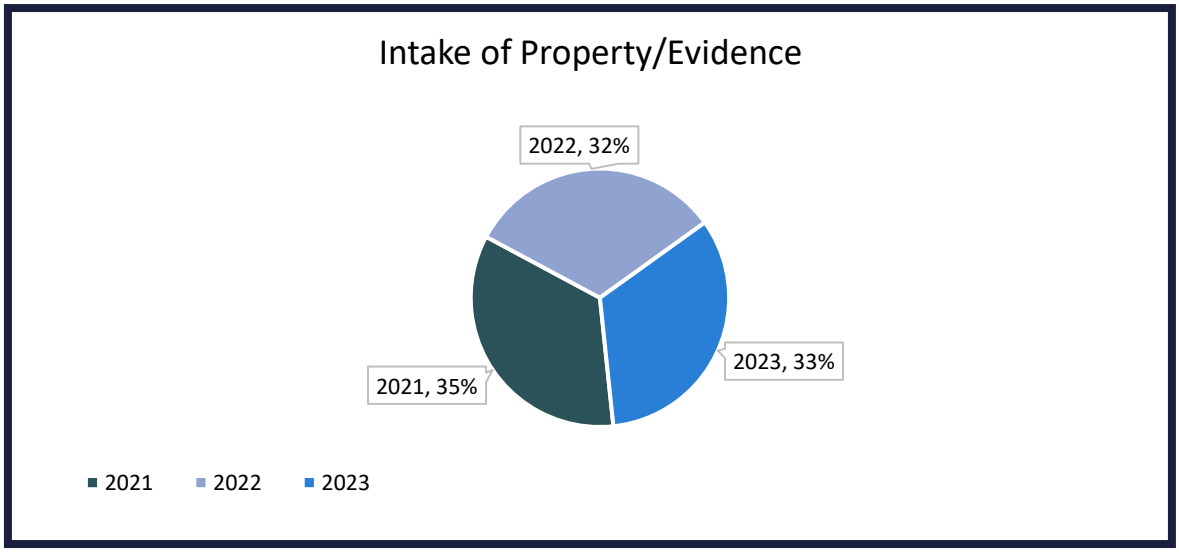


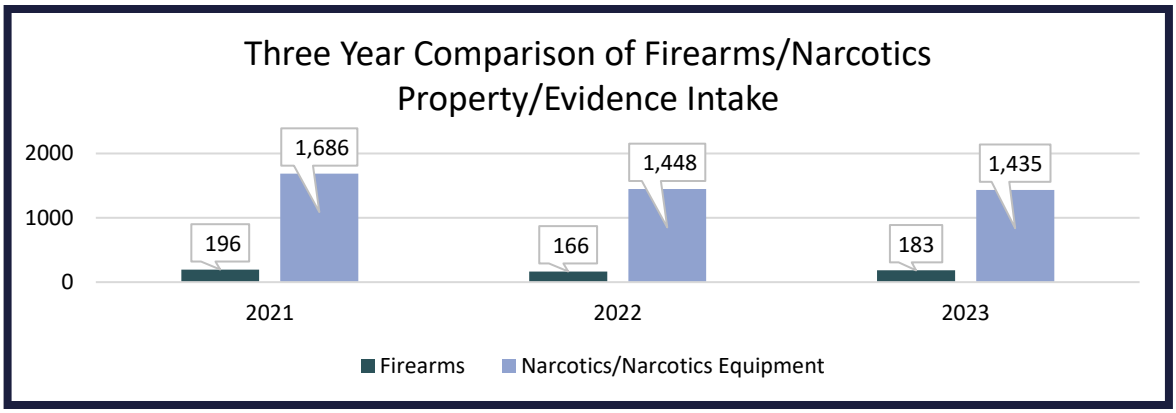
Total Cases Handled	**2,755**
Number of Officers Called In	**228**
Officers that received On-Call Pay	**345**

Property/Evidence

In 2023, the Lebanon Police Department took into possession 3,948 items. These items include lost/found, recovered, evidence and seized property. Department officers took 183 firearms and 1,435 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 3,348 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 the inspection and audit were conducted and completed in a timely manner with no serious issues or deficiencies discovered.





National Take Back Initiative/Medication Disposal for Safer Communities

In 2023, 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 general public about the potential for abuse of medications. The substances were, at all times, 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 in an effort 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 drop box continues to be emptied bi-weekly by the Evidence Custodian. 757 pounds of surrendered substances were taken in through the Take Back Initiatives in 2023.

Technology

In 2023, Austin Swift, Technology Specialist for the Police Department, continued to initiate and complete large technological projects for the Police Department. Below is a list of the technology upgrades and/or implementations for 2023.

1. Assisted in the cutover to an upgraded Windstream circuit
2. Updated and reorganized the critical notices in the Flex system
3. Purchased and set up computer system and laptop for the new Crime Analyst position
4. Was made System Administrator for our CompStat and CommandCentral Investigate programs
5. Set up 7 new desktops
6. Set up 7 new laptops
7. Set up 12 new MDTs (Mobile Data Terminals)
8. Set up 3 new servers
9. Hired an IT Logistics Specialist
10. Assisted with the implementation of a two-factor authentication for city emails
11. Built out a new portable camera trailer. It was used on the Square during the Holiday season
12. Took over payroll responsibilities for the Lebanon Police Department
13. System maintenance for existing systems

PATROL DIVISION

Lieutenant Titus Kelley

Lieutenant Andrew Hawkins

Sergeant Kevin Ragland
A-Detail

Sergeant Seth Jackson
A-Detail

Sergeant Justin Butler
B-Detail

Sergeant Jim Stroud
B-Detail

Sergeant Tim Kelley
C-Detail

Sergeant Derrick Way
C-Detail

Sergeant Jerimy Pruitte
D-Detail

Sergeant Travis Rourke
D-Detail

Dawna Gutierrez
TAC/Dispatch Supervisor

Patrol

The Patrol Division consists of the Patrol Services and Communications Division. One hundred and nineteen full-time officers, 1 part-time officer, and 43 civilian staff members comprise the Patrol Division. During 2023, Patrol Division officers responded to 81,366 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 2023.

Field Training Program

Once a certified officer (one that has a 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 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 2023, the Lebanon Police Department had 26 new officers complete the FTEP. Thirteen of these new hires were certified, and 13 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, laws, and to prepare them for the Police Academy. This is in addition to the training listed above.

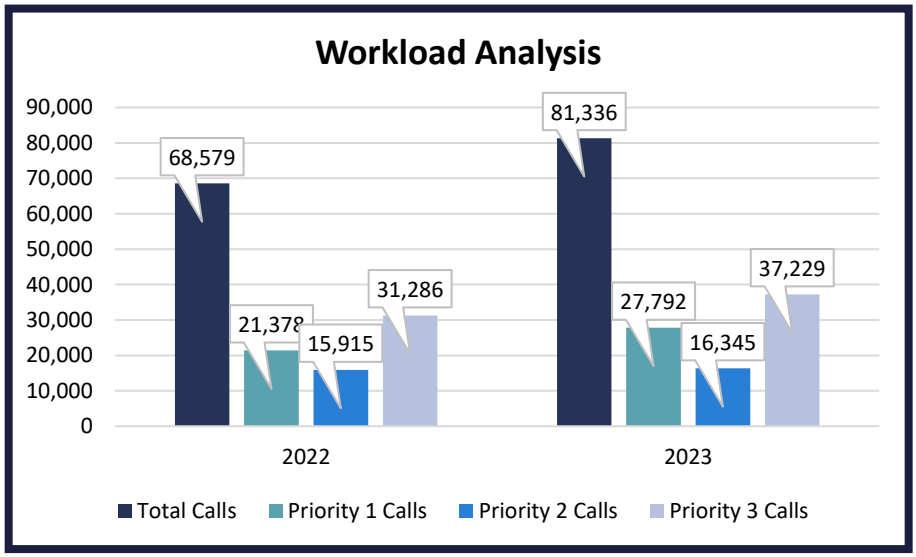
FTO School

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 2023, LPD hosted 3 schools, for a total of 102 officers from departments across the state. Nine of the attendees in 2023 were LPD officers. Of the 19 FTOs at LPD, 12 are on patrol and 7 are on specialized units.

Workload Analysis

In 2023, calls for service showed an 18.6% increase from 2022 (12,787 calls). Priority 1 Calls increased by 30%, Priority 2 calls increased by 2.7%, and Priority 3 calls increased by 19%.

All Calls for Service	2022	2023	+/-	% change
Total Calls for Service	68,579	81,366	+12,787	+18.6%
Priority 1 Calls	21,378	27,792	+6,414	+30%
Priority 2 Calls	15,915	16,345	+430	+2.7
Priority 3 Calls	31,286	37,229	+5,943	+19%



Domestic violence, 911 hang ups, motor vehicle accidents with injury, suicidal subjects, overdoses, medical calls (assisting WEMA and LFD), and traffic stops accounted for 98.42% (27,366) of the Priority 1 calls for service in 2023. Alarms, disorderly persons, motor vehicle accidents with property damage, reckless drivers, shoplifters, suspicious persons/vehicles, thefts, unwanted persons and welfare check calls accounted for 81.48% (13,316) of the Priority 2 calls for service in 2023. Codes, extra patrols and business checks, animals, general investigations, motorist assists, and traffic complaint calls accounted for 82.53% (30,724) of the Priority 3 calls for service in 2023.Traffic stops and extra patrols accounted for 49.42% of all calls in 2023 (40,214).

Response Time

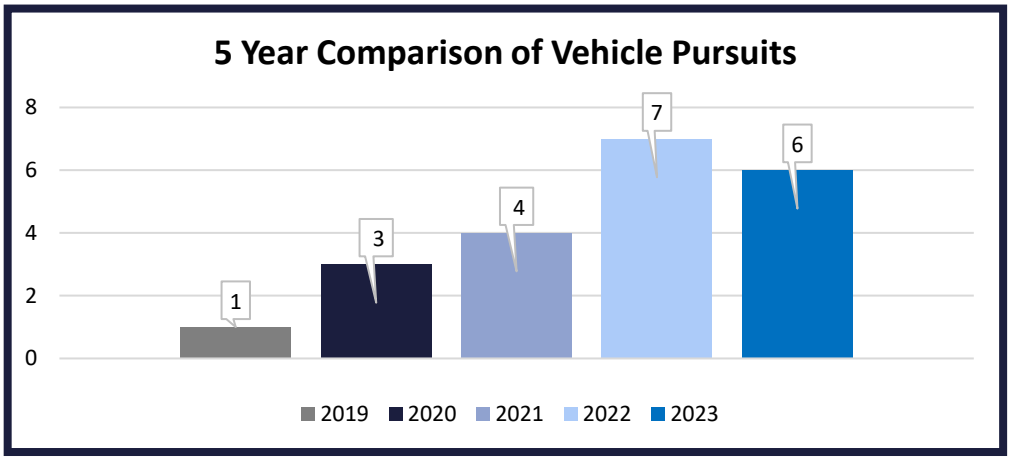
The Department's goal is to respond to calls for service within 5 minutes of being dispatched. In calculating response time data, officer-initiated calls were eliminated from the total calls for service in each priority category before calculations were done. This was done because officer-initiated calls have a zero-response time in the data. In 2023, officer-initiated calls accounted for 64% (52,080) of all calls for service. They are such a large portion of the call data that when included in the calculations, they give a false impression of real response time to dispatched calls for service.

During 2023, the Department responded to 34.7% of dispatched calls for service in under 5 minutes (10,175 of 29,256 calls). During 2022, the Department responded to 26.8% of dispatched calls for service in under 5 minutes (11,789 of 43,974 calls). During 2021, the Department responded to 32.0% of dispatched calls for service in under 5 minutes (10,611 of 33,197 calls). The Department's recruiting efforts continued through 2023 to maintain staffing levels in all operational units. The Department continues to review operations in an effort to reduce response times to calls for service.

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 2023, the Department was involved in 6 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 2023 exercised appropriate judgement and discretion during the pursuits. All policies and procedures in place for initiating, managing, terminating, reporting, and reviewing vehicle pursuits were followed.



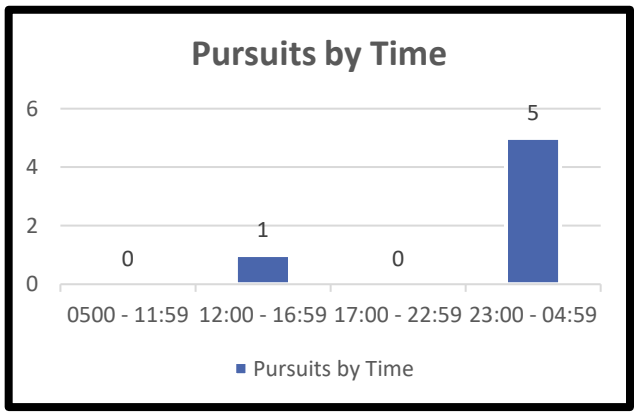
Accidents Involving Pursuits:

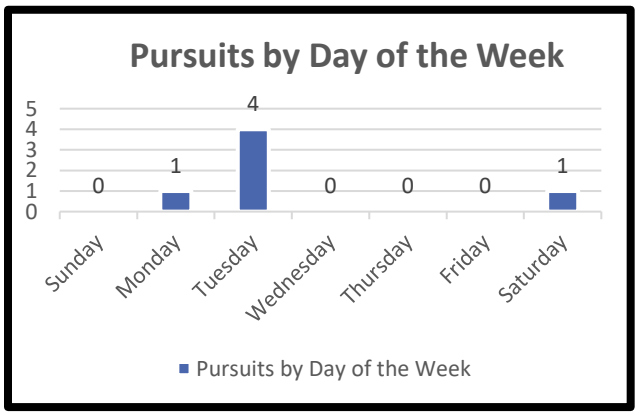
There were no traffic collisions involving police vehicles as a result of the pursuits. However, one pursuit resulted in the DUI driver colliding with a mailbox before coming to a stop. A second pursuit resulted in the suspect driving through a yard and flattening the tires before stopping and running on foot. Three of the pursuits ended when the subject pulled over without incident. One pursuit was terminated by the officer after the vehicle accelerated to high rates of speed on the interstate. There were no injuries to officers. One suspect was injured after striking his head on the pavement after he was tased for not complying with the officer's commands. Five suspects were apprehended at the pursuit terminations and charged with multiple charges, including DUI, reckless, and evading. One suspect was arrested for theft of a stolen vehicle.

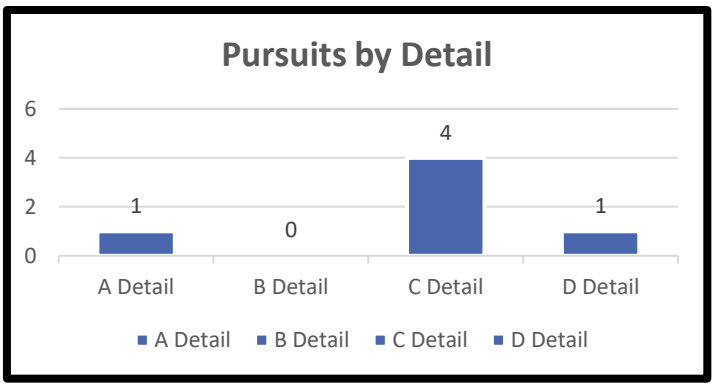
Results:

One pursuit was terminated by the officer. One pursuit was terminated when the suspect stopped after causing property damage to a yard and deflating their tires. One pursuit was terminated after the offender struck a mailbox. Three ended after the offender pulled out without incident.

Reasons for Pursuit Terminations				
By Violator	By T/C	By Spvr	By Ofcr	Eluded Ofcr
4	1	0	1	0

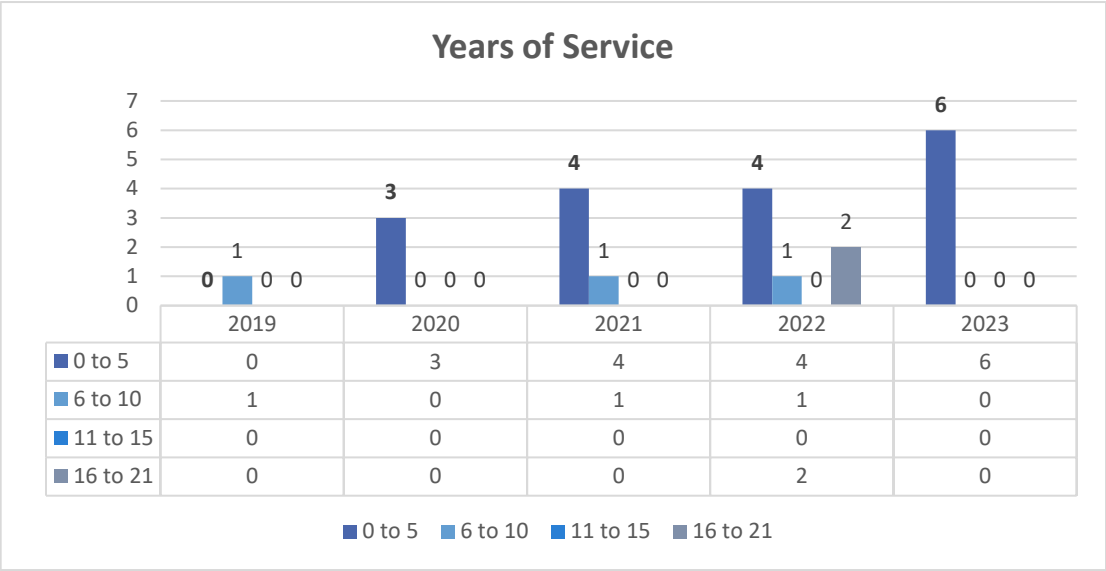






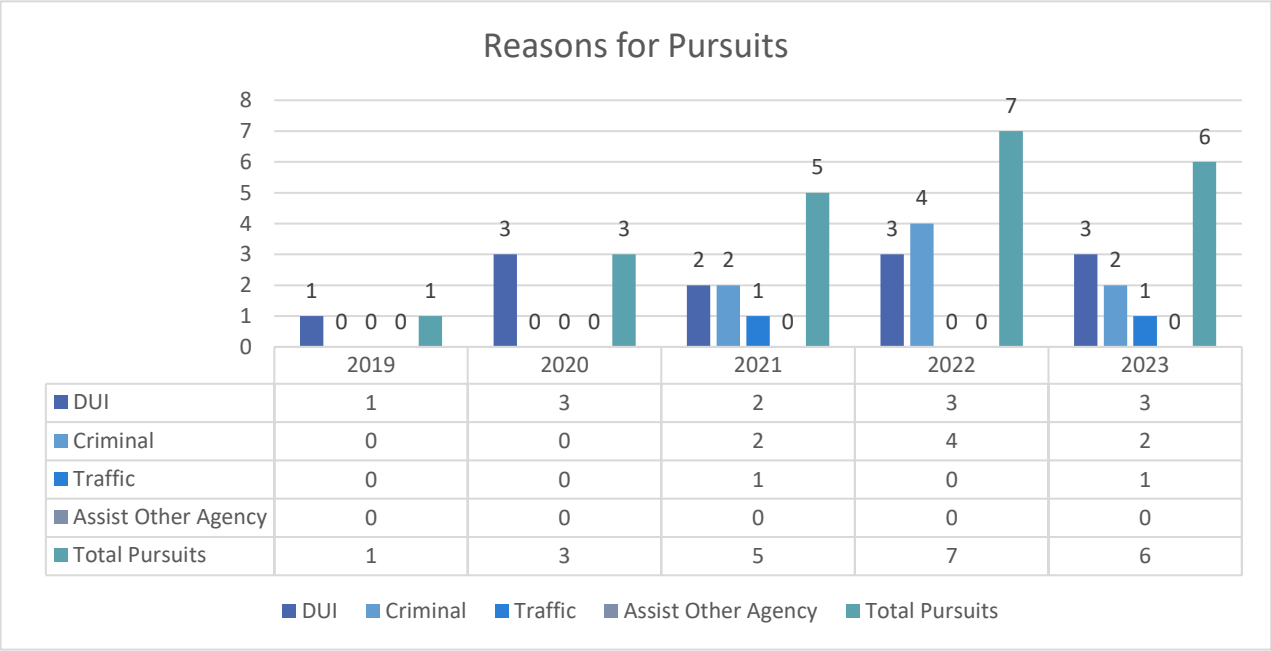
Years of Service:

All 6 pursuits were initiated by officers with 5 years of service or less.



Reasons for Pursuits:

Three of our pursuits were initiated due to the officer having the suspicion that the driver was under the influence due to their erratic driving. Two of those pursuits ended with the driver being charged with DUI. The other was not under the influence but had fled the scene of an accident due to not having a valid driver's license. One of the pursuits was due to the driver being in possession of a stolen vehicle. Another was due to the driver fleeing the scene of a shooting. Lastly, the pursuit that terminated by the officer was due to the driver driving recklessly and at high rates of speed.



Use of Force

Officers are required to submit a Use of Force report anytime that force has been or has been alleged to have been used by an employee. The employee's supervisor is responsible for reviewing all aspects of the report and forwarding the report to the Patrol Captain 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 as well as training on the use of 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 2023 decreased by 63 and the Department reported 22 fewer uses of force (-64.7%) compared to 2022. The percentage of arrest situations in which force was used compared to the total number of arrests made was .44%, which is a decrease of 0.76% from 2022. Seven of the 12 uses of force in 2022 (58.3%) involved suspects under the influence of drugs and/or alcohol or in possession of drugs or drug paraphernalia, as compared to 27 (79.4%) suspects involved in uses of force in 2022. None of the uses of force in 2023 involved persons with apparent emotional disabilities compared to 3 persons involved in uses of force in 2022. Overall, 58.3% of the uses of force in 2023 involved emotionally disturbed or under the influence of drugs or alcohol.

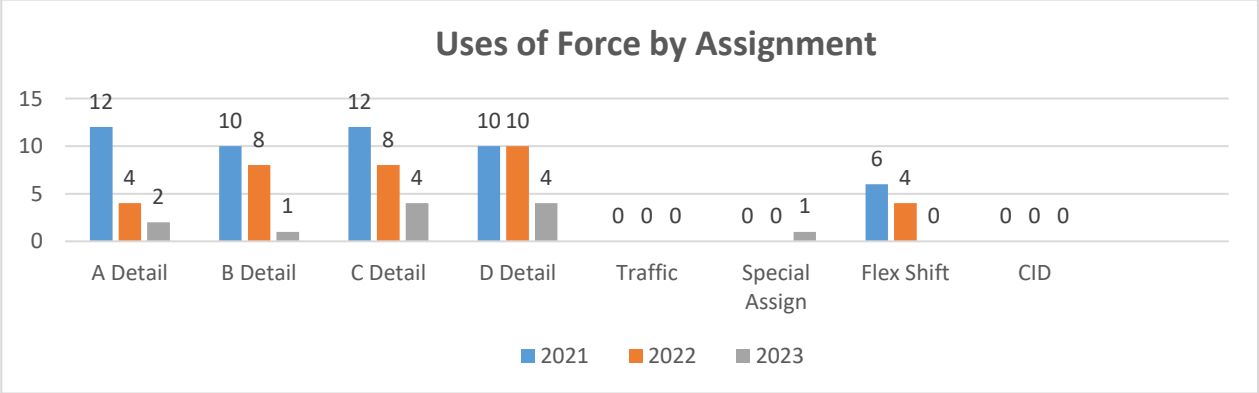
Out of the 12 uses of force in 2023, 6 involved soft hand contact, 2 involved hard hand contact, 3 involved the use of a department issued taser, and 1 involved the discharging of a department issued service weapon.

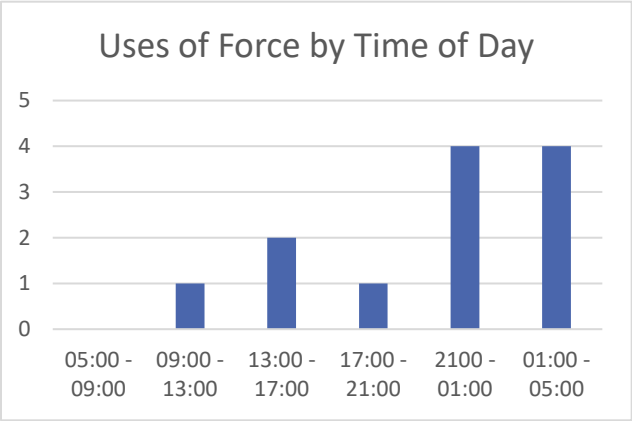
Use of Force vs. Number of Arrests

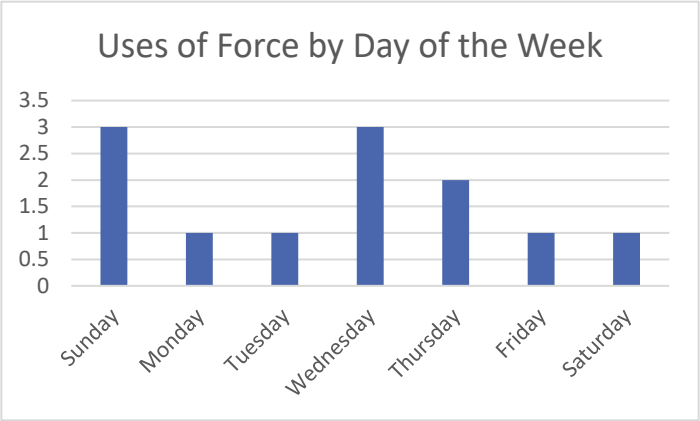
	2019	2020	2021	2022	2023
Arrests	4,285	3,109	2,196	2,788	2,725
Uses of Force	41	34	50	34	12
% of Arrests	0.95	1.10	2.28	1.20	0.44

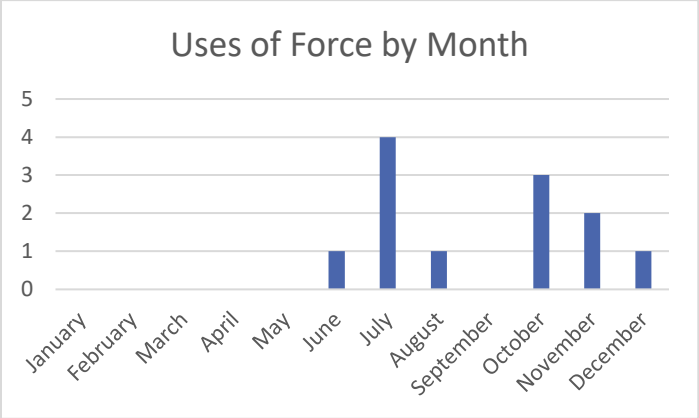
By Assignment:

Details A-B (0500-1700) had 3 uses of force and Details C-D (1700-0500) had 8 uses of force during their shift hours (11 total). A K-9 unit had no uses of force during A-B Detail hours and 1 use of force during C-D Detail hours, bringing the totals to 3 and 9 uses of force respectively. Uses of force during night shift hours accounted for 75% of the total number of uses of force.









Patrol Zone:

The East zones A, B, C, and D accounted for 83.3% of the uses of force (10 incidents). The west zones (E, F, and G) accounted for 16.6% of the total uses of force (2 incidents).

Uses of Force by Patrol Zone								
	A	**B**	**C**	**D**	**E**	**F**	**G**	**Total**
2021	15	3	8	8	11	2	3	50
2022	9	5	6	4	8	1	1	34
2023	6	1	2	1	2	0	0	12

Type of Force

Eleven of the uses of force involved multiple officers (1 involved 9 officers; 7 involved 3 officers; 3 involved 2 officers). Soft hand contact was used to subdue suspects in 6 incidents. Hard hand contact was used in 2 incidents, usually involving rigorously taking the suspect to the ground. A department issued taser was used in 3 incidents. In 2 of those incidents the subject was under the influence of drugs and/or alcohol. One incident resulted in an officer discharging his department issued service weapon, striking and ultimately killing the armed suspect.

By Race and Sex:

In 2023, Caucasian suspects were involved in 7 of the use of force incidents (58.3%), and Black suspects were involved in 5 incidents (41.6%). Female suspects accounted for 2 use of force incidents (16.6%) and male suspects accounted for 10 incidents (83.3%).

Uses of Force by Race and Sex											
	African American		Caucasian		Hispanic		Male		Female		Total UOF
2021	16	32.0%	33	66.0%	1	2.0%	41	82%	9	18.0%	50
2022	10	29.4%	23	67.6%	1	3.0%	32	94%	2	6.0%	34
2023	5	41.6%	7	58.3%	0	0%	10	83.3%	2	16.6%	12

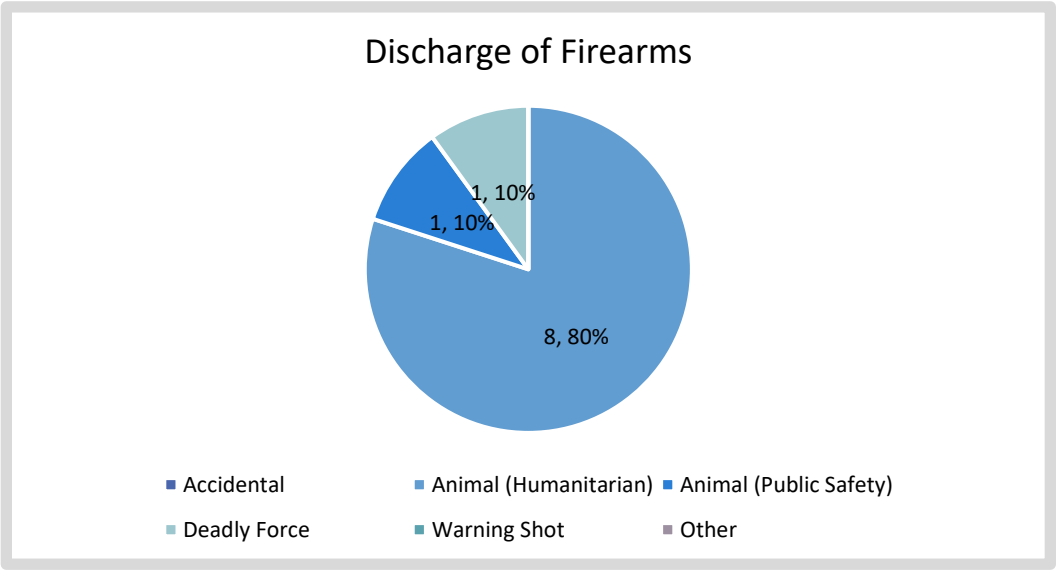
Uses of Force Resulting in Injury:

Seven uses of force involved injuries to suspects. Six of the incidents involved minor abrasions or lacerations from the suspect failing to comply with officers' demands. All 6 of the suspects with minor injuries received medical treatment and were subsequently booked. One of the injuries sustained by a suspect was a fatal gunshot wound fired by an officer. Four uses of force involved injuries to officers. The injuries were minor, and officers were treated and returned to duty.

Uses of Force Resulting in Injury					
	Suspect		Officer		Total UOFs
2021	9	18.0%	3	6.0%	50
2022	8	23.5%	4	11.8%	34
2023	7	58.3%	1	8.3%	12

Discharge of Firearms Analysis:

During the 2023 calendar year, the department had 10 incidents in which a department issued firearm was discharged. The details regarding the incidents are indicated below. All discharges were within policy. Of the 10 incidents, 8 discharges were to humanely put down injured deer. Once was to subdue an aggressive dog. There was only 1 discharge used for deadly force.



Training:

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, in 2023.

Operations level officers received training on use of the taser conducted electrical weapon (CEW). Also, all operations level officers received verbal communication skills training as well as defensive tactics, during annual in-service classes.

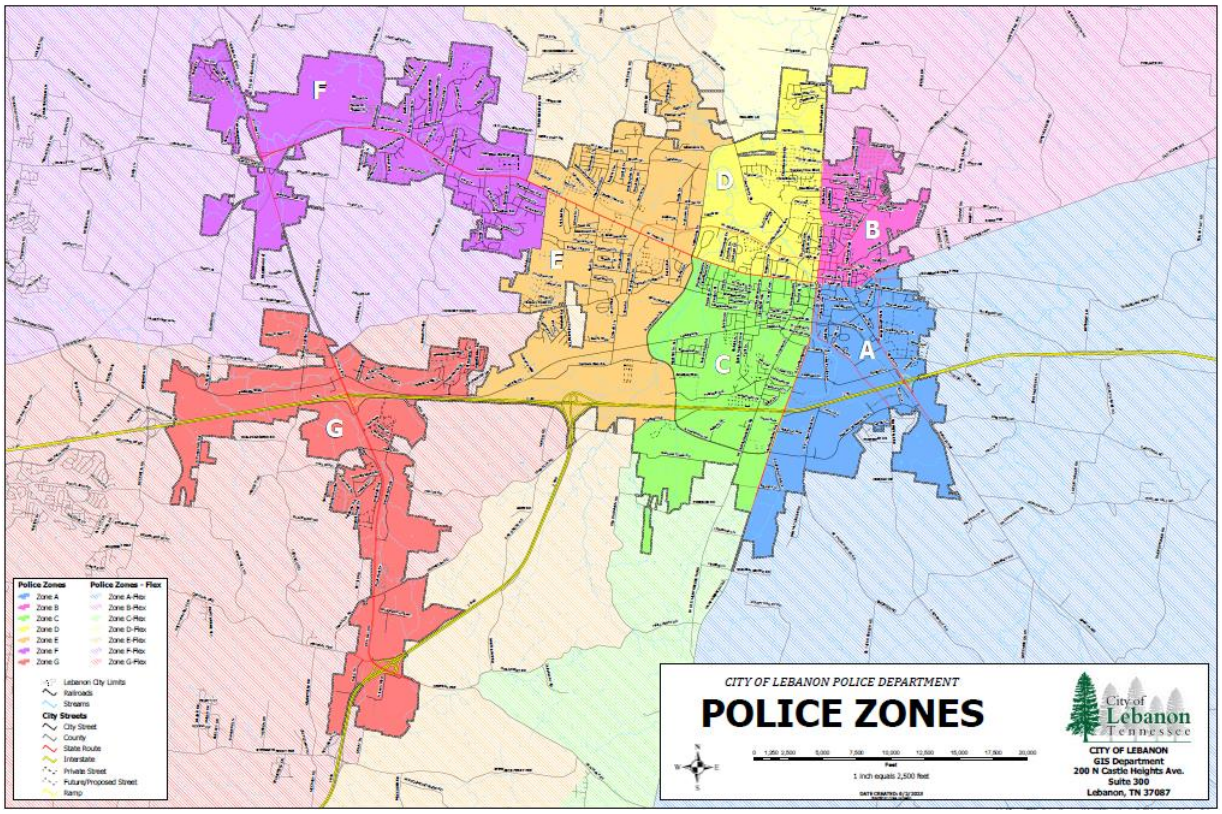
Racial Biased Based Profiling

All investigative detentions, traffic stops, arrests, searches and seizures of property by officers will be based on a standard of reasonable suspicion or probable cause as required by the Fourth Amendment of the U.S. Constitution and Statutory Authority. Officers must be able to articulate specific facts, circumstances and conclusions that support probable cause or reasonable suspicion for an arrest, traffic stop, or investigative detention. Officers receive cultural diversity training for guidance.

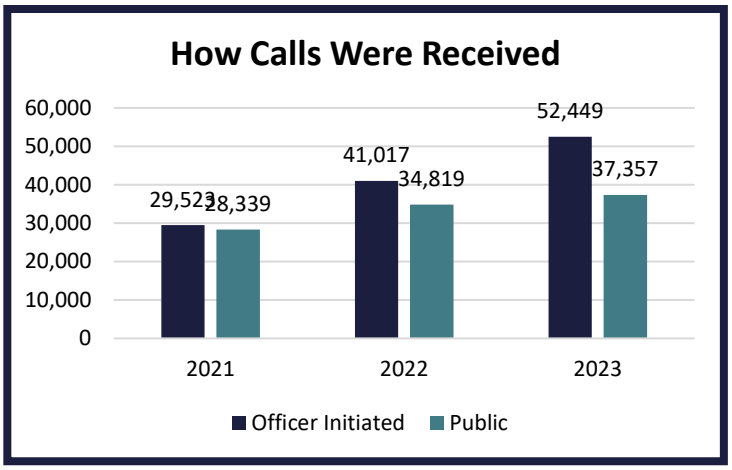
In 2023, the Department received two complaints alleging racial profiling. Both were investigated and were determined to be unfounded. The Department tracks traffic stops to ensure compliance with policies and procedures. Monthly and yearly traffic stop analyses are conducted and reviewed for any patterns or concerns.

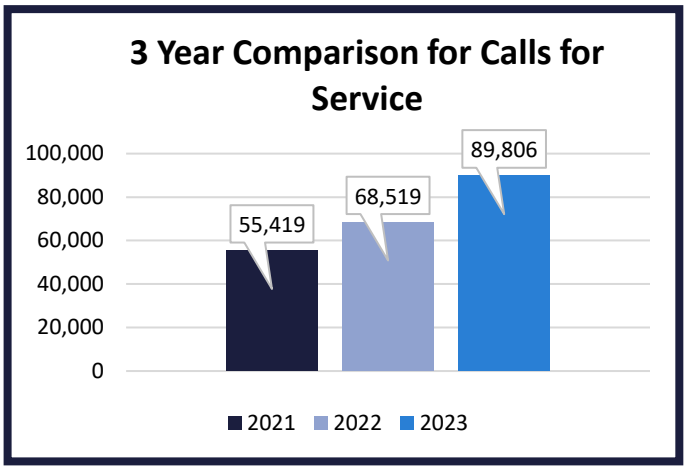
Central Dispatch:

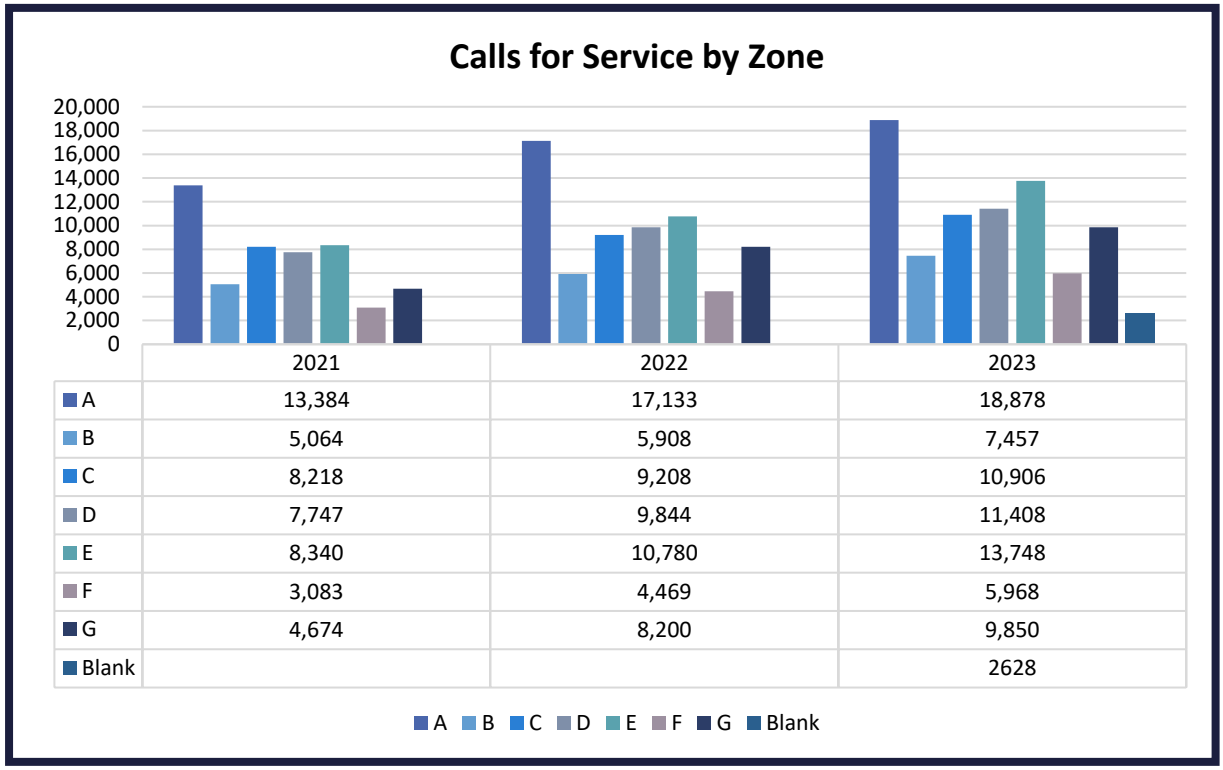
Central Dispatch Communications is responsible for the dispatching of Lebanon Fire, Police, Animal Control, Codes and Public Works Units, which combined, is over 200 employees. There are 20 dispatcher positions which include a Dispatch Supervisor, Assistant Supervisor, and three Communications Training Officers. Central Communications dispatched 89,806 total Calls for Service in 2023. 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 calls. For the calls for service by zone graph, the fire calls have been removed except for the ones that required police presence.



Officer initiated calls are calls generated by a dispatcher when an officer conducts a proactive interaction with a member of the public, or he/she has witnessed a problem that needs to be addressed. Most often, officer-initiated calls are extra patrols and traffic stops. Officers conducted 28.5% more extra patrols in 2023 than in 2022. These additional patrols led to a decline in property crimes from 2022 to 2023. Dispatchers answered, on average, 102 calls a day in 2023 from the public that resulted in the completion of a call card. 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.







	2021	2022	2023
A	13,384	17,133	18,878
B	5,064	5,908	7,457
C	8,218	9,208	10,906
D	7,747	9,844	11,408
E	8,340	10,780	13,748
F	3,083	4,469	5,968
G	4,674	8,200	9,850
Blank			2628

CRIMINAL INVESTIGATIONS DIVISION and TRAINING DIVISION

Lieutenant Eugene McGee
Criminal Investigations Division

Sergeant Jeremy Johnson
Criminal Investigations Division

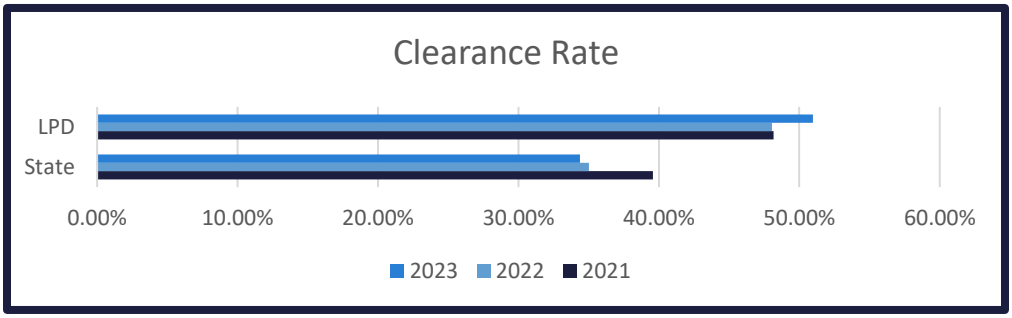
Sergeant Matt Dedman
Training Division

Sergeant Joe Nokes
Training Division

The Criminal Investigations Division (CID) is a specialized unit staffed by 16 full-time officers and 1 civilian staff member with the responsibility of handling investigations and administrative assistance. Investigations require special expertise, due to their complexity and/or geographical considerations that may hinder completion by patrol officers. 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 2023, CID was responsible for the investigation of 938 assigned cases, with 1,009 closed. It is of note that some of the cases closed in 2023 were assigned from previous years. Seven hundred and nineteen of the 938 assigned cases were closed in 2023.

Investigator	Assigned	Closed Cases
Beatty	104	93
Berger	17	10
Bringhurst	49	26
Brockman	50	40
Daniel	30	24
Drennon	98	82
Gray	111	70
Hollins	58	41
Huddleston	91	85
Johnson	30	25
McGee	1	1
Payne	2	2
Sandefur	57	52
Spicer	61	57
Wigger	90	80
Williams	89	77
Total	938	765

The clearance rate is calculated by the Tennessee Bureau of Investigation. To calculate the clearance rate, one must divide the number of offenses cleared/solved by the total number of offenses submitted to the Tennessee Bureau of Investigation, then multiply by 100 to get the percentage of offenses cleared/solved. The chart below shows a three-year comparison of the department and state clearance rates.



Training

The Department's training officers, Sgt. Matt Dedman and Sgt. Joe Nokes, 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 they can become a solo patrol officer. The recruit first must attend the Tennessee Law Enforcement Training Academy, or other POST certified police training academy, for 12 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, the recruits are closely monitored and evaluated daily by a Field Training Officer. Upon successful completion of the Field Training Evaluation Program, the recruit is released for solo patrol status.

To maintain certifications, officers must complete a minimum of 40 hours of annual training. Departmental mandatory re-training includes 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:

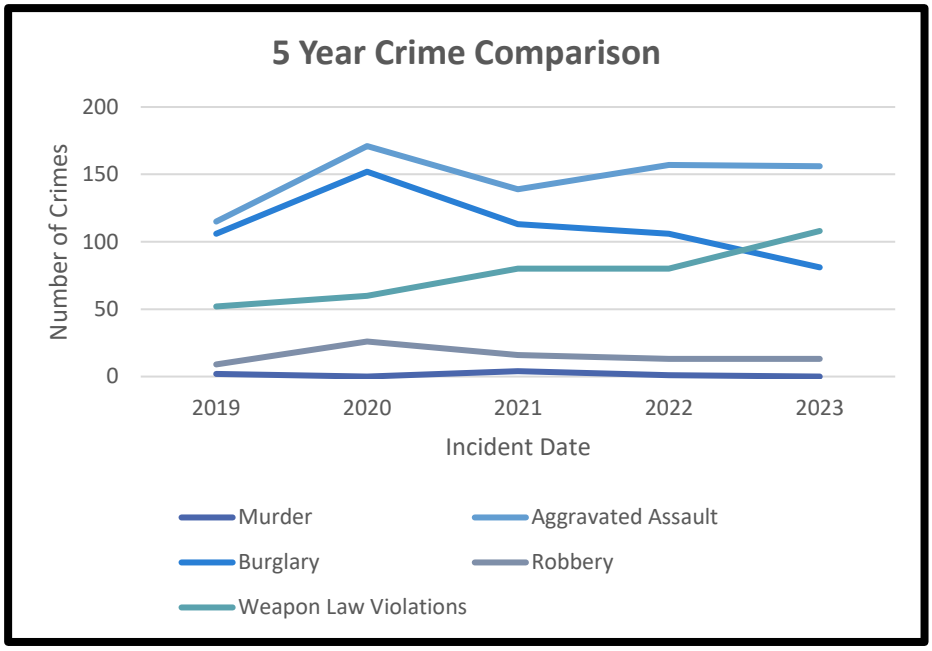
- FTO School (3-Day)
- LHLN Master Leader and Presenter
- LHLN Intentional Leadership
- LHLN Servant Officer
- SWAT School
- D.A.R.E.

Reserve Officers

Sgt. Dedman and Sgt. Nokes also oversee the Reserve Officer Program. It consists of eight 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.

Crime Trends

The Reporting Agency Coordinator and the Alternate Reporting Agency Coordinator are responsible for the entry of 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. Crime data listed was compiled from information sent to the Tennessee Bureau of Investigation.



Reported Violent Offenses - 5 year comparison

Crime	2019	2020	2021	2022	2023	Previous Yr
Aggravated Assault	115	171	139	157	156	-.6%
Simple Assault	580	494	520	496	486	-2%
Burglary	106	152	113	106	81	-23%
Domestic Simple Assault	411	335	366	343	323	-5.8%
Domestic Agg. Assault	50	69	55	62	60	-3.2%
Drug Violation	804	848	940	766	498	-35%
Homicide	2	0	4	1	0	-100%
Kidnapping	1	7	3	8	18	+125%
Motor Vehicle Theft	71	81	72	76	92	+21%
Rape (Forcible)	5	15	20	16	16	0%
Robbery	9	26	16	13	13	0%
Weapon Law	52	60	80	80	108	+35%

SPECIAL OPERATIONS DIVISION

Lieutenant William Glover
Emergency Services Unit

Sergeant Jesse Scott
Power Shift / K-9 Division

Sergeant Steve Green
Traffic Services Division

Sergeant Chris Rickles
Narcotics Division

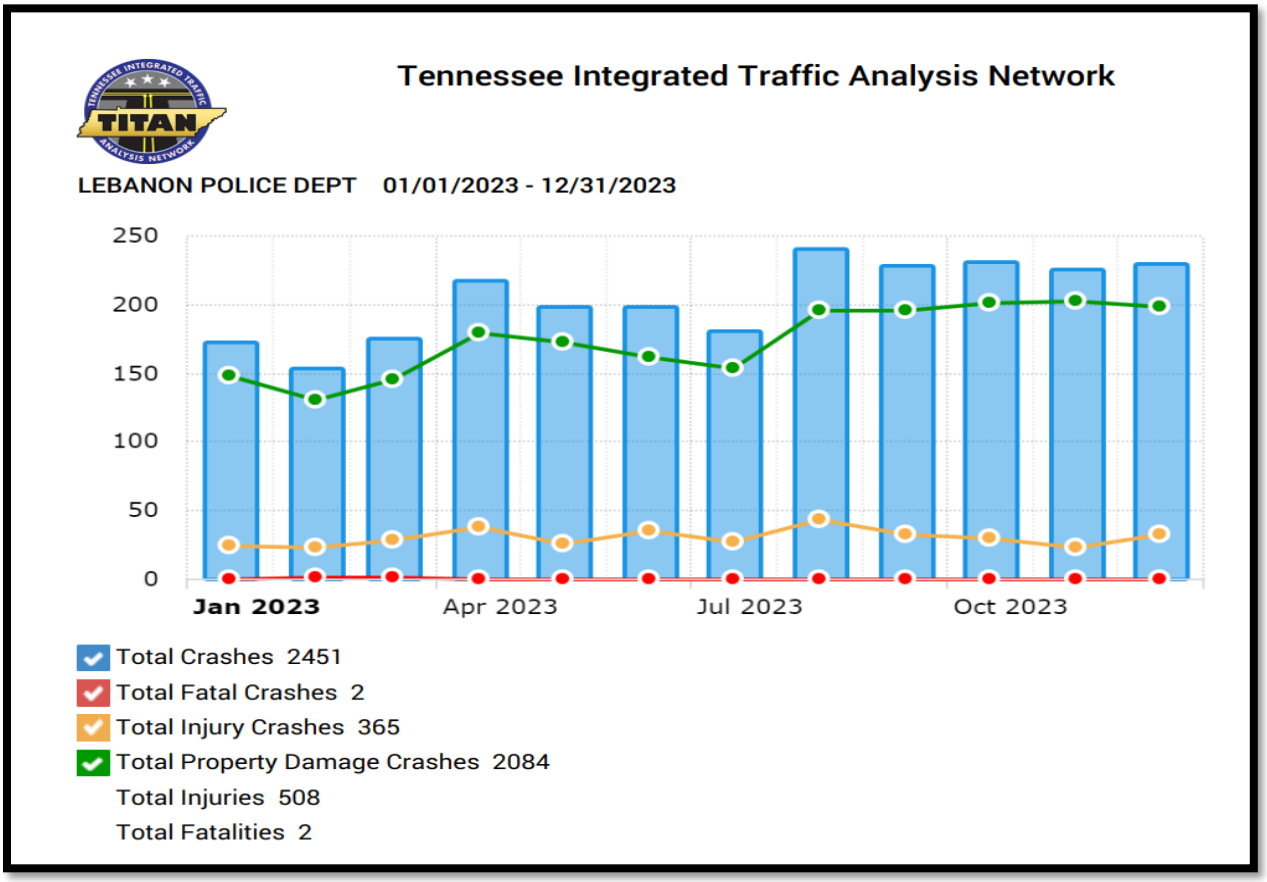
Currently the Special Operations Division is responsible for the functions of Emergency Services, Traffic Services, Power Shift / K-9 Division, Narcotics, Facilities Guards, and the CERT Volunteer Program. This division is comprised of 23 full time Officers, 4 civilian staff members, 10 part time civilian staff members, and 25 CERT volunteers.

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 selective traffic enforcement program places enforcement activities in high accident occurrence areas and citizen complaint locations.

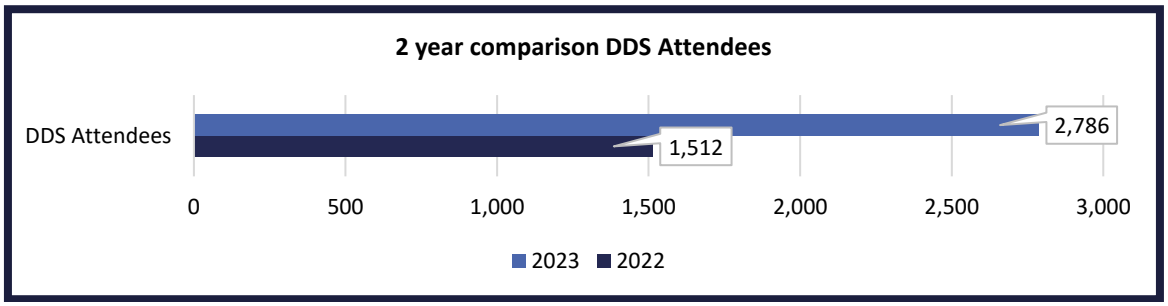
During 2023, officers responded to 2,947 vehicle crashes with officers completing 2,451 crash reports. Officers were dispatched to 2,434 MVAP calls (Property Accidents) with 2,084 Property Damage reports taken, 365 MVAI calls (Injury Accidents) with 508 Injury reports taken, and two MVAF calls (Traffic Related Fatalities) with two Fatal Crash reports written. The major causes of traffic crashes during 2023 were Following Improperly with 14%, Failure to Yield with 11%, and an unknown cause with 5%. Any discrepancies in the numbers are due to officers either not locating the crash, involved parties not wanting reports, or the crash was worked by another agency.

During the 2023 grant year, October 2022 – September 2023, our department conducted 165 traffic saturations which resulted in 1,917 stops. Those stops led to 48 arrests and 2,154 citations. This was reported to the Tennessee Highway Safety Office which reimbursed our agency for overtime that officers worked. The total amount reimbursed was $53,754.



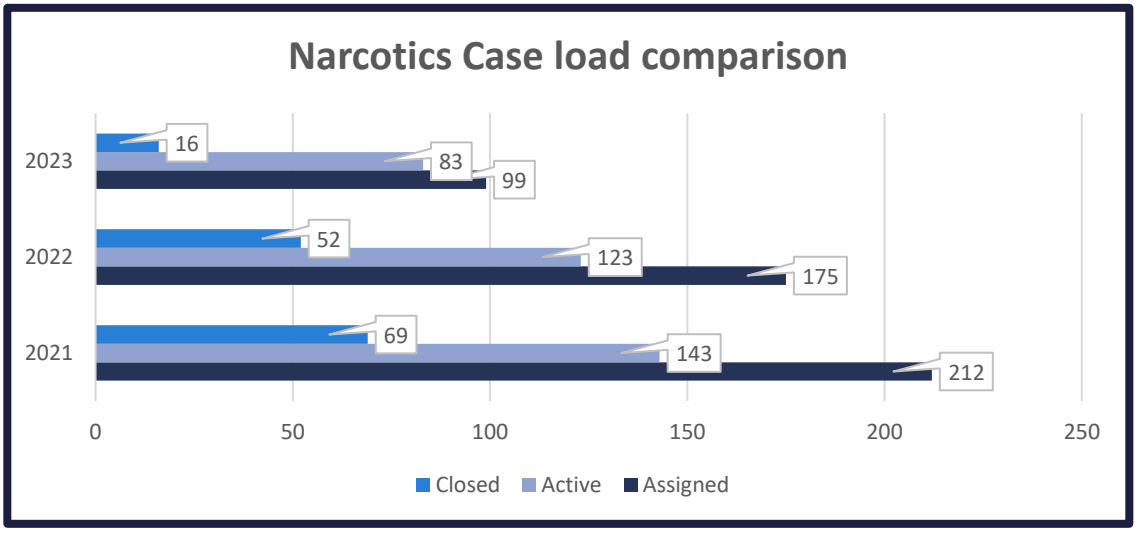
Defensive Driving School

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 put together a video that would take the place of in person defensive driving school. Upon successful completion of the defensive driving school, the citation is pre-trial diverted and does not appear on the offender's driving record. The defensive driving school is offered at a fraction of the cost of the citation fine. In 2023, 2,786 offenders, including minors, paid the defensive driving school fee and received the link to the defensive driving school video.



Narcotics

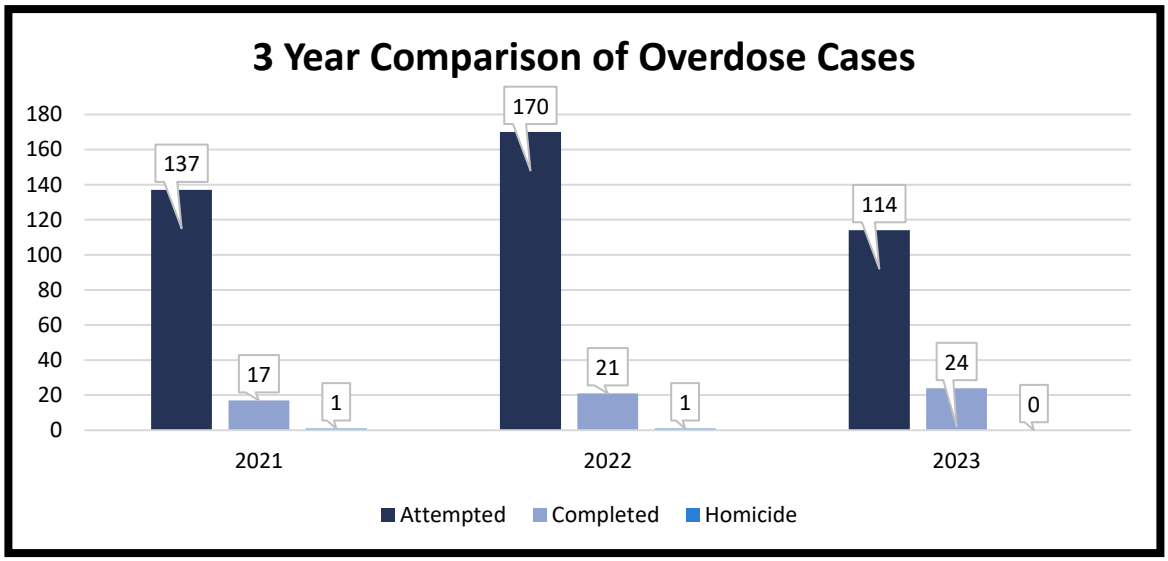
The Narcotics Division is responsible for investigations relating to narcotics, gambling, prostitution, illegal alcohol sales, and other related crimes. In an effort to reduce the number of narcotics available in our city, the Narcotics Division conducts controlled drug buys and regularly works with agents from the Wilson County Sheriff's Department, TBI, DEA, FBI, ATF and other law enforcement agencies. In 2023, the Narcotics Unit was responsible for opening and investigating 99 cases. Of these cases, 83 are still open and 16 were closed.



Opioids

In 2023, the Department continued tracking overdoses to better equip our officers 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.

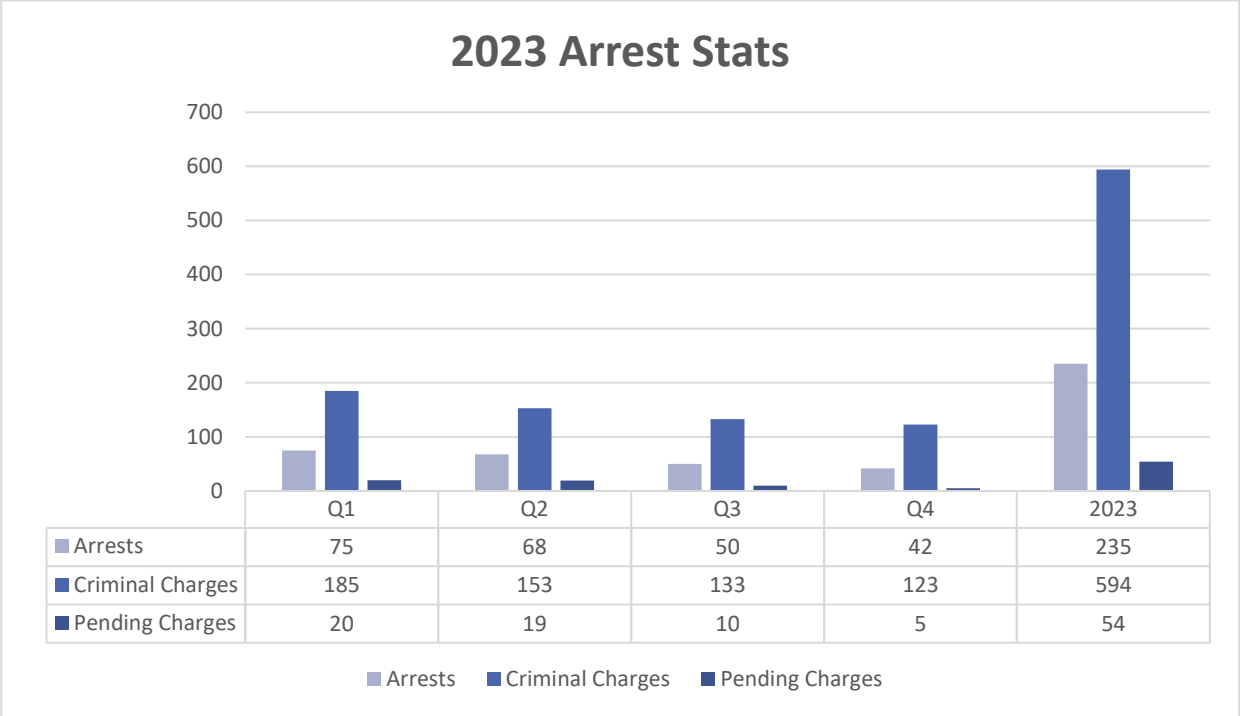
The chart below depicts a 3-year comparison of how many overdoses were attempted, overdoses completed, and overdoses charged as homicide. Attempted overdoses resulted in the victim surviving. Completed overdoses resulted in the victim succumbing to the effects of the overdose. The homicide number represents completed overdose cases that are now charged as second-degree homicide for the distribution of narcotics that resulted in the death of another. Overdoses are down 32.7% from 2022.



Flex / K-9 Division

The Flex Unit / K-9 Division consists of 4 Certified Officers. The K-9 Division has 5 K-9's. All dogs are certified through the United States Police Canine Association (USPCA). Officers are tested annually to meet the continuing proficiency standards of the USPCA in addition to their regularly scheduled monthly training sessions.

Officer Robert Bates assigned with K-9 partner Kane, who was used in the detection of Narcotics and Patrol, retired in 2023. Later in the year, Officer Blake Norman was assigned with K-9 Kane, and he will complete certification in early 2024. Officer Cody Bryan and his K-9 partner Samson, as well as Officer Gray Parish and his K-9 partner Donner, are assigned to Patrol and 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.

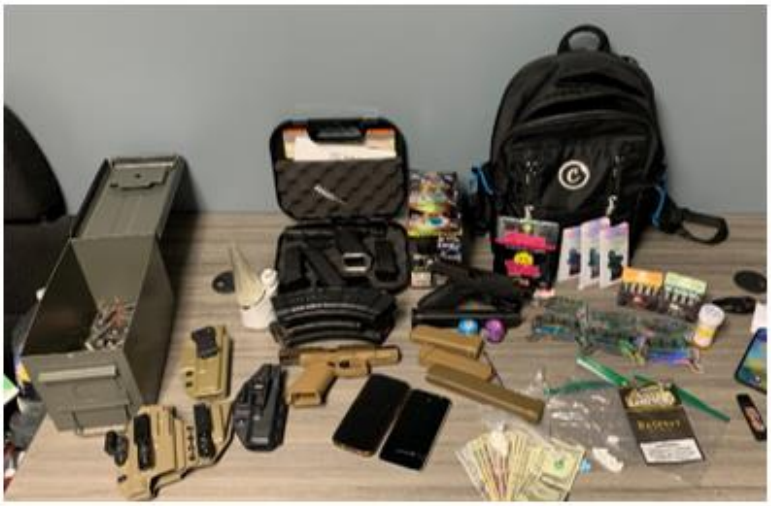


	Q1	Q2	Q3	Q4	2023
Arrests	75	68	50	42	235
Criminal Charges	185	153	133	123	594
Pending Charges	20	19	10	5	54

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

Arrests Per Officer	Criminal Charges	Pending Charges
59/year	149/officer	14/officer

Seizure Totals



FIREARMS

TOTAL:

26
(30)

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

**The number in parentheses reflects the total including seizures by the LPD Narcotics Unit that stem directly from search warrants generated by the LPD Flex Unit.*

DRUGS

TOTAL:

UNKNOWN

While the total weight and quantity is unknown, it is clear that 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.

It is these thorough investigations that have led to the seizures listed above and to a wealth of intelligence shared between our unit and the Lebanon PD Narcotics Unit.

VEHICLES

TOTAL:

4
(5)

All these vehicles have been used in the transport and sale of illegal narcotics.

**The number in parentheses reflects the total including seizures by the LPD Narcotics Unit that stem directly from search warrants generated by the LPD Flex Unit.*

SEARCH WARRANTS

TOTAL:

7

As a unit we generated 7 search warrants that were executed on various dwellings. Many of these were the result of thorough investigations involving the development of intelligence, surveillance, traffic stops, and knock and talks. This number does not include all of the warrants that were secured by the LPD Narcotics unit to which our unit contributed valuable facts and information that contributed to their probable cause. These search warrants have helped solve numerous cases (including robberies and burglaries). The evidence located during execution of these warrants has led to significant seizures of cash, drugs, weapons, and valuable intelligence that is not enumerated in our unit's statistics above.

K-9 UTILIZATIONS

TOTAL:

86

Our K-9 Officers have deployed their partners 86 times this year. The majority of these utilizations involved narcotics searches during traffic stops and led to seizures of significant amounts of narcotics, firearms, and currency. Other occurrences of K-9 utilizations this year have been: tracks for apprehension of violent felons and sweeps of facilities for explosive devices at large events.

Police K-9s

Emergency Services Unit

The Emergency Services Unit (ESU) constantly seeks to improve and enhance our ability as a city to mitigate and respond to any and all emergency situations. The Department's ESU team members are trained in: HazMat response, 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 2023, ESU continued the downtown patrol including Don Fox Park, trails, schools, and businesses including the Public Square. ESU team members logged thousands of hours of patrol, special assignments, training, traffic assists, 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, maintained the equipment and property, installed emergency equipment, and maintained all of the Department's properties.

ESU, along with our Community Emergency Response Team (CERT), responded to 48 special events as well as eleven call outs in 2023. 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, clean up, traffic control, and coordinating and assisting volunteer events. ESU Technicians traveled out of the city to assist Hendersonville with their tornado damage. The ESU CERT team logged over 3,198 donated hours. These hours were for response 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 2023, the Special Weapons and Tactics (SWAT) Team consisted of 19 SWAT operators and 6 hostage negotiators. The SWAT Team responded to 14 calls for service in 2023. Of the callouts, LPD had 10 search warrants, 1 high-risk warrant, and 1 protective services detail call.

Animal Control

The Animal Control Unit is responsible for enforcement of state animal control laws and city ordinances related to animals. The Animal Control facility can accommodate up to 27 dogs at one time. In 2023, the unit had 1,322 calls for service including stray animals and law violations. Animal Control Officers did not have any animal cruelty investigations in 2023. Also in 2023, Animal Control Officers brought in 239 animals, of which 159 dogs were adopted out, rescued, returned to owners, or were transferred to other entities. There were 48 reported dog bites.

Activity	YTD total
Animals taken in	**239**
Animals adopted/picked up by owner/rescued	**159**
Animals euthanized/deceased	**86**
Monthly adoption/impound/boarding fees taken in	**$1,390**
Monthly vet/rabies fees taken in	**$187.00**

Codes

Codes Officers responded to 4,072 violations/complaints in 2023. They issued 364 citations for various non-compliant incidents. While assuming property maintenance oversight in the city for existing buildings, in 2023 officers have conducted 66 property inspections and condemned 21 properties for either repair or demolition.

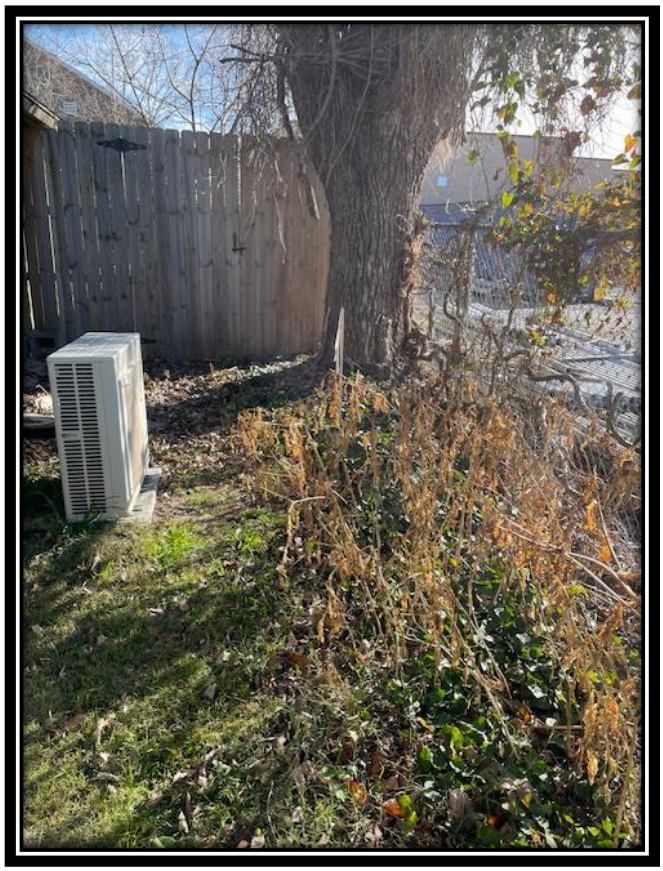
The Codes Enforcement Unit is now comprised of 5 Codes Enforcement Officers and a Sergeant who oversees their daily activity. The unit investigates various complaints such as junk and debris, overgrown landscape, junk vehicles, prohibited parking, health and sanitation, and temporary signage.

Violations:	Ward 1	Ward 2	Ward 3	Ward 4	Ward 5	Ward 6	Totals
Abandoned Vehicle	1	1	1	0	1	2	6
Address Not Displayed	1	5	5	3	13	2	29
Business Permit/Food Truck	12	25	13	12	7	1	70
Fences	9	23	24	9	9	4	78
Grass/Weeds	85	173	133	56	70	47	564
Health/Safety	24	44	33	20	27	18	166
Health/Sanitation	15	59	29	9	14	11	137
Junk Appliances	33	33	73	5	7	3	154
Junk Furniture	40	106	86	15	57	5	309
Junk Vehicles	15	23	10	4	11	0	63
Junk/Litter/Debris	75	161	162	62	126	29	615
Noise Complaint/Construction	9	15	3	3	7	16	53
Obstruction/Parking	149	124	123	161	182	151	890
Property Maintenance	8	27	26	6	6	9	82
Public Nuisance	7	31	16	8	11	5	78
Signs	48	111	146	97	217	75	694
Tires	2	14	4	5	4	0	29
Trash/Garbage	4	11	9	6	18	7	55
Total Violations Found	537	986	896	481	787	385	4072
Actions:	Totals	Totals	Totals	Totals	Totals	Totals	
Follow-up	154	298	245	77	160	22	956
Complied	150	237	212	104	234	58	995
Cited	53	106	120	40	37	44	400
Condemned	1	0	3	3	1	0	8
Warning Letter	16	15	19	10	16	13	89
Work Order	2	3	1	2	2	1	11
Property Inspection	3	18	16	4	1	0	42
Public Notice Posted	1	0	4	0	0	0	5
Notice Served	56	108	98	44	59	28	393
Yards Mowed	5	22	15	10	7	1	60

Referred	18	23	19	13	14	12	99
Escort	0	0	1	0	1	1	3
Vehicle Towed	1	1	1	0	0	1	4
Total Actions Taken:	460	831	754	307	532	181	3065
Property Maintenance:	Totals	Totals	Totals	Totals	Totals	Totals	Totals
Inspections:	8	33	19	1	2	3	66
Notices Served:	6	21	19	2	3	3	54
Property to be repaired:	6	14	14	3	3	3	43
Condemned for Repair:	2	3	2	0	1	0	8
Condemned for Demolition:	1	7	3	1	1	0	13
Follow Up Site Visit:	17	109	108	30	29	5	298
Total Actions Taken:	40	187	165	37	39	14	482

Violations reported by:	Totals
90	276
91	1451
92	1823
93	564
94	80
95	0

Citations Issued-	Total
90	31
91	66
92	218
93	49
94	0
95	0



IN THE COMMUNITY

Citizens Police Academy

In an effort to educate and inform the community, the City of Lebanon, in partnership with the Lebanon Police Department, provides its residents and business owners 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 have a better understanding of their role in the Community Oriented Policing (COPs) philosophy. The purpose of the Citizen's Police Academy is to foster better communications 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 that 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 Scott, Erick Brockman and Jeff Pickens. 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 to serve as pallbearers if the family so 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 led Lebanon's 2023 Christmas parade. There were no line-of-duty deaths, but there were 2 retiree deaths from the Lebanon Police Department in 2023.

Community Partnership-Drug Free Wilco

DrugFree WilCo is dedicated to uniting the collective community of Wilson County with 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 creates a positive impact in our community and lasting influence in our young students' lives. This year, all the Lebanon Special School District schools were able to participate in the D.A.R.E program. To become a D.A.R.E. officer, an officer must attend the D.A.R.E officer training program which lasts 2 weeks.

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 to be trained in child safety seat installation and proper use. Currently, we have 2 CPST personnel, Terminal Agency Coordinator Dawna Gutierrez and Detective Allison Daniel. CPST personnel hold advanced certifications called "technician proxy" that allows them to assist other CPSTs in their recertification process.

The Tennessee Highway Safety Office provides the car seats to our department and in turn, they are provided to the public if certain criteria are met. The THSO requires that we "take a seat to give a seat". In 2023, our CPST personnel were able to replace 11 unsafe seats or seats that were improper for the child using them as well as performed 19 seat checks with 100% being misused. Our CPST personnel were also able to attend 6 events in the community where they shared information on car seat safety.

Events

In 2023, the Lebanon Police Department participated in many community events. Some of those include National Night Out, the annual Christmas Parade, Halloween on the Square, Chicken with a Cop, and more.

National Night Out

Chicken with a Cop

Halloween on the Square

2023 Lebanon Christmas Parade

Internet Presence

Network	Total Followers	Impressions This Year *
Facebook	58,561	1.7 million
Twitter	5,505	305,095
Instagram	3,844	23,400
TikTok*	5,736	4.96 million

*Impressions: Viewers Reached

Facebook Postings

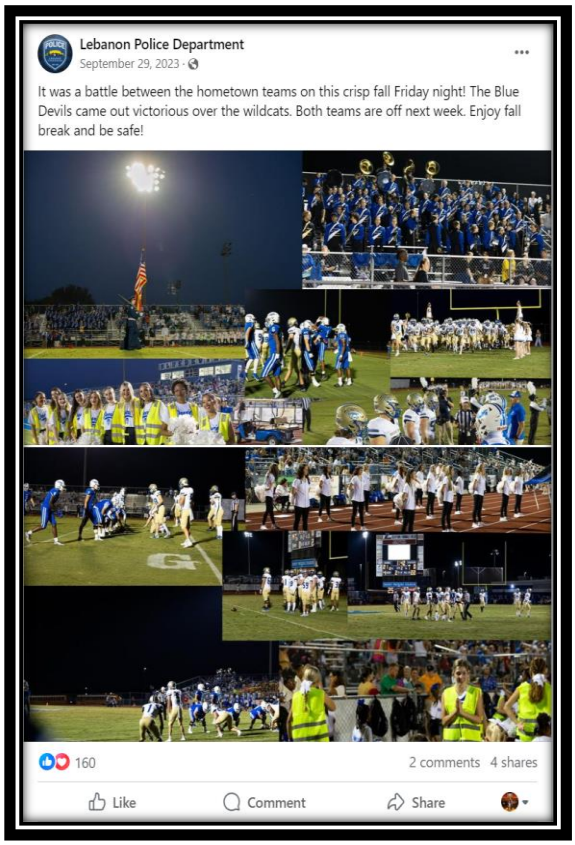
Lebanon Police Department
March 17, 2023
Happy St. Patrick's Day from the Lebanon Police Department!
Don't rely on luck, Celebrate responsibly!
POLICE
LEBANON TENNESSEE
You, Cecilia Jennings, Yesela Ramirez and 344 others
20 comments 17 shares

Lebanon Police Department
April 26, 2023
Our Administrative Assistants are more awesomer than yours!
Happy National Administrative Assistants Day! We couldn't do it without you!
POLICE
LEBANON TENNESSEE
EST. 1819
You, Cecilia Jennings, Owen Wesley and 323 others
12 comments 3 shares

Lebanon Police Department
May 29, 2023
We honor and greatly appreciate all of those that gave the ultimate sacrifice! We hope everyone has a safe and enjoyable Memorial Day!
Happy
MEMORIAL
DAY
POLICE
Meghan Moose, Kimberly Hall Boykin and 167 others
1 comment 8 shares
Like
Comment
Share

Lebanon Police Department
June 13, 2023
What a fun morning with the kids from The Learning Branch. They had a great time looking at the motorcycles with Sgt. Green and Officer Brownlee. Can't forget hitting the horn on the semi-truck with ESU Tech Smith.
289
8 comments 14 shares
Love
Comment
Share

Lebanon Police Department
July 8, 2023 ·
Thank you to everyone that came to our Coffee with a Cop this morning. There was an amazing turnout! We greatly appreciate Slow Hand Bakehouse for hosting everyone. If you would like to host a community event with LPD, please reach out to richard.clark@lebanontn.org. We hope to see everyone again soon.
+2
Brody James, Heather Drennon and 323 others
6 comments 7 shares
Like
Comment
Share


Lebanon Police Department
September 29, 2023 ·
It was a battle between the hometown teams on this crisp fall Friday night! The Blue Devils came out victorious over the wildcats. Both teams are off next week. Enjoy fall break and be safe!
160
2 comments 4 shares
Like
Comment
Share

Lebanon Police Department
November 22, 2023 ·
As the shopping season ramps up, we're excited to announce a new tool to help keep you safe from any grinch that may come along to ruin your Christmas 🎄. This new state-of-the-art 360-degree camera is currently stationed on the square and will help us monitor the safety and security of our local businesses as well as patrons. Mayor Rick Bell stopped by to check on the progress of our new venture. Technology specialist Austin Swift and ESU technician Matt Smith were instrumental in making this happen. Parts from an end-of-life light tower were utilized to construct the new camera trailer, now coined "Johnny 5-0". We will be moving the trailer to other locations as well during the holidays.
As a reminder, if you see something suspicious, don't hesitate to report it to our dispatch at 615-444-2323. Lock your cars and keep valuables out of sight to deter the grinch from breaking in and ruining your Christmas.
STOP
POLICE
You, Meghan Moose, Sierra Luna and 329 others
13 comments 15 shares
Like
Comment
Share

Lebanon Police Department
December 24, 2023 ·
Earlier today, Lebanon Police received a call from the North Pole about a suspicious person in town who planned on stealing presents. Officers and K9 Donner were able to locate and apprehend the suspect, identified as "The Grinch". We're confident that Santa Claus will have no problems in our city tonight!
1.3K
53 comments 137 shares
Love
Comment
Share

2023 Service Awards and Years of Service

Civilian of the Year
Keith Alexander

Dispatcher of the Year
Cecilia Jennings

Supervisor of the Year
Tim Kelley

Investigator of the Year
Matthew Wigger

Officer of the Year
David Spinola

1 Year

Justin Barnes
Grant Donaldson
Ryan Edwards
Stephen Enoch
Kahli Garcia
Brian Gilley
Michael Gomez
Jeremy Greenwood
David Jager
Michael Mindham
Morgan Moreno
Evan Nolte
George Pearson
Megan Smith
Michael Thornhill
Jordyn Tomasso
Dustin Vessell
Ryan Woods
Stacie Young

5 Years

Drew Alsup
Kathy Collinsworth
Michael Downs
Brody Free
Zach Gardner
Sean Gilley
Meghan Moose
Brian Speer
Jeremiah Vantrease
David Winfree

10 Years

Beau Barnett
Josh Brownlee
Nolan Gray
Jesse Scott

15 Years

Kevin Ragland
Courtney Toporowski

20 Years

Jason Bringhurst
Andrew Hawkins
Stephen Huddleston
Faith Moore

25 Years

Erick Brockman
Eddie Brown
Ray Harris
Titus Kelley

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 ☑

	Excellent	Good	Fair	Poor
Speed in answering your call	☑	☐	☐	☐
Courtesy on the telephone	☑	☐	☐	☐
Took appropriate action	☑	☐	☐	☐

Please complete this section if you required police services:

Patrol Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

A Tennessee Accredited Law Enforcement Agency

Overall Evaluation

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

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
2 Appearance (Junk Cars, Trash, Etc.)
5 Crime
3 Drugs
1 Noise
2 Traffic (Speeding, Parking)
1 Problem with Neighbors
1 Public Intoxication (Drunk)
1 School Related Problems
2 Unsupervised Juveniles

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

Your comments including suggestions and/or recommendations for improvements:

I AM ALWAYS APPRECIATIVE OF WHAT THE POLICE DEPARTMENT DOES IN ENSURING OUR COMMUNITY SAFETY. THESE OFFICERS WERE EFFECTIVE AND DILIGENT IN FINDING/OBTAINING INFORMATION FOR US "DG" TO PROSECUTE AND TRY TO STOP THEFT IN OUR STORE. THANK YOU

Name: Amber Johnson
Address: 107 HARTMANN COMMERCE DR N, LEBANON, TN 37090
Phone Number: (828) 212 - 8819 **Date:** 6 / 23 / 23

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Courtesy on the telephone	☑	☐	☐	☐
Took appropriate action	☑	☐	☐	☐

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Patrol Services

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Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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Overall Evaluation

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

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.)
1 Crime
1 Drugs
1 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:

I was very pleased with my interactions with LPD, from dispatch all the way through follow up calls. Very professional + courteous on all levels. Appreciate all you do for our city. Praying for protection and blessings over you all!

Name: Jeff M. Mayo
Address: 135 Knightsbridge Lane Lebanon, TN. 37090
Phone Number: 615 519 - 9811 **Date** 08 / 20 / 23

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Speed in answering your call	☑	☐	☐	☐
Courtesy on the telephone	☑	☐	☐	☐
Took appropriate action	☑	☐	☐	☐

Please complete this section if you required police services:

Patrol Services

	Excellent	Good	Fair	Poor
Did officer(s) arrive in a timely manner?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

A Tennessee Accredited Law Enforcement Agency

Overall Evaluation

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

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)

____ 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:

Very impressed with how professional the officers were

Name: Gillian Ingram
Address: 634 Leeville Pike Apt. B Lebanon, TN 37087
Phone Number: (256) 604 4079 **Date:** 05/18/23

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Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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Did officer(s) arrive in a timely manner?	☑	☐	☐	☐
Were the officer(s) polite and courteous?	☑	☐	☐	☐
Were the officer(s) knowledgeable?	☑	☐	☐	☐
Did the officer(s) listen to you?	☑	☐	☐	☐

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Overall Evaluation

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

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)

____ 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:

Great Officers!

Name: Lynn Wilson
Address: 1229 S. Hartmann
Phone Number: (615) 968-0008 **Date:** 5/17/23

A Tennessee Accredited Law Enforcement Agency

Accolades

CITY OF LEBANON
POLICE DEPARTMENT

Letter of Recognition

On May 8th, 2023, Patrol Officer Blake Norman responded to 411 S. Cumberland St. (Pinnacle Bank) in reference to a subject passing fake/fraudulent checks. Though the suspect was attempting to cash a check at that time for approximately $4,500, Officer Norman continued to research further. Not only was there the initial check, but the suspect had cashed a check just one day prior. Officer Norman uncovered that the suspect cashing the checks was receiving them from another source. He and his shift located the other suspect as well as six more checks. The total of all checks was over $40,000.

The Detective assigned to the case, Detective Beatty, advised Officer Norman was a key piece in helping the CID Division solve the case. He said of Norman, "[He] did an excellent job with his response, interviewing techniques, investigative techniques, and report writing."

Detective Beatty determined the suspect was part of a "check ring" out of Nashville. The suspect was responsible for approximately $450,000.00 USD in fake/fraudulent checks. At this point, the case has been picked up by the Nashville office of the F.B.I. and our investigation has been turned over to them.

Without the assistance of Patrol Officer Blake Norman, there may have been countless individuals defrauded by this suspect and thousands of dollars more taken. We commend Officer Norman for his work in this case.

Chief of Police
M.W. Justice

CITY OF LEBANON
POLICE DEPARTMENT

Letter of Recognition

Life Saving Award

On July 26, 2023, Lebanon Central Dispatch received a call from Vanderbilt Life Flight Ground Unit, requesting assistance after pulling over on Interstate I-40 near the 232 exit, due to an active code on a female patient. At 9:30 pm, Officer Donaldson arrived on scene and made contact with 2 Vanderbilt Ground Crew Members inside the ambulance. Officer Donaldson was then asked to assist with CPR while the other Vanderbilt Crew Member drove the ambulance to Summit ER in Nashville. During this medical emergency, Officer Donaldson was very professional with staying calm and assisting the Vanderbilt Crew with medical care for the female patient until their arrival to Summit ER at 9:53 pm. Due to Officer Donaldson's actions, the female subject is alive and well.

Officer Donaldson's actions reflect the Lebanon Police Department Misson Statement with safeguarding the lives of the people we serve. I am presenting Officer Donaldson with this Live Saving Award in recognition of his performance and dedication to his community.

Chief of Police
M.W. Justice

CITY OF LEBANON
POLICE DEPARTMENT

Letter of Recognition

December 15, 2023

Officer Michael Thornhill,

Words cannot describe how much we want to thank you for your dedication to law enforcement. Your years of service as head of security at Cumberland University and your time working for the Lebanon Police Department has been a major asset to the City of Lebanon as a whole. Throughout your time with us, you have stood out as an employee with a strong work ethic and personal integrity. Employees with your level of experience and knowledge are hard to find. Your contribution to the department has not gone unnoticed.

Thank you for being a shining example of a hard-working employee. Your presence will be missed. We wish you all the success for your future endeavors and new adventures.

Sincerely,

Michael W. Justice
Chief of Police

CITY OF LEBANON
POLICE DEPARTMENT

Letter of Recognition

On May 29, 2023, at 0813 hours, units were dispatched to a residence in our city in reference to a woman in active labor in a bathtub. Officer Ryan Edwards responded without delay, arriving within two minutes of receiving the call. Once there, Officer Edwards did not hesitate to rush in and render aid to the mother.

He kept the mother and father calm until the infant was delivered. Once delivered, Officer Edwards retrieved the infant from the water, wrapped him in a towel, and held him until the Lebanon Fire Department arrived several minutes later.

Just moments earlier, Officer Edwards was on a traffic stop. His ability to switch gears and snap-in to his medical training is a testament to the type of Officer he is. Though he has been with our department just short of one year, his actions that day were a terrific example of outstanding service and compassion, no matter the call. Officer Edwards is a credit to our department and just one example of all the great men and women at the Lebanon Police Department who serve our community every day.

Chief Mike Justice