



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Jeffrey Verbruggen

FROM: Sheriff Robert F. Arnold

DATE: April 17, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your performance when coming to the aid of citizen with a flat tire. A retired Tennessee State Trooper and former elected Sheriff of Cannon County was driving from Franklin, Tennessee, on Wednesday, April 4, 2012, when he noticed a problem with one of his tires. He pulled into a rural grocery store where he noticed you heading toward your patrol car. He inquired where he might take his vehicle to get the tire changed. He is a heart transplant recipient and didn't feel he should perform this task. Without hesitation, you and your partner instructed him to bring the car to a flat surface and proceeded to change the tire yourselves.

I would like to take this opportunity to personally thank you for a job well done. You were professional and extremely caring. I know yours can be a thankless job at times as you often catch the fury of angry and unreasonable people. Your genuine desire to assist the citizens of this county is a great asset to the Sheriff's Office.

RA:cp


Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Hailey
Lt. Reed
Personnel File

04-08-2012

Dear Sheriff Arnold,

My name is Bob Stoetzel and I live in Woodbury. As a retired Tennessee State Trooper and former elected Sheriff of Cannon County I know what it means to have my deputies appreciated by the public.

Case in point; I was bringing my wife's elderly aunt through Rutherford County from Franklin on Wednesday the 4th of April when the tire on her Crown Victoria developed a large pump knot most likely due to a broken belt inside the tire. I located an intersection to pull off and there was a small rural grocery store about a half mile from the intersection. As I pulled in I noticed two of your deputies (J. Verburggen and I. Duggin) headed for their patrol unit. I asked them if there was somewhere I could get my tire changed (I have a heart transplant and the aunt did not want me changing the tire). They did not hesitate and told me to bring the car around to the flat place and they would change it for us.

When I was sheriff I instructed my men to act the same way; I am grateful that you tell your deputies to do the same thing. Deputies are an extension of you and these two men served you well.

It is my wish and that of Pauline Witty that you might let those men know that they were very much appreciated for the willingness to help strangers in a time of trouble.

Sincerely

Bob Stoetzel

112 Houston Lane

Woodbury TN. 37190



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Sgt. Derek Oeser

FROM: Sheriff Robert F. Arnold

DATE: April 13, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when responding to the scene of an accident. On December 9, 2011, Sherry Cunningham was stopped on Highway 99 at the intersection of Armstrong Valley Road. She was attempting to keep a horse from darting into traffic. Ms. Cunningham ended up stepping into a pothole breaking her leg. She commented that you and your partner were there almost immediately reassuring her and her young grandson that everything would be ok. You helped secure her leg, and used your own jacket to keep her warm.

I would like to take this opportunity to personally thank you for the great job you are doing. You were very courteous and professional. Your genuine desire to assist the citizens of this county is a great asset to the Sheriff's Office.

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A handwritten signature in black ink, appearing to read "Robert F. Arnold".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Hailey
Lt. Gray
Personnel File



LETTER: Deputies, ambulance personnel provide great service in time of need

I would like to acknowledge and say thank you to Rutherford County Deputies A.J. Ross and Derrick Oeser for being there to calm my grandson and also for the way they responded to an accident on Dec. 9, 2010.

About 5 p.m. that day I was returning home from carrying my grandson to the doctor when I noticed a lady trying to keep a red horse off Highway 99 at the intersection of Armstrong Valley Road. We pulled to the side of the road and I got out assisting and keeping the horse from darting into traffic. I stopped a fellow motorist to see if he had wire cutter or could open a lock on a gate to put the horse back into the pasture. At that moment the horse took a lunge toward a guardrail at which point I ran in to spook him.

It worked and he went down into the grassy area; however, I came down into a pothole. When I looked down I knew there was trouble because my foot was almost turned backwards. Deputies Ross and Oeser were there almost immediately and began reassuring that me that it would be OK. Not only were they there but I felt they went

over and beyond the call of duty as they removed my shoe, held my broken leg up and held my head off the highway. They covered me with their jackets while waiting for the ambulance to arrive.

The ambulance attendants were also very professional as they transported us to the hospital where Dr. Brown did surgery to my leg, ankle and heel. I'm so glad to say we are blessed to have such a wonderful emergency personnel, hospital, doctors and all first responders here in Rutherford County. Thanks to all our unsung heroes.

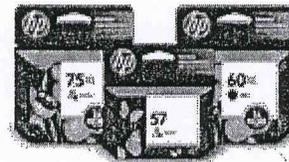
Sherry Cunningham

Taylor Road

Rockvale

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I would like to thank you for the great job you are doing. The level of service you provided Ms. Cunningham showed extraordinary commitment to excellence. You were very professional and courteous. You represent the highest tradition of law enforcement service.

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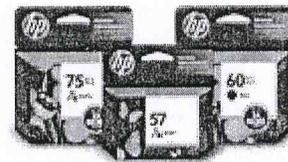
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Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Officer Aaron Cope
FROM: Sheriff Robert F. Arnold
DATE: June 26, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance in reference to an injury crash which occurred on April 21, 2012. Three occupants of the vehicle were attempting to flee from the scene. You immediately began working with other officers to get a perimeter set, giving locations where units needed to be. Because of your excellent performance, two of the three suspects of this incident were captured and turned over to the Smyrna Police Department.

I would like to take this opportunity to personally thank you for the great job you are doing. You are a part of a team that shows extraordinary commitment to excellence. The level of service that you provided that day should be held as an example for others to emulate.

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Cc: Chief Deputy Garrett
Deputy Chief Gammon
Capt. Fitzhugh
Lt. McCluskey
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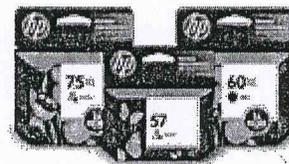
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Cc: Chief Deputy Garrett
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Commander Ogwynn
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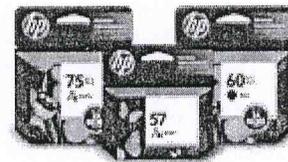
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Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Officer Aaron Cope
FROM: Sheriff Robert F. Arnold
DATE: June 26, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance in reference to an injury crash which occurred on April 21, 2012. Three occupants of the vehicle were attempting to flee from the scene. You immediately began working with other officers to get a perimeter set, giving locations where units needed to be. Because of your excellent performance, two of the three suspects of this incident were captured and turned over to the Smyrna Police Department.

I would like to take this opportunity to personally thank you for the great job you are doing. You are a part of a team that shows extraordinary commitment to excellence. The level of service that you provided that day should be held as an example for others to emulate.

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Cc: Chief Deputy Garrett
Deputy Chief Gammon
Capt. Fitzhugh
Lt. McCluskey
Sgt. Duncan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 04/21/2012 Date of Report: 04/22/2012

Employee Name: Aaron Cope Rank: Deputy Division: Communications

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Outstanding performance in assisting Smyrna Police with capturing suspects fleeing the scene of an injury crash in Smyrna City limits.

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

On 04/21/12 Deputy Kapadia was flagged down by a citizen on Florence Rd near West Fork Dr in reference to an injury crash where the 3 occupants of the vehicle were fleeing the scene. Deputy Kapadia Arrived at the scene of the crash and observed a white male suspect running from the scene and was able to quickly apprehend a female suspect that was also attempting to leave. Deputy Kapadia, assisted by communications Deputy Aaron Cope, began to get a perimeter set and contain the suspects for easier capture. Deputy Cope did an excellent job in the assist by pulling up area maps of the scene and giving locations where perimeter units needed to be set. Deputy Coble responded to the scene to assist with perimeter/search and was able to capture a second suspect on Wade Herrod Rd. Because of the excellent performance of Deputy Kapadia,

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

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TYPE OF REPORT

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REASON FOR REPORT

Outstanding performance in assisting Smyrna Police with capturing suspects fleeing the scene of an injury crash in Smyrna City limits.

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

On 04/21/12 Deputy Kapadia was flagged down by a citizen on Florence Rd near West Fork Dr in reference to an injury crash where the 3 occupants of the vehicle were fleeing the scene. Deputy Kapadia Arrived at the scene of the crash and observed a white male suspect running from the scene and was able to quickly apprehend a female suspect that was also attempting to leave. Deputy Kapadia, assisted by communications Deputy Aaron Cope, began to get a perimeter set and contain the suspects for easier capture. Deputy Cope did an excellent job in the assist by pulling up area maps of the scene and giving locations where perimeter units needed to be set. Deputy Coble responded to the scene to assist with perimeter/search and was able to capture a second suspect on Wade Herrod Rd. Because of the excellent performance of Deputy Kapadia,

Deputy Cope and Deputy Coble, we were able to turn 2 of the 3 suspects of this incident over to Smyrna Police for prosecution of this crime. All 3 Deputies should be commended for a job well done.

Reporting Supervisor: Sgt J. Duncan #25 Date: 04/22/2012

I have read the above Report of Action, and its contents have been explained to me.

I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] C135 Date/Time: 04/23/12 @ 09:19

	Date	Concur with Recommendation	
Shift Commander <u>[Signature]</u>	<u>4-23-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>Capt. M. F. [Signature] #6</u>	<u>4-23-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Sheriff Robert F. Arnold _____ Date/Time: _____

**** Notice: Refusal to sign said Report of Action can be grounds for dismissal.**

** Chief of Administration will be contacted prior to giving the employee any written documentation if the employee is to be promoted, transferred, demoted, suspended with or without pay, or terminated.

** If suspended without pay, suspension will be effective from _____ through _____



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Crpl. Tyler Morten

FROM: Sheriff Robert F. Arnold

DATE: March 20, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when assisting the City of Murfreesboro Police Department. On January 22, 2012, at approximately 3:15 in the morning, a suspect was fleeing on foot. As he was being pursued, he ran across a dam which crossed over the Stones River. It was not known at that time whether he jumped or fell into the river. Fearing he had drowned in the swift water below the dam, a search and rescue operation was initiated. The young man was found safe approximately four hours later at his mother's house.

I would like to take this opportunity to personally thank you for a job well done. You were part of a team that showed extraordinary commitment to excellence. The level of service that you and your team members provided should be held up as an example for other to emulate. The job you are doing is greatly appreciated.

RA:cp

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Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Mathis
Personnel File

Police Department
W. GLENN CHRISMAN
Chief of Police
(615) 849-2673
gchrisman@ci.murfreesboro.tn.us



February 21, 2012

Sheriff Robert Arnold
Rutherford County Sheriff's Department
940 New Salem Highway
Murfreesboro, TN 37129

Re: Riverdale High School Vandalism – January 22, 2012

Dear Sheriff Arnold:

On Sunday morning January 22, 2012 at approximately 3:15 am, Murfreesboro Police Officers responded to a report of suspected vandalism near Riverdale High School. An anonymous caller had observed several males carrying what was believed to be spray paint cans and suspected that they had vandalized Riverdale High School. Units were dispatched to that area where they made contact with and detained one suspect seated in a car on Cliffview Court. Two other male suspects fled on foot from the area of Riverdale High School. One of these suspects was apprehended by police. The other fled behind a row of residences along the south side of Warrior Drive toward the Stones River which runs behind those homes. As he was being pursued by Murfreesboro Police Sergeant Mike Turner, the fleeing suspect ran across a dam which crosses the Stones River, and either jumped or fell into the water. Sergeant Turner never saw the suspect emerge from the river. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The two suspects taken into police custody were questioned concerning the events preceding their detention, and it was discovered that they had vandalized a building at Riverdale High School with spray paint.

The suspect who fled from police was identified and efforts began to locate him using known address information, including that of his parents. Believing that a water rescue/recovery would be necessary, the Rutherford County Special Operations Response Team (SORT) was activated under the direction of Supervisor Chris Clark. The Murfreesboro Fire Department also deployed resources to that location including their Swift Water Rescue Team. The Rutherford County Sheriff's Department responded to the area and assisted in providing a perimeter in the areas surrounding this location which were outside the city limits, as well as contacting relatives at locations outside the city. During this operation which lasted more than four hours, the Rutherford Emergency Management Agency responded and deployed cross band communication capabilities at the Command Center and also deployed the Mobile Command Post for use. Members of the

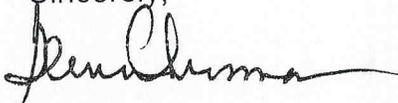


Communications sections of the Murfreesboro Police/Fire Department and the Rutherford County Sheriff's Department coordinated their efforts to share information. Additionally, the Murfreesboro Police/Fire Communications Staff maintained a close contact with Verizon Wireless, receiving updated GPS coordinates of the suspect's telephone for location purposes. Ultimately, phone activity from the suspect helped to identify his whereabouts. He had escaped from the river and fled to his mother's home in the nearby Southridge subdivision, just outside the Murfreesboro City limits. He was taken into custody at that location by Rutherford County Sheriff's deputies at approximately 7:07 a.m. After questioning at the Police Building, the three suspects were transported to the Rutherford County Sheriff's Office where two of them were charged with vandalism over \$1,000 and evading arrest, while one was charged with felony criminal conspiracy.

Needless to say, all parties involved were relieved that this young man was found safe following what could have been a deadly decision to jump into the river to evade capture.

We would like to express our appreciation to the members of the Rutherford County Sheriff's Department for their support during this operation. Please make sure those individuals listed on the attached list are recognized for their service.

Sincerely,



W. Glenn Chrisman
Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Matt Moseley
FROM: Sheriff Robert F. Arnold
DATE: March 20, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when assisting the City of Murfreesboro Police Department. On January 22, 2012, at approximately 3:15 in the morning, they were in pursuit of a male subject who was a vandalism suspect. He was last seen running across a dam that crosses the Stones River. The fleeing subject either jumped or fell into the river. Fearing the suspect may have drowned in the swift moving current below the dam, a search and rescue operation was quickly commenced. The young man was found safely at his mother's house later that morning following what could have been a deadly decision to evade capture.

I would like to take this opportunity to personally thank you for your service and dedication. You were part of a team that showed extraordinary commitment to excellence. The level of service that you and your team members provided should be held as an example for others to try to be like. The great job you are doing is greatly appreciated.

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On Sunday morning January 22, 2012 at approximately 3:15 am, Murfreesboro Police Officers responded to a report of suspected vandalism near Riverdale High School. An anonymous caller had observed several males carrying what was believed to be spray paint cans and suspected that they had vandalized Riverdale High School. Units were dispatched to that area where they made contact with and detained one suspect seated in a car on Cliffview Court. Two other male suspects fled on foot from the area of Riverdale High School. One of these suspects was apprehended by police. The other fled behind a row of residences along the south side of Warrior Drive toward the Stones River which runs behind those homes. As he was being pursued by Murfreesboro Police Sergeant Mike Turner, the fleeing suspect ran across a dam which crosses the Stones River, and either jumped or fell into the water. Sergeant Turner never saw the suspect emerge from the river. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The two suspects taken into police custody were questioned concerning the events preceding their detention, and it was discovered that they had vandalized a building at Riverdale High School with spray paint.

The suspect who fled from police was identified and efforts began to locate him using known address information, including that of his parents. Believing that a water rescue/recovery would be necessary, the Rutherford County Special Operations Response Team (SORT) was activated under the direction of Supervisor Chris Clark. The Murfreesboro Fire Department also deployed resources to that location including their Swift Water Rescue Team. The Rutherford County Sheriff's Department responded to the area and assisted in providing a perimeter in the areas surrounding this location which were outside the city limits, as well as contacting relatives at locations outside the city. During this operation which lasted more than four hours, the Rutherford Emergency Management Agency responded and deployed cross band communication capabilities at the Command Center and also deployed the Mobile Command Post for use. Members of the

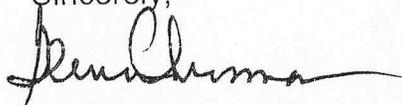


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Needless to say, all parties involved were relieved that this young man was found safe following what could have been a deadly decision to jump into the river to evade capture.

We would like to express our appreciation to the members of the Rutherford County Sheriff's Department for their support during this operation. Please make sure those individuals listed on the attached list are recognized for their service.

Sincerely,



W. Glenn Chrisman
Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Officer Ivan Duggin
FROM: Sheriff Robert F. Arnold
DATE: April 17, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when coming to the aid of a citizen with tire trouble. On April 4, 2012, a retired Tennessee State Trooper was driving through Rutherford County and began to have trouble with a tire. He pulled into a rural grocery store and saw you heading toward your patrol car. He inquired as to where he could take his vehicle to have the tire changed. Without hesitation, you and your partner instructed him to drive his car around to a flat surface and changed the tire yourself.

I would like to take this opportunity to personally thank you for a job well done. Your professionalism and genuine desire to assist is a great asset to the Sheriff's Office. Thank you for a job well done.

RA:cp


Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Spence
Personnel File

04-08-2012

Dear Sheriff Arnold,

My name is Bob Stoetzel and I live in Woodbury. As a retired Tennessee State Trooper and former elected Sheriff of Cannon County I know what it means to have my deputies appreciated by the public.

Case in point; I was bringing my wife's elderly aunt through Rutherford County from Franklin on Wednesday the 4th of April when the tire on her Crown Victoria developed a large pump knot most likely due to a broken belt inside the tire. I located an intersection to pull off and there was a small rural grocery store about a half mile from the intersection. As I pulled in I noticed two of your deputies (J. Verburggen and I. Duggin) headed for their patrol unit. I asked them if there was somewhere I could get my tire changed (I have a heart transplant and the aunt did not want me changing the tire). They did not hesitate and told me to bring the car around to the flat place and they would change it for us.

When I was sheriff I instructed my men to act the same way; I am grateful that you tell your deputies to do the same thing. Deputies are an extension of you and these two men served you well.

It is my wish and that of Pauline Witty that you might let those men know that they were very much appreciated for the willingness to help strangers in a time of trouble.

Sincerely

Bob Stoetzel

112 Houston Lane

Woodbury TN. 37190





Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Sgt. Joe Duncan

FROM: Sheriff Robert F. Arnold

DATE: March 20, 2012

SUBJECT: Commendation for Excellence

Recently I became aware of your exemplary performance when assisting the City of Murfreesboro Police Department. On January 22, 2012, a suspect was being pursued in the Riverdale High School area and ran across a dam which crosses the Stones River. The fleeing suspect either jumped in or fell into the water. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The subject was found safe at his mother's home more than four hours later. You were part of a team that showed an extraordinary commitment to excellence.

I would like to take this opportunity to personally thank you for a job well done. The level of service provided by you and your team members should be held up as an example for others to try to emulate. The job you are doing is greatly appreciated.

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Commander Ogwynn
Capt. Mathis
Personnel File

Police Department
W. GLENN CHRISMAN
Chief of Police
(615) 849-2673
gchrisman@ci.murfreesboro.tn.us



February 21, 2012

Sheriff Robert Arnold
Rutherford County Sheriff's Department
940 New Salem Highway
Murfreesboro, TN 37129

Re: Riverdale High School Vandalism – January 22, 2012

Dear Sheriff Arnold:

On Sunday morning January 22, 2012 at approximately 3:15 am, Murfreesboro Police Officers responded to a report of suspected vandalism near Riverdale High School. An anonymous caller had observed several males carrying what was believed to be spray paint cans and suspected that they had vandalized Riverdale High School. Units were dispatched to that area where they made contact with and detained one suspect seated in a car on Cliffview Court. Two other male suspects fled on foot from the area of Riverdale High School. One of these suspects was apprehended by police. The other fled behind a row of residences along the south side of Warrior Drive toward the Stones River which runs behind those homes. As he was being pursued by Murfreesboro Police Sergeant Mike Turner, the fleeing suspect ran across a dam which crosses the Stones River, and either jumped or fell into the water. Sergeant Turner never saw the suspect emerge from the river. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The two suspects taken into police custody were questioned concerning the events preceding their detention, and it was discovered that they had vandalized a building at Riverdale High School with spray paint.

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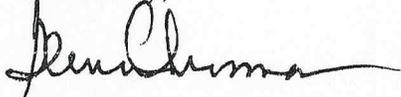


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Sincerely,



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Chief of Police

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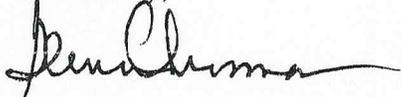
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Rutherford County Sheriff's Office

ROBERT F. ARNOLD
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MEMORANDUM

TO: Sgt. Tom Bunch

FROM: Sheriff Robert F. Arnold

DATE: March 20, 2012

SUBJECT: Commendation for Excellence

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Personnel file

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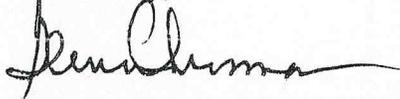


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Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

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SHERIFF

MEMORANDUM

TO: Sgt. Chris Owens

FROM: Sheriff Robert F. Arnold

DATE: March 20, 2012

SUBJECT: Commendation for Excellence

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I would like to express my sincere appreciation for a job well done. The level of service you and your team members provided represent the high caliber that every law enforcement department desires.

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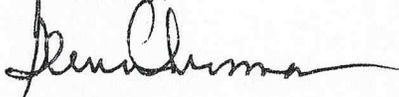


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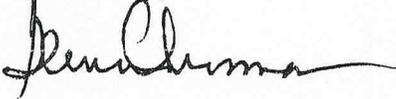


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The suspect who fled from police was identified and efforts began to locate him using known address information, including that of his parents. Believing that a water rescue/recovery would be necessary, the Rutherford County Special Operations Response Team (SORT) was activated under the direction of Supervisor Chris Clark. The Murfreesboro Fire Department also deployed resources to that location including their Swift Water Rescue Team. The Rutherford County Sheriff's Department responded to the area and assisted in providing a perimeter in the areas surrounding this location which were outside the city limits, as well as contacting relatives at locations outside the city. During this operation which lasted more than four hours, the Rutherford Emergency Management Agency responded and deployed cross band communication capabilities at the Command Center and also deployed the Mobile Command Post for use. Members of the

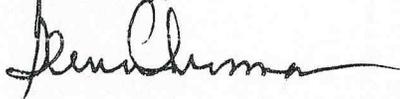


Communications sections of the Murfreesboro Police/Fire Department and the Rutherford County Sheriff's Department coordinated their efforts to share information. Additionally, the Murfreesboro Police/Fire Communications Staff maintained a close contact with Verizon Wireless, receiving updated GPS coordinates of the suspect's telephone for location purposes. Ultimately, phone activity from the suspect helped to identify his whereabouts. He had escaped from the river and fled to his mother's home in the nearby Southridge subdivision, just outside the Murfreesboro City limits. He was taken into custody at that location by Rutherford County Sheriff's deputies at approximately 7:07 a.m. After questioning at the Police Building, the three suspects were transported to the Rutherford County Sheriff's Office where two of them were charged with vandalism over \$1,000 and evading arrest, while one was charged with felony criminal conspiracy.

Needless to say, all parties involved were relieved that this young man was found safe following what could have been a deadly decision to jump into the river to evade capture.

We would like to express our appreciation to the members of the Rutherford County Sheriff's Department for their support during this operation. Please make sure those individuals listed on the attached list are recognized for their service.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Glenn Chrisman". The signature is fluid and cursive, with a long horizontal stroke at the end.

W. Glenn Chrisman
Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Sgt. Chris Owens

FROM: Sheriff Robert F. Arnold

DATE: March 20, 2012

SUBJECT: Commendation for Excellence

Recently I became aware of your excellent performance when assisting the City of Murfreesboro Police Department. In the early morning hours of January 22, 2012, they were in pursuit of a male subject in the Riverdale High School area. As he was being pursued, the fleeing suspect ran across a dam which crosses the Stones River and either jumped or fell into the water. Fearing the suspect had drowned in the fast moving water, a search and rescue operation was commenced. The young man was found safe at his mother's home several hours later.

I would like to express my sincere appreciation for a job well done. The level of service you and your team members provided represent the high caliber that every law enforcement department desires.

RA:cp

A handwritten signature in black ink, appearing to read "R. F. Arnold".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Mathis
Personnel File

Police Department
W. GLENN CHRISMAN
Chief of Police
(615) 849-2673
gchrisman@ci.murfreesboro.tn.us



February 21, 2012

Sheriff Robert Arnold
Rutherford County Sheriff's Department
940 New Salem Highway
Murfreesboro, TN 37129

Re: Riverdale High School Vandalism – January 22, 2012

Dear Sheriff Arnold:

On Sunday morning January 22, 2012 at approximately 3:15 am, Murfreesboro Police Officers responded to a report of suspected vandalism near Riverdale High School. An anonymous caller had observed several males carrying what was believed to be spray paint cans and suspected that they had vandalized Riverdale High School. Units were dispatched to that area where they made contact with and detained one suspect seated in a car on Cliffview Court. Two other male suspects fled on foot from the area of Riverdale High School. One of these suspects was apprehended by police. The other fled behind a row of residences along the south side of Warrior Drive toward the Stones River which runs behind those homes. As he was being pursued by Murfreesboro Police Sergeant Mike Turner, the fleeing suspect ran across a dam which crosses the Stones River, and either jumped or fell into the water. Sergeant Turner never saw the suspect emerge from the river. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The two suspects taken into police custody were questioned concerning the events preceding their detention, and it was discovered that they had vandalized a building at Riverdale High School with spray paint.

The suspect who fled from police was identified and efforts began to locate him using known address information, including that of his parents. Believing that a water rescue/recovery would be necessary, the Rutherford County Special Operations Response Team (SORT) was activated under the direction of Supervisor Chris Clark. The Murfreesboro Fire Department also deployed resources to that location including their Swift Water Rescue Team. The Rutherford County Sheriff's Department responded to the area and assisted in providing a perimeter in the areas surrounding this location which were outside the city limits, as well as contacting relatives at locations outside the city. During this operation which lasted more than four hours, the Rutherford Emergency Management Agency responded and deployed cross band communication capabilities at the Command Center and also deployed the Mobile Command Post for use. Members of the

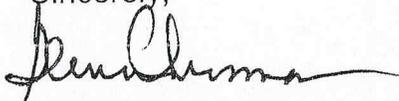


Communications sections of the Murfreesboro Police/Fire Department and the Rutherford County Sheriff's Department coordinated their efforts to share information. Additionally, the Murfreesboro Police/Fire Communications Staff maintained a close contact with Verizon Wireless, receiving updated GPS coordinates of the suspect's telephone for location purposes. Ultimately, phone activity from the suspect helped to identify his whereabouts. He had escaped from the river and fled to his mother's home in the nearby Southridge subdivision, just outside the Murfreesboro City limits. He was taken into custody at that location by Rutherford County Sheriff's deputies at approximately 7:07 a.m. After questioning at the Police Building, the three suspects were transported to the Rutherford County Sheriff's Office where two of them were charged with vandalism over \$1,000 and evading arrest, while one was charged with felony criminal conspiracy.

Needless to say, all parties involved were relieved that this young man was found safe following what could have been a deadly decision to jump into the river to evade capture.

We would like to express our appreciation to the members of the Rutherford County Sheriff's Department for their support during this operation. Please make sure those individuals listed on the attached list are recognized for their service.

Sincerely,

A handwritten signature in black ink, appearing to read "W. Glenn Chrisman". The signature is fluid and cursive, with a long horizontal stroke at the end.

W. Glenn Chrisman
Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Christopher Erwin
FROM: Sheriff Robert F. Arnold
DATE: April 10, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance in trying to help locate a missing juvenile from Florence, Kentucky. On February 26, 2012, investigators requested AT&T to track her cell phone. It was determined that she was traveling south near the Kentucky/Tennessee border, possibly in route to her non biological father's home in Tennessee. You were able to locate her vehicle which ended in a safe recovery.

I would like to take this opportunity to personally thank you for a job well done. Your willingness to get involved and go the extra mile should be help up as an example for others to emulate. The great job you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "R. F. Arnold", is written over the typed name "RA:cp".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Hailey
Personnel File

March 7, 2012

Sheriff Robert Arnold
Rutherford County, Tennessee
940 New Salem Highway
Murfreesboro, TN 37129

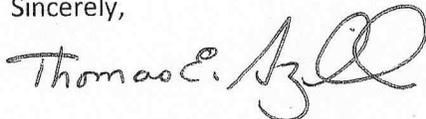
Dear Sheriff Arnold:

I would like to offer my appreciation and commendation to Deputy Christopher Erwin and Dispatcher Brandon Cox for their efforts during a recent missing juvenile case from Florence, Kentucky. On February 26th, Florence officers were investigating a missing juvenile and had requested AT&T to track her cell phone. It was determined that the phone was traveling south near the Kentucky/Tennessee border. The girl's mother then advised that she may have been going to her non-biological father's home in Tennessee.

Our communications center contacted your agency for assistance. Dispatcher Cox and Deputy Erwin were instrumental in locating the missing girl. They developed a plan to locate the vehicle the girl was traveling in and took the effort to keep our officers aware of the circumstances. Their efforts allowed us to keep her mother informed of her daughter's whereabouts and safe recovery.

Again, please extend my commendation and appreciation to Deputy Erwin and Dispatcher Cox for their exceptional efforts. When public safety agencies work together as was done here, the results are usually much more positive and beneficial to those we serve.

Sincerely,



Thomas E. Szurlinski

Florence, KY Police Chief

CC: Deputy Christopher Erwin

Dispatcher Brandon Cox



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Dispatcher Brandon Cox

FROM: Sheriff Robert F. Arnold

DATE: April 10, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when trying to locate a missing juvenile out of Florence, Kentucky. On February 26, 2012, investigators requested AT&T to track her cell phone and determined that she was heading south near the Kentucky/Tennessee border, possibly en route to her non-biological father in Tennessee. You, along with Deputy Erwin were instrumental in finding the missing girl by locating her vehicle, while keeping investigators informed.

I would like to take this opportunity to personally thank you for a job well done. Your professionalism and genuine desire to assist is a great asset to the Sheriff's Office. The job you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "Robert F. Arnold".

Cc: Chief deputy Garrett
Deputy Chief Gammon
Capt. Fitzhugh
Personnel File

March 7, 2012

Sheriff Robert Arnold

Rutherford County, Tennessee

940 New Salem Highway

Murfreesboro, TN 37129

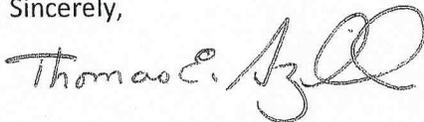
Dear Sheriff Arnold:

I would like to offer my appreciation and commendation to Deputy Christopher Erwin and Dispatcher Brandon Cox for their efforts during a recent missing juvenile case from Florence, Kentucky. On February 26th, Florence officers were investigating a missing juvenile and had requested AT&T to track her cell phone. It was determined that the phone was traveling south near the Kentucky/Tennessee border. The girl's mother then advised that she may have been going to her non-biological father's home in Tennessee.

Our communications center contacted your agency for assistance. Dispatcher Cox and Deputy Erwin were instrumental in locating the missing girl. They developed a plan to locate the vehicle the girl was traveling in and took the effort to keep our officers aware of the circumstances. Their efforts allowed us to keep her mother informed of her daughter's whereabouts and safe recovery.

Again, please extend my commendation and appreciation to Deputy Erwin and Dispatcher Cox for their exceptional efforts. When public safety agencies work together as was done here, the results are usually much more positive and beneficial to those we serve.

Sincerely,



Thomas E. Szurlinski

Florence, KY Police Chief

CC: Deputy Christopher Erwin

Dispatcher Brandon Cox



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Sgt. Jimmy Cassidy

FROM: Sheriff Robert F. Arnold

DATE: April 10, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when assisting a family in the installation of a car seat and base. She indicated that you could not have been any nicer or more helpful. You also explained everything you were doing in great detail. She wanted to express her gratitude for the wonderful service you provided to help protect their precious cargo.

I would like to take this opportunity to personally thank you for the great job you are doing. Your professionalism and genuine desire to assist is a great asset to the Sheriff's Office. You represent the high caliber of officer that every law enforcement department desires.

RA:cp

A handwritten signature in black ink, appearing to read "Robert F. Arnold".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Hendrixson
Personnel File

April 2, 2012

Dear Sir,

Last week, while visiting my daughter and
in-law (and new grandson), I made an
appointment with Officer Jimmy Cassidy to check
the installation of my car seat and base. He
could not have been nicer or more helpful
and carefully explained everything he showed
me or told me about. I want to commend him
for his role in this wonderful service you provide
help protect the precious cargo that we grandparents
are often responsible for.

Sincerely,
Kristina K. Gaskin



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Kyle Norrod

FROM: Sheriff Robert F. Arnold

DATE: April 10, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when you and your team members were assisting the City of Murfreesboro Police Department. On January 22, 2012, approximately 3:15 in the morning, several suspicious male subjects were seen in the area of Riverdale High School. One of the suspects fled on foot and was last seen crossing a dam which crosses over the Stones River. It was not clear at that time if he jumped or fell into the water. Fearing the suspect may have drowned in the swift moving current below the damn, a search and rescue operation was quickly commenced. The young man was found safely at his mother's home several hours later.

I would like to personally thank you for your service and dedication. You were part of a team that showed extraordinary commitment to excellence. Your professionalism and genuine desire to assist is a great asset to the Sheriff's Office. It is an honor to have such an outstanding team.

RA:cp

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Mathis
Personnel File

Police Department

W. GLENN CHRISMAN
Chief of Police
(615) 849-2673
gchrisman@ci.murfreesboro.tn.us



February 21, 2012

Sheriff Robert Arnold
Rutherford County Sheriff's Department
940 New Salem Highway
Murfreesboro, TN 37129

Re: Riverdale High School Vandalism – January 22, 2012

Dear Sheriff Arnold:

On Sunday morning January 22, 2012 at approximately 3:15 am, Murfreesboro Police Officers responded to a report of suspected vandalism near Riverdale High School. An anonymous caller had observed several males carrying what was believed to be spray paint cans and suspected that they had vandalized Riverdale High School. Units were dispatched to that area where they made contact with and detained one suspect seated in a car on Cliffview Court. Two other male suspects fled on foot from the area of Riverdale High School. One of these suspects was apprehended by police. The other fled behind a row of residences along the south side of Warrior Drive toward the Stones River which runs behind those homes. As he was being pursued by Murfreesboro Police Sergeant Mike Turner, the fleeing suspect ran across a dam which crosses the Stones River, and either jumped or fell into the water. Sergeant Turner never saw the suspect emerge from the river. Fearing the suspect had drowned in the swift water below the dam, a search and rescue operation was commenced. The two suspects taken into police custody were questioned concerning the events preceding their detention, and it was discovered that they had vandalized a building at Riverdale High School with spray paint.

The suspect who fled from police was identified and efforts began to locate him using known address information, including that of his parents. Believing that a water rescue/recovery would be necessary, the Rutherford County Special Operations Response Team (SORT) was activated under the direction of Supervisor Chris Clark. The Murfreesboro Fire Department also deployed resources to that location including their Swift Water Rescue Team. The Rutherford County Sheriff's Department responded to the area and assisted in providing a perimeter in the areas surrounding this location which were outside the city limits, as well as contacting relatives at locations outside the city. During this operation which lasted more than four hours, the Rutherford Emergency Management Agency responded and deployed cross band communication capabilities at the Command Center and also deployed the Mobile Command Post for use. Members of the

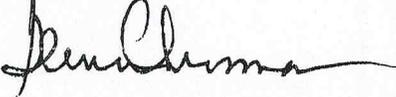


Communications sections of the Murfreesboro Police/Fire Department and the Rutherford County Sheriff's Department coordinated their efforts to share information. Additionally, the Murfreesboro Police/Fire Communications Staff maintained a close contact with Verizon Wireless, receiving updated GPS coordinates of the suspect's telephone for location purposes. Ultimately, phone activity from the suspect helped to identify his whereabouts. He had escaped from the river and fled to his mother's home in the nearby Southridge subdivision, just outside the Murfreesboro City limits. He was taken into custody at that location by Rutherford County Sheriff's deputies at approximately 7:07 a.m. After questioning at the Police Building, the three suspects were transported to the Rutherford County Sheriff's Office where two of them were charged with vandalism over \$1,000 and evading arrest, while one was charged with felony criminal conspiracy.

Needless to say, all parties involved were relieved that this young man was found safe following what could have been a deadly decision to jump into the river to evade capture.

We would like to express our appreciation to the members of the Rutherford County Sheriff's Department for their support during this operation. Please make sure those individuals listed on the attached list are recognized for their service.

Sincerely,



W. Glenn Chrisman
Chief of Police

WGC:lr

c: Deputy Chief Michael Bowen
Assistant Chief Roy Fields
Major David Hudgens
Major Anita Flagg



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Heidi Gordon

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when attempting to de-lice an inmate. On May 1, 2012, booking was informed by the medical staff that a female inmate was infested with lice. You as well as Deputy Vandygriff began the process of de-licing. Throughout the entire process, the inmate was resisting, even refusing to stand up to shower. You continued to manipulate the inmate, completing the task at hand.

I would like to take this opportunity to personally thank you for a job well done. Your willingness to get involved is a great accomplishment as well as being an example for others. I want to thank you for a job well done.

RA:cp

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Lt. Sloan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12 Date of Report: 5/2/12

Employee Name: Gordon, Heidi Rank: FTO Division: Booking

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION (Include all related Reports)

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

Deputies were soaking wet from their effort. FTO Gordon and Deputy Vandygriff went above and beyond what is normal to complete the task they were given and set an example to be followed.

Reporting Supervisor: U. Benson 4006 Date: 5/2/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] Date/Time: 5-2-12/1530

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>U. Benson 4006</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>5/10/12</u>	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>05/20/2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Sheriff Robert F. Arnold _____	_____	Date/Time: _____	

**** Notice: Refusal to sign said Report of Action can be grounds for dismissal.**

** Chief of Administration will be contacted prior to giving the employee any written documentation if the employee is to be promoted, transferred, demoted, suspended with or without pay, or terminated.

** If suspended without pay, suspension will be effective from _____ through _____.



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Deborah Vandygriff

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when tending to an inmate who was infested with lice. On May 1, 2012, you were informed of this situation and came to the aid of Deputy Gordon. Throughout the entire de-licing process, the inmate was non-compliant, resisting, and would not even stand up to shower. You continued to manipulate the inmate, completing the task at hand.

I would like to thank you for the great job you are doing. Your attention to detail and willingness to get involved is a great accomplishment as well as being an example for others to follow. I know yours can be thankless at times as you often catch the fury of angry and unreasonable people. Thank you for a job well done.

RA:cp

A handwritten signature in black ink, appearing to read 'Robert F. Arnold', written over a horizontal line.

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Lt. Sloan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12 Date of Report: 5/2/12

Employee Name: Gordon, Heidi Rank: FTO Division: Booking

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion
Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

**NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION
(Include all related Reports)**

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

Deputies were soaking wet from their effort. FTO Gordon and Deputy Vandygriff went above and beyond what is normal to complete the task they were given and set an example to be followed.

Reporting Supervisor: U. Benson 4006 Date: 5/2/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] Date/Time: 5-2-12/1530

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>U. Benson 4006</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>5/10/12</u>	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>05/20/2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Sheriff Robert F. Arnold _____	_____	Date/Time: _____	

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** If suspended without pay, suspension will be effective from _____ through _____



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Deborah Vandygriff

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when tending to an inmate who was infested with lice. On May 1, 2012, you were informed of this situation and came to the aid of Deputy Gordon. Throughout the entire de-licing process, the inmate was non-compliant, resisting, and would not even stand up to shower. You continued to manipulate the inmate, completing the task at hand.

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RA:cp

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Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Lt. Sloan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12

Date of Report: 5/2/12

Employee Name: Vandygriff, Deborah

Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12

Date of Report: 5/2/12

Employee Name: Vandygriff, Deborah

Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

Deputies were soaking wet from their effort. FTO Gordon and Deputy Vandygriff went above and beyond what is normal to complete the task they were given and set an example to be followed.

Reporting Supervisor: L. Gordon 402 Date: 5/2/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: Deborah Vandygriff Date/Time: 5-31-12 1455

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>L. Gordon 403</u>	<u>5-10-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>Michael C. [Signature]</u>	<u>5-14-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>5-14-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>05-20-2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Sheriff Robert F. Arnold _____ Date/Time: _____

**** Notice: Refusal to sign said Report of Action can be grounds for dismissal.**

** Chief of Administration will be contacted prior to giving the employee any written documentation if the employee is to be promoted, transferred, demoted, suspended with or without pay, or terminated.

** If suspended without pay, suspension will be effective from _____ through _____.



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Richard Deal

FROM: Sheriff Robert F. Arnold

DATE: June 29, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when responding to an emergency committal. On May 17, 2012, a representative from Stonecrest Medical Center called commending you on your actions when dealing with a patient. She stated that you displayed a positive attitude with a calming demeanor and was able to "settle down" the individual prior to transport. She continued stating that this was not the first time she had witnessed your actions, showing professionalism and compassion.

I would like to take this opportunity to personally thank you for a job well done. The level of service you provided to this patient showed extraordinary commitment to excellence. You represent the highest tradition of law enforcement service. The work you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "Robert F. Arnold", is written over the typed name.

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Capt. Cagle
Lt. Beach
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 05/17/12

Date of Report: 05/24/12

Employee Name: Rick Deal

Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Promoting a positive/professional image for the Sheriff's Department while on duty and in the presence of other outside agencies and/or medical facilities. Establishing great rapport with inmates and individuals being transported for emergency committal

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION (Include all related Reports)

On 05/17/12 I Lt. McBroom 404 received a phone call from Stonecrest E.R. night time clinical lead/charge nurse Lori Hutchins (615-768-2333). Mrs. Hutchins asked to speak with whoever was in charge of Deputies transporting emergency committals from the hospital. I explained that I was the supervisor in charge of the transporting deputies on 3rd shift. She then explained to me that it was out of her character to report officers to their supervisors but that she felt a strong need to call someone about Deputy Rick Deal 531. She proceeded to tell me that she was calling to commend Deputy Deal for the way that he had just handled himself while picking up an emergency committal in the E.R. at Stonecrest Hospital. She told me that Deal carried

himself in a very professional manner and established great rapport with the individual being transported to MTMHI for committal. She explained that Deputy Deal showed a great deal of patience, displayed a positive attitude and with a calming demeanor was able to "settle down" the individual prior to transport. She also advised me that this was not the first time that she has witnessed Deputy Deal interact this way with an emergency committal. She said that Deal always carries himself in a professional and calming manner when dealing with individuals being transported by him. She also said that he is very informative and explains to them in detail what is going to happen during transport and that his calming demeanor establishes a good rapport with the individuals. She closed by saying that she felt his actions should not go unnoticed and that was the reason she was calling me. I explained that I too have witnessed Deputy Deal show great patience and exemplary inmate relations in the past. I thanked her for calling me and we ended our conversation. I would like to commend Deal on a job well done!!!!

Reporting Supervisor: [Signature] 404 Date: 05-24-12

I have read the above Report of Action, and its contents have been explained to me.

I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] 531 Date/Time: 5/27/12 @ 2230

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation
Shift Commander <u>[Signature]</u> 404	<u>05-24-12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>05/29/12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>5-30-12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Deputy Chief _____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>5/30/12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Sheriff Robert F. Arnold <u>[Signature]</u>	_____	Date/Time: <u>5/30/12 1331</u>

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** If suspended without pay, suspension will be effective from _____ through _____



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Heidi Gordon

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when attempting to de-lice an inmate. On May 1, 2012, booking was informed by the medical staff that a female inmate was infested with lice. You as well as Deputy Vandygriff began the process of de-licing. Throughout the entire process, the inmate was resisting, even refusing to stand up to shower. You continued to manipulate the inmate, completing the task at hand.

I would like to take this opportunity to personally thank you for a job well done. Your willingness to get involved is a great accomplishment as well as being an example for others. I want to thank you for a job well done.

RA:cp

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Lt. Sloan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12 Date of Report: 5/2/12

Employee Name: Gordon, Heidi Rank: FTO Division: Booking

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION (Include all related Reports)

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

Deputies were soaking wet from their effort. FTO Gordon and Deputy Vandygriff went above and beyond what is normal to complete the task they were given and set an example to be followed.

Reporting Supervisor: U. Benson 4006 Date: 5/2/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] Date/Time: 5-2-12/1530

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>U. Benson 4006</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>5/10/12</u>	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>05/20/2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>5/2/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Sheriff Robert F. Arnold _____	_____	Date/Time: _____	

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** If suspended without pay, suspension will be effective from _____ through _____.



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Deborah Vandygriff

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when tending to an inmate who was infested with lice. On May 1, 2012, you were informed of this situation and came to the aid of Deputy Gordon. Throughout the entire de-licing process, the inmate was non-compliant, resisting, and would not even stand up to shower. You continued to manipulate the inmate, completing the task at hand.

I would like to thank you for the great job you are doing. Your attention to detail and willingness to get involved is a great accomplishment as well as being an example for others to follow. I know yours can be thankless at times as you often catch the fury of angry and unreasonable people. Thank you for a job well done.

RA:cp

A handwritten signature in black ink, appearing to read 'Robert F. Arnold', written over a horizontal line.

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Lt. Sloan
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 5/1/12

Date of Report: 5/2/12

Employee Name: Vandygriff, Deborah

Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Going above and beyond normal duty

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

On 5/1/12 FTO Gordon was told by medical staff that an inmate in booking was infested with body lice and head lice. FTO Gordon called Deputy Vandygriff from the annex to assist her and proceeded to de-lice the inmate. Throughout the process the inmate was non-compliant and passively resisting, refusing to get in the water of the shower or even to stand up. FTO Gordon and Deputy Vandygriff, knowing the importance of preventing body lice and head lice in the facility, then manually bathed the inmate in lice shampoo. The inmate was much larger than either Deputy, but they managed to manipulate the inmate's person so that the inmate could be thoroughly washed with lice shampoo. By the time the bathing was complete, both

Deputies were soaking wet from their effort. FTO Gordon and Deputy Vandygriff went above and beyond what is normal to complete the task they were given and set an example to be followed.

Reporting Supervisor: L. Gordon 402 Date: 5/2/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: Deborah Vandygriff Date/Time: 5-31-12 1455

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>L. Gordon 403</u>	<u>5-10-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>Michael C. [Signature]</u>	<u>5-14-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>5-14-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>05-20-2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Sheriff Robert F. Arnold _____ Date/Time: _____

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** If suspended without pay, suspension will be effective from _____ through _____.



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Richard Deal

FROM: Sheriff Robert F. Arnold

DATE: June 29, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when responding to an emergency committal. On May 17, 2012, a representative from Stonecrest Medical Center called commending you on your actions when dealing with a patient. She stated that you displayed a positive attitude with a calming demeanor and was able to "settle down" the individual prior to transport. She continued stating that this was not the first time she had witnessed your actions, showing professionalism and compassion.

I would like to take this opportunity to personally thank you for a job well done. The level of service you provided to this patient showed extraordinary commitment to excellence. You represent the highest tradition of law enforcement service. The work you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "Robert F. Arnold", is written over the typed name.

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Capt. Cagle
Lt. Beach
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 05/17/12

Date of Report: 05/24/12

Employee Name: Rick Deal

Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion
Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Promoting a positive/professional image for the Sheriff's Department while on duty and in the presence of other outside agencies and/or medical facilities. Establishing great rapport with inmates and individuals being transported for emergency committal

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION (Include all related Reports)

On 05/17/12 I Lt. McBroom 404 received a phone call from Stonecrest E.R. night time clinical lead/charge nurse Lori Hutchins (615-768-2333). Mrs. Hutchins asked to speak with whoever was in charge of Deputies transporting emergency committals from the hospital. I explained that I was the supervisor in charge of the transporting deputies on 3rd shift. She then explained to me that it was out of her character to report officers to their supervisors but that she felt a strong need to call someone about Deputy Rick Deal 531. She proceeded to tell me that she was calling to commend Deputy Deal for the way that he had just handled himself while picking up an emergency committal in the E.R. at Stonecrest Hospital. She told me that Deal carried

himself in a very professional manner and established great rapport with the individual being transported to MTMHI for committal. She explained that Deputy Deal showed a great deal of patience, displayed a positive attitude and with a calming demeanor was able to "settle down" the individual prior to transport. She also advised me that this was not the first time that she has witnessed Deputy Deal interact this way with an emergency committal. She said that Deal always carries himself in a professional and calming manner when dealing with individuals being transported by him. She also said that he is very informative and explains to them in detail what is going to happen during transport and that his calming demeanor establishes a good rapport with the individuals. She closed by saying that she felt his actions should not go unnoticed and that was the reason she was calling me. I explained that I too have witnessed Deputy Deal show great patience and exemplary inmate relations in the past. I thanked her for calling me and we ended our conversation. I would like to commend Deal on a job well done!!!!

Reporting Supervisor: [Signature] 404 Date: 05-24-12

I have read the above Report of Action, and its contents have been explained to me.

I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature] 531 Date/Time: 5/27/12 @ 2230

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation
Shift Commander <u>[Signature]</u> 404	<u>05-24-12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>05/29/12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>5-30-12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Deputy Chief _____	_____	<input type="checkbox"/> Yes <input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>5/30/12</u>	<input checked="" type="checkbox"/> Yes <input type="checkbox"/> No
Sheriff Robert F. Arnold <u>[Signature]</u>	_____	Date/Time: <u>5/30/12 1331</u>

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** If suspended without pay, suspension will be effective from _____ through _____



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Richard Deal

FROM: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when doing a cell search. On May 10, 2012, some information was received from second shift that indicated an inmate may be in possession of illegal substance. You conducted a cell search that resulted in the discovery of several small bundles of tobacco, one rolled tobacco cigarette, a small bag of marijuana, rolling papers and a lighter. All items were concealed in a deck of playing cards that had been hallowed out with a razor blade.

Your diligence and attention to detail is a great asset to the Sheriff's Office. I would like to take this opportunity to personally thank you for your service and dedication. The job you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "Robert F. Arnold".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Captain Cagle
Lt. Beach
Sgt. Vaughn
Personnel File

INMATE BULLOCK THEN RETRIEVED BOTH RAZORS THAT HE HAD HIDDEN IN HIS CELL AND SLID THEM UNDER THE DOOR TO DEPUTY MULLINS. AS A RESULT THIS INMATE WAS WRITTEN UP AND PLACED ON RAZOR RESTRICTION IN SEGREGATION. WE HAVE HAD POBLEMS WITH INMATES DOING THIS AND ALL OFFICERS HAVE RECENTLY BEEN ADVISED TO PAY CLOSER ATTENTION TO THE RAZORS WHEN COLLECTING THEM. DEPUTY MULLINS IS BEING COMMENDED FOR A JOB WELL DONE FOR PAYING CLOSE ATTENTION TO DETAIL ON THIS NIGHT WHILE COLLECTING RAZORS. HIS ACTIONS WERE EXCEPTIONAL ON THIS NIGHT DUE TO THE FACT THAT IT WAS VERY HARD TO TELL THAT THE RAZORS HAD BEEN REPLACED BY LOOKING AT THEM EVEN BY MYSELF AND SEVERAL OTHER DEPUTIES AFTER BEING BRIEFED ON THIS INCIDENT. JOB WELL DONE!!!

Reporting Supervisor: [Signature] 404

Date: 02-21-12

I have read the above Report of Action, and its contents have been explained to me.

I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: _____ Date/Time: _____

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>[Signature]</u> 404	<u>02-21-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>02/21/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>2-23-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>03/01/2012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>2-29-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Sheriff Robert F. Arnold <u>[Signature]</u>		Date/Time: <u>3-20-12 1133</u>	

**** Notice: Refusal to sign said Report of Action can be grounds for dismissal.**

** Chief of Administration will be contacted prior to giving the employee any written documentation if the employee is to be promoted, transferred, demoted, suspended with or without pay, or terminated.

** If suspended without pay, suspension will be effective from _____ through _____.

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: May 11 2012 Date of Report: May 11 2012

Employee Name: Rick Deal Rank: Deputy Division: Detention

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion
Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Deputy Deal showed superb attention to detail and thoroughness while conducting a cell search on 5/11/12.

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION
(Include all related Reports)

On 5/10/12 at approximately 2345 hours, I, Sgt. Vaughn 411 instructed Deputy Deal 531 and F.T.O. Moorehead 449 to search the cell of inmate Nanchampasak, Chris 277617 (5D11) due to information from second shift that indicated he may be in possession of an illegal substance. On 5/11/12 at approximately 0015 Deputy Deal conducted a text book search of the inmate's cell that resulted in the discovery of several small bundles of tobacco, one rolled tobacco cigarette, a small bag of marijuana, rolling papers and a lighter that were all concealed in a deck of playing cards that had been hollowed out with a razor blade. This particular inmate's property had been thoroughly searched at least twice before due to trips to segregation.

One occasion was due to having a razor blade and the second was for fighting. The inmate admitted that he had the contraband that entire time, through both searches, but it was not found by any staff members until Deputy Deal discovered it. This inmate had also been selling or trading marijuana and tobacco to inmates in other pods. Deputy Deal's attention to detail and his extremely thorough cell search not only removed contraband from this facility, but also stopped the spread of this particular stash throughout the facility. Deputy Deal has set a great example for the recently hired Deputies, the rest of third shift and the entire Detention division. Excellent work Deputy Deal.

Reporting Supervisor: Sgt [Signature] 411

Date: 05/11/12

I have read the above Report of Action, and its contents have been explained to me.

I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: [Signature]

Date/Time: 5-16-2012 @ 0132

I have been informed of the Sheriff's final decision.

Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>[Signature] 404</u>	<u>05-14-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain <u>[Signature]</u>	<u>05/17/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>5-24-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>06012012</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy <u>[Signature]</u>	<u>6-24/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No

Sheriff Robert F. Arnold _____

Date/Time: _____

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** If suspended without pay, suspension will be effective from _____ through _____



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Crpl. Joshua Cope
FROM: Sheriff Robert F. Arnold
DATE: April 13, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance while observing inmates in booking. On February 10, 2012, you found an inmate attempting to hang himself with his sheet. You called for back up then entered the cell, lifting the inmate to reduce the effect of the noose. You were able to cut the sheet, possibly saving this inmate's life.

I want to personally thank you for a job well done. Without your intervention, it is possible that the inmate's suicide attempt would have been successful. Your attention to detail and willingness to get involved is a great accomplishment as well as being an example for others to emulate. The job you are doing is greatly appreciated.

RA:cp

A handwritten signature in black ink, appearing to read "R. F. Arnold", is written over the typed name "RA:cp".

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Capt. Cagle
Lt. Beach
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 2/10/12 Date of Report: 4/9/12

Employee Name: Cope, Joshua Rank: Cpl Division: Booking

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

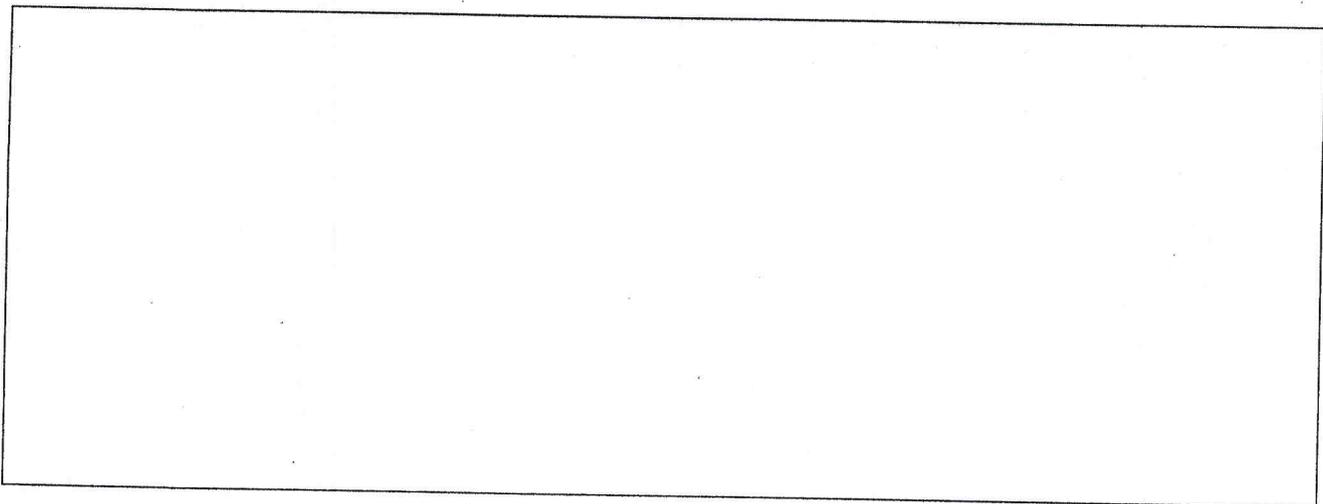
[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Prevented an Inmate Suicide, Recommend For Lifesaver Award.

**NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION
(Include all related Reports)**

On 2/10/12, while performing his duties in booking, Cpl. Cope observed an inmate housed in booking hanging himself with his sheet. Cpl. Cope called for back up and entered the inmate's cell. Cpl. Cope lifted the inmate up to reduce the effect of the noose. Cpl. Cope then cut the inmate down. Without Cpl. Cope's intervention it is possible that the inmate's suicide attempt would have been successful. I am recommending Cpl. Cope for the Lifesaver Award.



Reporting Supervisor: LT Beach 406 Date: 4/10/12

- I have read the above Report of Action, and its contents have been explained to me.
- I understand that I may appeal this action. The appeal must be within five (5) days of this action and must be submitted in writing to employee's immediate supervisor.

Employee: _____ Date/Time: _____

I have been informed of the Sheriff's final decision. Date/Time: _____

	Date	Concur with Recommendation	
Shift Commander <u>LT Beach 406</u>	<u>4/10/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Division Captain _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Division Commander <u>[Signature]</u>	<u>4-10-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Deputy Chief <u>[Signature]</u>	<u>4/10/12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
Chief Deputy _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
Sheriff Robert F. Arnold <u>[Signature]</u>	_____	Date/Time: <u>4-10-12 1140</u>	

**** Notice: Refusal to sign said Report of Action can be grounds for dismissal.**

** Chief of Administration will be contacted prior to giving the employee any written documentation if the employee is to be promoted, transferred, demoted, suspended with or without pay, or terminated.

** If suspended without pay, suspension will be effective from _____ through _____.



Rutherford County Sheriff's Office

ROBERT F. ARNOLD
SHERIFF

MEMORANDUM

TO: Deputy Thomas Mullins
FROM: Sheriff Robert F. Arnold
DATE: April 10, 2012
SUBJECT: Commendation for Excellence

Recently I received information regarding your outstanding performance when collecting razors that had been previously distributed. During the collection, you noticed that they had been tampered with. The blades had been removed and replaced with a foil material that resembled the missing blades. You were able to question the inmate and locate the blades.

I would like to thank you for your service and dedication. Your diligence and attention to detail may have prevented escape or injury to other officers. I know yours can be a thankless job at times. The job you are doing is greatly appreciated.

RA:cp

A handwritten signature in cursive script, appearing to read 'Robert F. Arnold', written in black ink.

Cc: Chief Deputy Garrett
Deputy Chief Gammon
Commander Goff
Capt. Cagle
Lt. McBroom
Personnel File

RUTHERFORD COUNTY SHERIFF'S OFFICE

REPORT OF ACTION

Date of Incident: 02/20/12 Date of Report: 02/21/12

Employee Name: THOMAS MULLINS Rank: DEPUTY Division: DETENTION

TYPE OF REPORT

Letter of Commendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Counseling Written Warning Transfer To Another Division Demotion

Suspension With Pay Suspension Without Pay Termination Other

[Recommendations concerning promotions/transfers to another division, demotion, suspension with pay, and suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

CATCHING AN INMATE CONCEALING TWO RAZOR BLADES THAT WERE REMOVED FROM DISPOSABLE RAZORS ISSUED TO HIM.

NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION

(Include all related Reports)

ON THE MORNING OF 02/20/12 DEPUTY THOMAS MULLINS COLLECTED PREVIOUSLY DISTRIBUTED RAZORS ON LEVEL 4. DURING THIS COLLECTION HE NOTICED THAT THE 2 RAZORS THAT WERE RETURNED FROM CELL 4D16 HAD BEEN TAMPERED WITH. HE REALIZED THAT THE RAZOR BLADES HAD BEEN REMOVED FROM BOTH OF THE DISPOSABLE RAZORS ISSUED TO THAT CELL AND HAD BEEN REPLACED WITH A FOIL MATERIAL THAT VERY MUCH RESEMBLED THE MISSING BLADES. DEPUTY MULLINS IMMEDIATELY QUESTIONED INMATES ASSIGNED TO THIS CELL AND INMATE BULLOCK, JACOB 296624 ADMITTED TO REMOVING BOTH RAZORS.

MEMORANDUM

Deputy Nick Coble

TO: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your exceptional performance in response to an injury crash which occurred April 21, 2012. Three occupants of the vehicle were attempting to flee from the scene. After arriving at the scene and with the assistance of Communications Deputy Aaron Cope and Crpl. Kapadia, began setting up roadblocks at the locations indicated. Due to your excellent teamwork, two out of the three subjects were quickly apprehended and turned over to the Smyrna Police Department.

I would like to take this opportunity to personally thank you for the great job you did that day. The level of service you provided that day shows an extraordinary level of commitment. I appreciate the excellent job you are doing.



Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogywynn
Capt. Hailey
Lt. Reed
Sgt. Duncan
Personnel File

TYPE OF REPORT

Continuation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Verbal Warning Written Warning Transfer To Another Division Demotion
Without Pay Suspension Without Pay Termination Other

Actions concerning promotions/transfers to another division, demotion, suspension without pay or termination are subject to review by the Deputy Chief, and no actions are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Excellent performance in assisting Smyrna Police with capturing suspects fleeing the vehicle crash in Smyrna City limits.

**NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION
(Include all related Reports)**

Deputy Kapadia was flagged down by a citizen on Florence Rd near West Fork Dr in a vehicle crash where the 3 occupants of the vehicle were fleeing the scene. Deputy Kapadia was at the scene of the crash and observed a white male suspect running from the scene. Deputy Kapadia was able to quickly apprehend a female suspect that was also attempting to leave. Deputy Kapadia, assisted by communications Deputy Aaron Cope, began to get a perimeter set up around the suspects for easier capture. Deputy Cope did an excellent job in the assist by providing maps of the scene and giving locations where perimeter units needed to be set. Deputy Kapadia responded to the scene to assist with perimeter/search and was able to capture a suspect on Wade Herrod Rd. Because of the excellent performance of Deputy Kapadia,

MEMORANDUM

Crpl. Nigel Kapadia

TO: Sheriff Robert F. Arnold

DATE: June 26, 2012

SUBJECT: Commendation for Excellence

Recently I received information regarding your excellent performance in response to an injury crash which occurred on April 21, 2012. Three occupants of the vehicle were attempting to flee from the scene. You, along with the help of Communications Deputy Aaron Cope and Deputy Nicholas Coble, were able to set up a perimeter. By pulling maps and setting perimeters, the subjects were quickly located and turned over to the Smyrna Police Department.

I would like to take this opportunity to personally thank you for the great job you did. You are part of a team that shows extraordinary commitment to excellence. The level of service you and your team members provided represent the high caliber of law enforcement department desires.



Chief Deputy Garrett
Deputy Chief Gammon
Commander Ogwynn
Capt. Hailey
Lt. Reed
Sgt. Duncan
Personnel File

Name: Aaron Cope Rank: Deputy Division: Communications

TYPE OF REPORT

Recommendation Letter of Instruction Promotion Disciplinary Other

TYPE OF DISCIPLINARY ACTION RECOMMENDED

Reprimand Written Warning Transfer To Another Division Demotion
Without Pay Suspension Without Pay Termination Other

Recommendations concerning promotions/transfers to another division, demotion, suspension without pay or termination are subject to review by the Deputy Chief, and no recommendations are final without approval by the Chief Deputy and Sheriff.]

REASON FOR REPORT

Excellent performance in assisting Smyrna Police with capturing suspects fleeing the scene of a vehicle crash in Smyrna City limits.

**NARRATIVE OF EVENTS GIVING CAUSE FOR ACTION
(Include all related Reports)**

Deputy Kapadia was flagged down by a citizen on Florence Rd near West Fork Dr in connection with a vehicle injury crash where the 3 occupants of the vehicle were fleeing the scene. Deputy Kapadia was at the scene of the crash and observed a white male suspect running from the scene. Deputy Kapadia was able to quickly apprehend a female suspect that was also attempting to leave. Deputy Kapadia, assisted by communications Deputy Aaron Cope, began to get a perimeter set up around the scene for suspects for easier capture. Deputy Cope did an excellent job in the assist by providing maps of the scene and giving locations where perimeter units needed to be set. Deputy Kapadia responded to the scene to assist with perimeter/search and was able to capture a suspect on Wade Herrod Rd. Because of the excellent performance of Deputy Kapadia,

Supervisor: Sgt J. Duncan #25

Date: 04/22/2012

The above Report of Action, and its contents have been explained to me.

that I may appeal this action. The appeal must be within five (5) days of this action by writing to employee's immediate supervisor.

[Signature] C135 Date/Time: 04/23/12 @ 09:00

	Date	Concur with Recommendation	
<u>[Signature] #6</u>	<u>4-23-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
<u>Capt. M. Fitzhugh #6</u>	<u>4-23-12</u>	<input checked="" type="checkbox"/> Yes	<input type="checkbox"/> No
under _____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
_____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No
_____	_____	<input type="checkbox"/> Yes	<input type="checkbox"/> No

Robert F. Arnold _____ Date/Time: _____

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Administration will be contacted prior to giving the employee any written documentation if promoted, transferred, demoted, suspended with or without pay, or terminated.

without pay, suspension will be effective from _____ through _____.