

# Alcoa Police Department



## 2016 Annual Report

# Table of Contents

Message from Chief of Police

About Us

Organizational Chart

Smokey Mountain Air Show

Activities

Patrol

    Pursuit Occurrences

    Traffic Enforcement

    Response to Resistance

Criminal Investigations Section

Support Services

    2015-2016 Annual Statistics

    Crime Analysis

    Internal Affairs

    Animal Control

    Property / Evidence

New Employees

Promotions

Annual Awards

How A Citizen May File a Complaint or Make a Compliment

2016 Members of Alcoa Police Department

# Message from the Chief of Police

I am pleased to present the 2016 Annual Report on behalf of the Alcoa Police Department. This report will explain the organizational structure as well as facts and statistics relevant to the activities of the department for the year and the community it serves.

The Alcoa Police Department is honored to serve the citizens of Alcoa and strives to provide the very best and professional law enforcement service for the community. Our priority is to make a positive impact with each and every contact. The men and women of APD work tirelessly to serve and protect; our success as a police department would not be possible without such individuals who have sworn an oath to defend and protect the rights of all people who have answered the call to be public servants.

In 2016, the Alcoa Police Department achieved several goals and objectives that have continued the department on its path of continuous service and improvement. The police department underwent an organizational re-structuring in 2016, from a three division department to two by combining the Patrol and Criminal Investigations Divisions while maintain the Support Services Division. Also in 2016, the agency purchased four (4) new Ford Explorer SUV patrol vehicles as part of a continuation of its vehicle replacement plan. The vehicle replacement plan ensures the department can continue to provide safe and cost effective vehicles on an annual basis for the officers who drive them in order to respond to calls of service and emergencies within the Alcoa community. Beginning in 2015, the Alcoa Police Department, in partnership with the Alcoa Fire Department, Blount County Sheriff's Office, Maryville Police and Fire Department's, and the Blount County Communications Center, signed contracts to implement a new computer aided dispatch (CAD) and records management system (RMS) via Spillman Technologies. This new system went "live" in August of 2016. The new RMS is a milestone and will be a tremendous asset in years to come for all responders in Blount County. It will allow officers to file reports from the field, research information instantaneously, and share information in real time with the abovementioned agencies, as well as other agencies who utilize the same system outside of the Blount County boundary. It will also allow APD members to perform and complete incident reports and conduct criminal investigations much more efficiently.

Finally, in October 2016, Chief Philip Potter retired after 42 years of continuous law enforcement service having previously served as the Chief of Police for the Piqua Police Department in Ohio and the Huntersville Police Department in North Carolina. Chief Potter was a dedicated public servant and provided outstanding leadership for the Alcoa Police Department from 2013 to 2016.



## Our Vision

*The vision of the Alcoa Police Department is to be recognized by our community and our profession as THE premier law enforcement agency in East Tennessee, striving to prevent the next crime to achieve a safer Alcoa*

## Mission Statement

*"We, the members of the Alcoa Police Department, will work in partnership with our community to make a positive difference to improve the quality of life, reduce crime and provide a sense of safety and security in which to live, work and visit."*

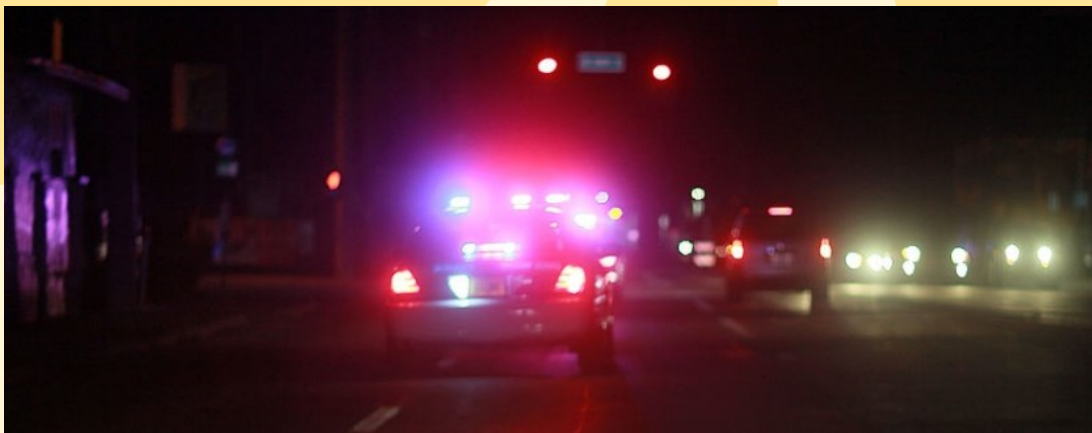
## Motto

*Together We Can*

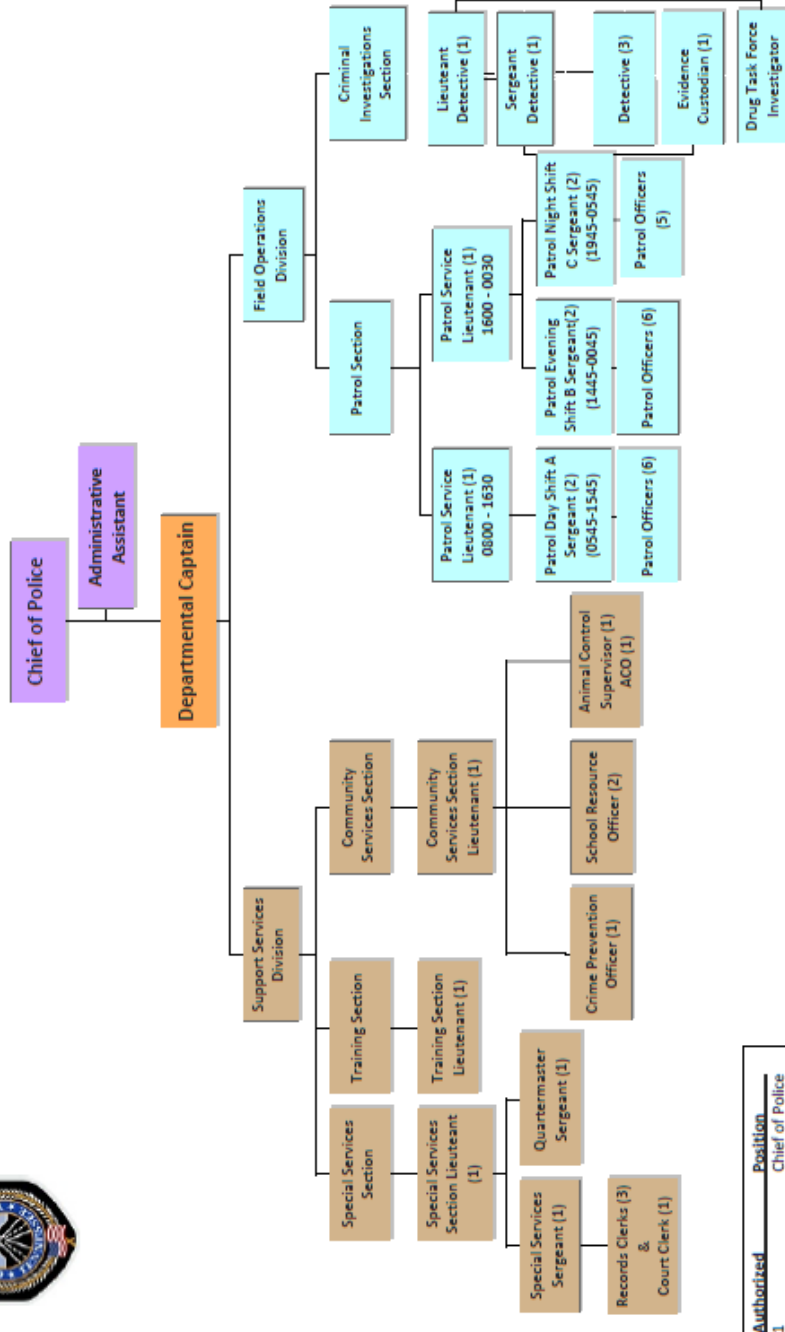
# About Us....

The Department is organized into two divisions; Field Operations and Support Services. In addition to the two divisions, the Office of the Chief of Police is responsible for the overall operation of the Department, fiscal management and planning and analysis. The Field Operations Division is responsible for investigating and providing a fundamental response to incidents of crime and investigating and prosecuting those crimes that rise to the level of criminal responsibility. Support Services provides a variety of services that support the Field Operations Division and strengthens relationship and partnerships throughout the community. Support Services also provides the public with Animal Control services. The most important members of the Departments are the citizens, who provide guidance and direction through various interactions throughout the year.

The Police Department's annual operating budget for FY2016 was \$5,836,085. The Police Department also offsets some general fund expenditures through grants, drug asset forfeitures, and other sources of revenue.



# Alcoa Police Department Organizational Chart



Authorized	Position
1	Chief of Police
1	Captain
6	Lieutenant
9	Sergeant
24	Officer
8	Civilian
49	Total

*David Lambert*

Approved  
12/31/2016

# Smokey Mountain Air Show

The Alcoa Police Department was involved with the Smokey Mountain Airshow April 16—17, 2016. All sworn police officers were required to work during this two day event. The highlight of the airshow was the Navy's Elite Blue Angels and their sleek and distinctly painted F-18 naval fighter jets. Other airshow performers included Greg Koontz, Younklin Airshows, Aeroshell Aerobatic Team, Jacquie Warda, and a stunning performance by an Air Force F-16. Proceeds from the airshow totaling \$350,000 went to HonorAir. HonorAir takes WWII, Korean and Vietnam veterans from East Tennessee and flies them to Washington, D.C. to visit the war memorials built to honor their sacrifices—at no charge to the veterans. The crowd attending this two-day event was estimated to be between 80,000 and 120,000 people. A crowd this size posed considerable traffic, safety and security issues that relied upon a coordinated effort among multiple local state and federal law enforcement agencies as well as the United States military.



# Activities

In October 2016, we had our 3rd annual National Night Out / Community Day with the Fire Department. This year we had more vendors, more events and a musical accompaniment, The Pistol Creek Catch of the Day band. Almost 1,000 people attended the occasion to eat, visit various booths for businesses and civic groups in our community, and to see the wares of the police and fire departments. Children and adults had a great time during this carnival like atmosphere. We are already planning for next year.



## Coffee with a Cop

The Alcoa Police Department, along with the Blount County Sheriff's Office, partnered with the Old Knoxville Hwy. McDonald's to host "Coffee with a Cop". Officers from both agencies spent time talking with employees and customers while enjoying a cup of joe.

## Lil Sprouts: Hugs and Cookies

Lil Sprouts Day Care invited officers to come enjoy a cookie and a hug from their children.



## Sapat Prom Bags

Officers Hatcher and Beasley helped SAPAT (Substance Abuse Prevention Action Team) fill prom bags that were distributed to every high school prom attended in the County.

# Activities

## MADD Walk

Lt. Keith Fletcher and Officer Dustin Cook volunteered at the MADD Walk; an annual fundraiser for Mother's Against Drunk Driving



## Hannah Smiles

Officer Tate talks with children about making good decisions in life at the MLK Center during a "Hannah Smiles" program. Hannah Smiles was started after Alcoa High School student Hannah Tate lost her battle with cancer. Hannah loved her community and loved being a mentor for younger children.

## Touch a Truck

Touch-A-Truck, an event at Anderson Lumber Company allowed the community to come out and see different vehicles that are used for various jobs. There were trash trucks, electric trucks, military vehicles and police vehicles for people to see and sit in.



## Clayton Bradley ACE

Officer Cook talks with Pre-K and Kindergarten students at Clayton Bradley Academy about "stranger danger" and what to do if a stranger comes to their school.

# Activities

The “My Life Matters” forum was hosted by Maryville College with Officers Alexis Rodriguez and Michael Westfield. This was a great opportunity for students to interact with law enforcement officers and to ask any questions they might have. Officers on this panel hoped to bridge the disconnect between law enforcement and the communities they serve.



With so much controversy surrounding law enforcement within the last year, students and members of the community need to hear straight from law enforcement officers why they do what they do and not just from the medias perspective. A few topics discussed included unlawful arrest, mutual respect and civilians attitude being the ultimate factor in how a situation plays out, how to file complains against officers and use of force.

Overall, the forum was a successful approach at having an open dialogue and most importantly, it allowed the students to see that officers are just like them - human.

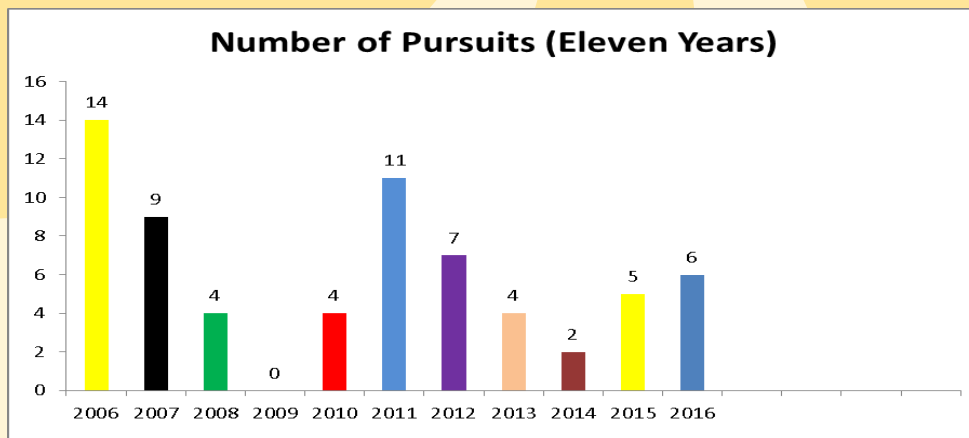
## *Patrol Unit*

### *Pursuit Occurrences*

Data for this analysis was obtained by reviewing all submitted Pursuit Memorandum forms, BlueTeam report submissions, Alcoa Police department Incident / Arrest Reports, and Alcoa Police Department in-car videos and / or body worn cameras.

Department policy defines a pursuit as any time an officer activates his or her emergency equipment and follows the subject in an attempt to stop the vehicle and the driver either flees and / or engages in evasive actions. Each and every pursuit is documented and reviewed by the officer's chain of command to include the Captain, Internal Affairs, and ultimately reviewed by the Chief of Police. A determination will be made at each level of the review process as to whether or not departmental guidelines were followed. Each level within the chain of command makes a recommendation with regard to those officers involved in the pursuit and also addresses any policy deficiencies or training needs as necessary.

During the 2016 calendar year, Alcoa Police Department officers issued approximately 5,212 citations. The total number of responses in the CAD System was 21,181. Of those, 8,147 were officer initiated and 13,034 were citizen calls for service. In addition, there were 1,116 calls cleared with the code referring to an arrest made. As a department, officers recorded six (6) vehicle pursuits which is one (1) more than in 2015. The original probable cause for contact was traffic violation, reckless driver / possibly impaired, failure to stop and violent felony.



## *Traffic Enforcement*

The primary goal of traffic enforcement is to increase safety for those residing in and travelling through the City of Alcoa. The Alcoa Police Department is dedicated to reducing traffic crashes, educating motorists and facilitating safe travel. A recent department-wide initiative uses crash and crime data to determine when and where law enforcement resources should be utilized. This information enables the department to initiate strategic, high-visibility traffic enforcement at the locations and times when police presence is most needed.

All uniformed members of the Alcoa Police Department are responsible for investigating traffic crashes, enforcing traffic-related laws and participating in special enforcement campaigns in coordination with the Tennessee Department of Transportation initiatives including "Click it or Ticket" and "Booze it and Lose It".

Each year, the Alcoa Police Department tries to develop and implement traffic enforcement measures with the intent to achieve significant reductions in crash related fatalities, crash related injuries, and crash related property damage.

High visibility traffic enforcement has been recognized as having a direct impact on reducing traffic crashes, crash related fatalities and creating a general deterrence to committing traffic violations. When a perceived risk of getting caught by law enforcement goes up, the likelihood that people will engage in unsafe driving behavior goes down.

The department also has two Traffic Safety Officers (TSO's) who focus solely on high visibility traffic enforcement. The department also receives grant money from the Governor's Highway Safety Office (GHSO) which is used to pay overtime costs associated with Wide Area Saturation Patrols (WASP) and DUI Checkpoints.

Unfortunately, according to the 2016 traffic data, the department was not as successful in its goal to reduce crashes with property damage, crash related injuries and fatalities nor did it reach an overall reduction in traffic related violations. A total of 1,197 crashes were investigated compared to 1,142 in 2015. There were one (1) fatality recorded in 2016 making it the lowest number of fatalities in the last nine (9) years, the next lowest being two (2) in 2011. A total of approximately 5,212 traffic citations were issued in 2016 compared to approximately 5,104 in 2015.

Over the past three years, traffic crashes have increased 15%. Crashes involving injuries have been relatively stable over a three year period with 176 recorded in 2015. However, the total number of injured persons (251) involved in those 176 incidents increased 7.7% in 2015 from the previous year.

### **Intersections Where Accidents Occurred in 2016**

Table 3 identifies five (5) of the intersections with more than ten (10) accidents. Of the five (5), thirty-nine percent (39%) occurred at the intersection of Louisville Road and the 129 Bypass.

<i>Intersection</i>	<i>Number of Accidents</i>
Alcoa / Topside Road	31
Pellissippi Parkway/Topside Road	12
Hall/Lincoln	20
Louisville Road / 129 ByPass	57
Pellissippi Parkway / Alcoa Highway	28

## *2016 Response to Resistance*

Data for this analysis was obtained by reviewing all submitted Response to Resistance / Aggression Report forms (APD Form 136), Alco Police Department Incident / Arrest Reports, Blue Team / IAPro submissions, and Alcoa Police Department in-car and body worn camera videos. Per departmental policy, when any type of force (Physical, Chemical, Electrical, Impact and Firearm) is used, results in injury or alleged injury or alleged injury to the officer or another person, the officer will report the details surrounding that particular incident immediately to the shift supervisor and submit a Blue Team / IAPro report along with an Incident / Arrest report. These reports are then viewed by the officer's chain of command to include the Captain, Internal Affairs and ultimately are reviewed by the Chief of Police. During the review process, any policy deficiencies, training, or equipment needs are documented.

During the 2016 calendar year, Alcoa Police Department officers were involved in a total of 21,181 documented contacts with citizens. This total includes calls dispatched to officers and self-initiated officer activity. A total of 5,212 citations were issued as a result of traffic stops and a total of 1,116 arrests took place. The total number (21,181) of calls for service is not a complete reflection of the actual number of total citizen contacts officers had with the general public during the 2016 calendar year. For example, it doesn't account for consensual contacts such as when officers are approached by a citizen and asked questions, officers working school related events or performing off-duty or special assignments. If informal citizen contacts were somehow figured into the total number of citizen contacts officers made on an annual basis, the total number of contacts would be even higher. Of the 21,181 contacts, only 5% (1,116) of these contacts resulted in an arrest. There were 37 documented uses of force incidents stemming from the 1,116 arrests. In all 37 uses of force incidents, reviewers found the officer's actions to be justified. Two incidents were found to be outside of policy for failure to properly utilize the body worn camera, General Order 500.08 and in-car camera system, General Order 500.49. When any of the five recognized types of force are used (Physical, Chemical, Electrical, Impact, Firearm) it is considered a separate use of force response which must be justified. For example, if an officer starts out using empty hand techniques to gain control of a suspect and then resorts to use of pepper spray to gain eventual control this would be considered two separate uses of force during one incident.

In the later part of 2015, for the purposes of transparency, the department began documenting all incidents whereby officers had to point a firearm at someone for one of three reasons; 1) Gain compliance when a suspect is thought to be armed, is armed or has the opportunity to become armed, 2) self-defense, or 3) defense of others. Previously, the use of a firearm would only have been reported had it been discharged in the line of duty. In 2016, there were a total of 37 instances for the whole year where officers had to use force of some type. Officers pointed their firearm in 23 of those 37 instances in order to gain compliance of the suspects. There were no firearm discharges during any of the 23 reported instances.

In 2016, there was a **99.82%** likelihood that an Alcoa Police Officer was **not** going to use force during any type citizen contact. Force did not have to be used 96.68% of the time when an officer did have to make an arrest.

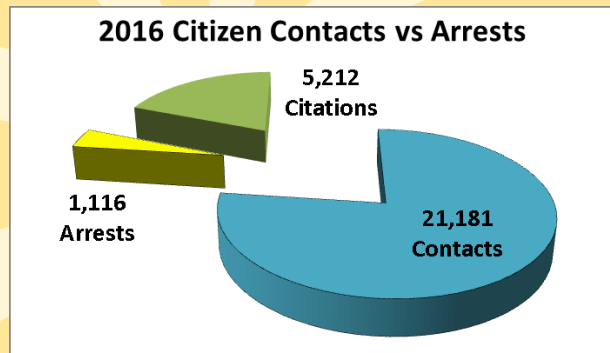
Soft empty hand control was used in 27% of the responses to resistance or aggression incidents documented. Soft empty hand control is a level of force employed by an officer minus equipment or weapons. It could include use of bare hands to guide, hold, restrain, apply a pressure point technique or take down technique. Soft empty hand control produces the least change of injury.

## 2016 Response to Resistance

The display of a Taser accounted for 11% of the reported responses to resistance incidents. The Taser is a conducted electrical weapon designed to cause neuromuscular interruption except when used in the drive-stun mode. When used in the drive-stun capacity, the Taser's contact points are pressed against a large muscle group creating a localized sensation of intense pain designed to end the moment a suspect begins complying with officer commands to cease resistance or aggression. The Taser was displayed during four incidents in 2016. At no time during any of the four incidents were the Taser probes deployed or the Taser used in the drive-stun mode.

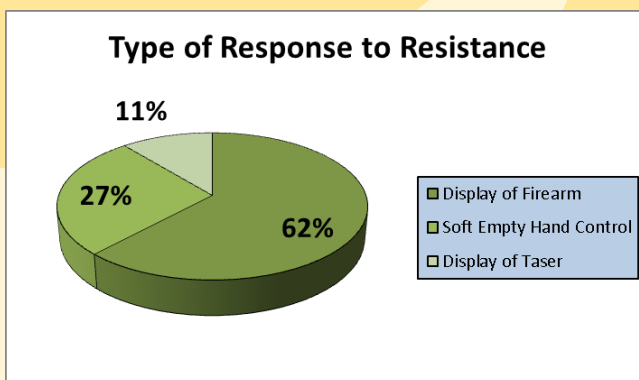
There were no fatalities to anyone because of the Alcoa Police Department's response to resistance or aggression actions. In four cases, suspects were transported to the hospital for mental health evaluations. One juvenile was transported to Children's Hospital suffering from manic episodes. One arrestee had a minor cut on his cheek after banging his head against the cage of a cruiser; he was treated by medical personnel at the jail. Another arrestee incurred minor abrasions to his hip and arm after falling during a foot pursuit. He was treated by the jail medical staff as well. During 2016, three officers sustained minor cuts or scrapes in three separate incidents, none of which required formal medical attention.

95% of all citizen contacts did not result in an arrest. 25% of all citizen contacts resulted in a citation in lieu of an arrest.



In 2016, there was a 99.82% probability that an Alcoa Police Officer would not use force during a citizen contact.

Force did not have to be used 96.68% of the time when an officer did have to make an arrest.



2015 / 2016

Annual Statistics

Statistics submitted by the department to the Tennessee Bureau of Investigation

2015 Totals Indicated in **Black**

2016 Totals Indicated in **Black Bold**

Tennessee Incident Based Reporting System (TIBRS) is an incident based reporting system designed to collect data on every single crime occurrence and on each incident and arrest within the occurrence.

<b>2015 Population Estimate</b>	<b>9,316</b>
<b>Offense Overview</b>	
Offense Total	<b>1,643</b>
Number Cleared	<b>709</b>
Percent Cleared	<b>43.15%</b>
Group A Crimes per 100,000 population	17,636.3
<b>Arrest Overview</b>	
Total Arrests	<b>745</b>
Adult Arrests	<b>719</b>
Juvenile Arrests	<b>26</b>
Unknown Age	<b>0</b>
Arrests per 100,000 population	<b>7,997.0</b>
Average number offenses / incident	<b>1.25</b>

**Domestic Violence Victims**

Offense	Reported	Cleared
Murder	0 <b>0</b>	0 <b>0</b>
Aggravated Assault	30 <b>28</b>	17 <b>16</b>
Simple Assault	86 <b>125</b>	36 <b>44</b>
Intimidation	6 <b>13</b>	1 <b>1</b>
Stalking	0 <b>0</b>	0 <b>0</b>
Forcible Rape	0 <b>0</b>	0 <b>0</b>
Forcible Sodomy	1 <b>0</b>	0 <b>0</b>
Sexual Assault w/object	0 <b>0</b>	0 <b>0</b>
Forcible Fondling	1 <b>1</b>	0 <b>0</b>
Incest	0 <b>0</b>	0 <b>0</b>
Statutory Rape	0 <b>0</b>	0 <b>0</b>
Kidnapping / Abduction	1 <b>2</b>	1 <b>2</b>
<b>Total</b>	125 <b>169</b>	55 <b>63</b>

**TIBRS Group B Arrests**

Offense	Adult	Juvenile
Bad Checks	0 <b>0</b>	0 <b>0</b>
Curfew / Vagrancy	0 <b>0</b>	0 <b>4</b>
Disorderly Conduct	9 <b>11</b>	0 <b>1</b>
DUI	95 <b>96</b>	2 <b>0</b>
Drunkness	30 <b>28</b>	0 <b>0</b>
Family-Non Violent	0 <b>3</b>	0 <b>0</b>
Liquor Law Violation	20 <b>10</b>	0 <b>4</b>
Peeping Tom	0 <b>0</b>	0 <b>0</b>
Trespass	4 <b>9</b>	0 <b>0</b>
All Other Offenses	16 <b>22</b>	4 <b>0</b>
<b>Total</b>	174 <b>179</b>	6 <b>0</b>

TIBRS Group A Offenses	Offenses				Arrests			
	Reported	Cleared	Adult	Juvenile				
Murder	0 <b>1</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Negligent Manslaughter	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Kidnapping / Abduction	1 <b>2</b>	1 <b>2</b>	1 <b>0</b>	0 <b>0</b>				
Forcible Rape	7 <b>0</b>	6 <b>0</b>	1 <b>0</b>	1 <b>0</b>				
Forcible Sodomy	1 <b>3</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Sexual Assault w/ Object	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Forcible Fondling	3 <b>10</b>	0 <b>2</b>	0 <b>0</b>	0 <b>0</b>				
Incest	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Statutory Rape	1 <b>1</b>	1 <b>1</b>	0 <b>0</b>	0 <b>0</b>				
Aggravated Assault	62 <b>60</b>	33 <b>30</b>	23 <b>20</b>	2 <b>0</b>				
Simple Assault	138 <b>200</b>	56 <b>62</b>	31 <b>41</b>	4 <b>0</b>				
Intimidation	31 <b>40</b>	4 <b>7</b>	4 <b>1</b>	0 <b>0</b>				
Stalking	1 <b>1</b>	0 <b>1</b>	0 <b>1</b>	0 <b>0</b>				
Commercial Sex Acts	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Involuntary Servitude	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Arson	1 <b>5</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Burglary	71 <b>48</b>	12 <b>3</b>	10 <b>3</b>	0 <b>2</b>				
Counterfeiting / Forgery	32 <b>50</b>	11 <b>13</b>	9 <b>10</b>	0 <b>0</b>				
Destruction / Damage / Vandalism	79 <b>113</b>	18 <b>12</b>	4 <b>3</b>	1 <b>1</b>				
Embezzlement	23 <b>23</b>	11 <b>11</b>	9 <b>8</b>	0 <b>0</b>				
Fraud—False Pretenses	85 <b>118</b>	33 <b>26</b>	23 <b>16</b>	0 <b>0</b>				
Fraud—Credit Card / ATM	69 <b>68</b>	33 <b>16</b>	11 <b>9</b>	0 <b>0</b>				
Fraud—Impersonation	3 <b>12</b>	2 <b>11</b>	1 <b>9</b>	0 <b>0</b>				
Fraud—Wire	3 <b>2</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Motor Vehicle Theft	30 <b>43</b>	4 <b>9</b>	2 <b>6</b>	0 <b>2</b>				
Robbery	14 <b>12</b>	4 <b>4</b>	7 <b>3</b>	1 <b>0</b>				
Theft—Pocket Picking	0 <b>1</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Theft—Purse Snatching	0 <b>2</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Theft—Shoplifting	197 <b>261</b>	147 <b>176</b>	157 <b>197</b>	10 <b>3</b>				
Theft from Building	50 <b>69</b>	7 <b>13</b>	2 <b>4</b>	1 <b>1</b>				
Theft from Coin Machine	2 <b>0</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Theft from Motor Vehicle	50 <b>50</b>	12 <b>5</b>	7 <b>2</b>	0 <b>1</b>				
Theft of Motor Vehicle Parts	11 <b>12</b>	1 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Theft—All Other Larceny	32 <b>54</b>	8 <b>5</b>	1 <b>1</b>	0 <b>3</b>				
Drug / Narcotic Violations	113 <b>184</b>	104 <b>147</b>	107 <b>132</b>	7 <b>4</b>				
Drug / Narcotic Equipment Viol.	81 <b>175</b>	74 <b>141</b>	23 <b>69</b>	1 <b>0</b>				
Pornography / Obscene Materials	1 <b>1</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Prostitution	0 <b>1</b>	0 <b>0</b>	0 <b>0</b>	0 <b>0</b>				
Weapon Law Violations	8 <b>21</b>	5 <b>12</b>	1 <b>5</b>	0 <b>0</b>				
<b>Total</b>	1,200 <b>1,643</b>	587 <b>709</b>	434 <b>540</b>	28 <b>17</b>				

# *Criminal Investigations Section*

- Members of the Criminal Investigations Section completed 244 hours of specialized training that covered topics such as Interview and Interrogation, Homicide Training, Supervision and Leadership Training and Spillman Report Management Training.
- One Detective graduated from the National Forensics Academy (NFA) in November 2016. The National Forensic Academy (NFA) is an intensive 10-week training program funded by the Bureau of Justice Assistance, designed to meet the needs of law enforcement agencies in evidence identification, collection and preservation. There are 400 hours of training per session; 170 hours of in-class work and 230 hours of field practicum.
- The Detective Sergeant and three Detectives were all equipped with Microsoft Surface Pro computers to utilize while in the field. The Surface Pros give them access to the Spillman Report Management System and numerous sites for gathering needed information when away from the office such as the Tennessee Fusion Center and the Criminal Justice Portal.
- A conference area was established for working through larger cases and hosting specialized training for the Criminal Investigations Section.



# Support Services

Alcoa Police Department is often cited as being a well-trained police department around the area. Training is considered one of the utmost important functions for a well prepared police officer to be able to accomplish their mission effectively. APD training is coordinated through the Support Services Training Lieutenant and carried out by the many fine men and women of the department as well as outside sources.

The Tennessee Peach Officer Standards Training (POST) Commission mandates 40 hours of in-service training annually for all sworn police officers. POST mandates training must include; Firearms, Emergency Vehicle Operations, Child Sex Abuse and Mental Illness. However, APD goes well beyond required in-service training requirements. The department trains in many other areas annual such as Ethics, First Aid, Stop Sticks, Active Shooter, ALICE, Diversity, Supervision, Records, Taser, OC Spray, Radar / Lidar and Less Lethal Munitions. The department sends personnel to numerous specialized training courses throughout the year both in-state and out of state if necessary. Officers also receive monthly and weekly training in Motors and K-9.

2016 was a total overhaul year for our records management system, citation system and court records system. There were many hours of training for the entire department, culminating into a more efficient department.

APD not only trains its employees, but also partners with the schools / community to provide ALICE (Alert Lockdown Inform Counter Evacuate) Training. This prepares the schools / community on how to survive an armed intruder attack.



Alcoa Officers received approximately 3,949 hours of training in 2016; this does not include weekly training bulletins, daily roll calls, training articles and training briefs / updates / e-mails.

Specialized instruction for 2016 included:

- FBI National Academy
- Crisis Intervention Team Training
- ARIDE
- Traffic Crash Reconstruction
- Interview and Interrogation Techniques
- Law Enforcement Executive Development

## *Internal Affairs*

The Alcoa Police Department is dedicated to providing exceptional service to the citizens and employees through a problem solving approach, emphasizing a commitment to excellence through teamwork. Police employees are selected, held to the highest standards, and provided with the best training available. The ultimate goal of our strenuous selection/training process is to give our employees the very best preparation to make sound, appropriate, and respectable decisions. The Police Department is sincerely interested in both rewarding above average performance and in taking corrective action in those instances where an employee fails to meet our standards. The Alcoa Police Department is governed by the United States Constitution, the Tennessee Constitution, Tennessee Statutes, City Charter and Ordinances, as well as Departmental Regulations. The Alcoa Police Department Policy Manual is accessible to all police personnel through electronic and print media. There are specific rules for officer conduct, guidelines and protocols for how to handle specific situations, and various other documents necessary to manage a modern police department. These rules cover the broader categories of behavior and performance expectations to which we hold all employees accountable. We recognize that despite our best efforts, there will be times when citizens, fellow employees or supervisors perceive an employee's behavior to be inappropriate, unethical, or illegal. When this occurs, the police department's internal affairs staff will use well-established procedures for investigating and adjudicating complaints. All complaints are accepted for investigation including anonymous complaints. Investigations by Internal Affairs are triggered in the following ways: citizen complaints, internal referrals, involvement in an automobile collision, involvement in a use of force incident, involvement in a police pursuit, involvement in an injury event, or any other situation that is directed by the Chief of Police or other Command Officer.

### *Summary of Complaints 2016*

During 2016, the police department answered over 21,181 calls for service, arrested 1,116 individuals, and issued 4,515 citations, 697 written warnings. Out of those documented citizen contacts the police department received eight (8) citizen complaints

#### Complaints & Internal Affairs

Investigations			
External	2014	2015	2016
Citizen Complaint	3	11	8
Sustained		1	
Not Sustained		3	3
Unfounded	2	7	4
Exonerated	1		
Policy Failure			1
Internal			
Directed Complaint	1	2	2
Sustained	1	2	1
Not Sustained			
Unfounded			
Exonerated			1

#### Breakdown of Complaints

Operation of Vehicle.....	6
Rudeness .....	1
Professional Conduct.....	1
Quality of Service.....	1
Unsatisfactory Performance.....	1

#### Explanation of Findings:

Sustained: Evidence sufficient to prove the allegation;

Not Sustained: Insufficient evidence to either prove or disprove the allegation;

Exonerated: Incident occurred, but the actions of the officers/department were lawful and proper;

Unfounded: Allegation is false or not factual or the employee was not involved.

# *Animal Control*

The City of Alcoa's desire in operating an animal control program is for voluntary compliance of animal control ordinances. The ordinances are designed to protect citizens, pets, and property, and provide harmony between neighbors living in an urban setting. The animal control program is operated under the supervision of the Alcoa Police Department, and employees two Animal Control Officers. Our Animal Control Officers respond to a wide range of animal related calls. They respond to complaints of dog barking, animals at large, nuisance animals, vicious animals, sick or injured animals, and animal bites. They also investigate reports of animal cruelty and neglect. In addition to responding to complaints of domesticated animals they also handle complaints concerning various wildlife. When complaints are made concerning nuisance wildlife, traps are set for capturing and removal of animals. Animal Control Officers stay busy year round; more so during the warmer months.

## **2016 Animal Control Statistics**

Citizen Complaints	542
Phones Calls	793
Traps and Fur	781
Animal Bites	8
Registered	94
Strays Captured	112
Expired Animals	612

# Property | Evidence

Evidence is a major responsibility for a law enforcement agency from identifying, photographing, packaging and storage to ensure continued custody from the crime scene to the court room. As such, the department conducts continuous training in the latest methods for gathering, packaging, and storing evidentiary items. Along with the training; evidentiary storage rooms meet the strictest of security standards with only the property/evidence custodian(s) having access. Each year the Chief of Police authorizes a series of integrity checks; random inspections and audits with most being unannounced until the time of the inspection or audit. The findings are reported directly to the Chief by the assigned inspection supervisor. At the conclusion of each court case, evidence that was used in the case is either retained by the court or returned to the police department for destruction. Evidence destructions are scheduled and overseen by the Attorney General's Office according to the laws of the State of Tennessee. The evidence destructions are witnessed by the property/evidence custodian, the Grand Jury Foreman, and representatives from the Attorney General's Office and Circuit Court Clerk's Office.

## Accomplishments

The evidence function was moved from Administrative Services Division to the Criminal Investigative Services Section.

In 2016, the department built a new evidence office and evidence storage room with movable shelves to help to alleviate storage issues. Also installed were keyless temporary lockers where officers place their evidence after each shift. There was also a processing area built for the officers as well.

Additionally, 589 evidentiary items were destroyed in 2016.



# New Employees

Officer Eric Long grew up as the middle child with an older sister and younger brother in Kingston TN. As a child of ten years old, he witnessed the events of September 11, 2001 unfold live on television and it was then that he decided that he wanted to be a public servant. He attended and graduated from Roane County High School. In his Junior year of high school he met his high school sweetheart, whom he married in 2014. He enlisted in the US Army Reserves after high school, attended basic training and onto AIT for Military Police School. He graduated from Roane State Community College in 2012 with an Associate of Science. He later attended Walter's State Community College Basic Police Academy and was hired by the Athens City Police Department in February 2014 as a Patrol Officer. He later graduated in 2015 with his Bachelor's of Science in Sociology with a concentration in Criminal Justice from Tennessee Technological University.



**Officer Eric Long**



**Officer Jamar Walker**

Officer Jamar Walker enjoys playing basketball and football in his spare time. Also, to help stay active, he consistently works out and furthers his skills in martial arts. Jamar has a creative side in which he enjoys drawing and through his artwork has developed many different skills,

Jamar was a student of the Alcoa City School System throughout his childhood and graduated from Alcoa High School in 2006. In high school, he was very active in sports. He was a member of the basketball team that twice went to the state tournament.

Jamar was also a member of the football team playing wide receiver and safety, earning two State Championship Titles during his junior and senior years. Also, while in high school he was a member of the National Art Society and participated in the Roane State Art Competition, winning numerous drawing awards.

In the Fall of 2006, Jamar began his college education at Middle Tennessee State University to pursue a Major in Criminal Justice and a Minor in Art. During his years at MTSU, he made the Dean's List each semester and was inducted into the National Collegiate Honor Society. In 2009, he was awarded to TBJ Campbell, Jr. Scholarship with was granted to eligible students by the Department of Criminal Justice Administration majoring in Criminal Justice. In 2011, he graduated from MTSU earning a Bachelor's Degree of Science with a minor in Art.

# Promotions

Chief David Carswell began working for the Alcoa Police Department in March, 1994.

He is a 1986 graduate of Northeast State Community College with an Associate of Applied Science in Electrical Technology and a 1990 graduate of East Tennessee State University with a Bachelor of Science in Criminal Justice.

He served as 1st Lieutenant in the United States Army, Armor Division and is a 2007 graduate of the FBI National Academy Class 226. Chief Carswell has served as a Patrol Officer, Bicycle Officer, K-9 Handler, Field Training Officer, Patrol Sergeant, Field Training Supervisor, Patrol Lieutenant, Administrative Division Lieutenant and most recently as the Field Operations Captain, Patrol Division. He has been a DUI Instructor, Ethics Instructor and has a Maser Instructor Certification. He has also served as the General Departmental Instructor for the Alcoa Police Department. In 2002, he was the recipient of the Medal of Meritorious Service for accomplishments as a K-9 Handler.



**Chief of Police  
David Carswell**



**Sergeant  
Daniel Brooks**

Sgt. Daniel Brooks was born and raised in Blount County where he graduated from Heritage High School and attended the University of Tennessee. He began his law enforcement career in 2008 with the University of Tennessee Police Department and joined the City of Alcoa Police Department in 2010 where he has served as a Patrolman, Motor Officer, Traffic Safety Officer, Crash Reconstructionist and most recently became a Firearms Instructor. He is the son of James and Susan Brooks. He and his wife, Lauren, live in Maryville.

Sgt. Dustin Stevenson was born in McAlester, Oklahoma, but has spent most of his life in Tennessee with his mother and brother. He is a graduate of William Blount High School and served in the US Navy, achieving the rank of Petty Officer 2nd Class prior to being Honorably Discharged after five years of service in June 2007. He began his career with APD in June 2007 where he has served as a Patrolman, Traffic Safety Officer, Field Training Officer, Crash Reconstructionist, Motorcycle Officer, Department Weapons Armorer, and as an instructor. He obtained his Bachelor's Degree in Criminal Justice from Bethel University where he is currently working towards his Master's Degree in Business Administration. Sgt. Stevenson lives in Alcoa with his wife, Amy and their children, Dustin, Jr., Jason and Amelia.



**Sergeant  
Dustin Stevenson**



**Sergeant  
Arik Wilson**

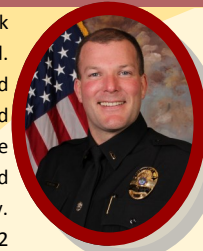
Sgt. A.J. Wilson began his career with the Harriman Police Department before coming to APD in January 2011. He attended the Police Academy at Walter's State Community College and recently graduated with his Bachelor of Science in Criminal Justice from Bethel University. He currently serves as a Standardized Field Sobriety Testing Instructor with the police department and is certified Drug Recognition Expert with the International Association of Chiefs of Police and actively supports Mothers Against Drunk Driving and their efforts.

# Annual Awards



**Sworn Officer of the Year**  
**Officer Mark Tate**

On April 12, 2016, Lt. Rodney Wilson observed a person walk into the Pilot gas station with his hood pulled over his head. Lt. Wilson immediately noticed the suspicious behavior and entered the store. The suspect had gone into the restroom and came out a short time later without his hood up, not had he seen Lt. Wilson. Lt. Wilson then made his presence known and the suspect returned to the restroom only to return shortly. Another officer searched the restroom and recovered a .32 caliber handgun. There is no doubt that Lt. Wilson stopped a robbery. Further investigation linked this suspect to several additional crimes in Blount County and surrounding agencies.



**Co-Worker of the Year**  
**Lt. Rodney Wilson**

Officer Mark Tate became the Alcoa High School 's School Resource Officer in 2015. He immersed himself in the school culture and was an instant hit with both students and faculty. He patrols the hallways each and every day, interacting with the students and providing a positive role model for them to look up to. HE gets to know the students and their backgrounds, provides counseling and tries to help every student he comes in contact with. He truly cares about the student's personal and academic welfare.

He routinely picks up students and takes them home after sporting or extra curricular activities due to them not having rides. Most recently, a student did not have transportation to a doctor's appointment—Officer Tate took the student, waited in the waiting room and then returned the student to his home. Dr. Hawkins, AHS Vice Principal, commented that Officer Tate eats lunch with the students each day—something that is not part of his job, but Officer Tate enjoys forging these relationships with the students.

After a change in assignment in 2016, Lt. Joe Thornhill conducted himself in a highly professional manner. Prior to his transfer to the Patrol Section, Lt. Thornhill spent 15 years as a criminal investigator and supervisor. Upon his transfer, he took with him not only the experiences of a seasoned investigator, but also the years of experience he gained as a seasoned and dedicated patrol officer. Lt. Thornhill's positive attitude, professionalism, and genuine care and concern for the officers he took charge of is, and will be, the standard for all others to follow.

Lt. Thornhill does not gripe and he does not complain. He prioritizes the mission of the police department and the service it delivers first and foremost. He genuinely cares for the safety of this officers and works tirelessly to support them on the street. 2016 was a significant year of change for Lt. Thornhill and he handled it in a way that is deserving of recognition.



**Supervisor of the Year**  
**Lt. Joe Thornhill**



**Civilian of the Year**  
**Lisa Nagy**

Lisa Nagy is receiving the Civilian Employee of the year because no one sees what she does behind the scenes to make sure everything runs smoothly. She always make sure everything is in order for Swearing In's, Promotions and Awards Ceremonies; she checks and re-checks to make sure everything is perfect including awards and food.

She keeps us all pointed in the direction that we should be going.

If she doesn't have an answer, she goes out of her way to find one.

She assisted Chief Potter in his retirement and has helped Chief Carswell in his transition from Captain to Chief of Police of the department.

## HOW A CITIZEN MAY FILE A COMPLAINT OR MAKE A COMPLIMENT

1. If you wish to file a complaint or compliment regarding the actions of an Alcoa Police Officer / employee or any aspect of Alcoa Police operations, please:
  - a. Come to the police department, 2020 N. Wright Road, Alcoa, and tell any employee that you want to file a complaint or compliment, or
  - b. Call the police department, 865-981-4111, and tell the person answering the phone that you want to file a complaint or compliment, or
  - c. Write your complaint or compliment out and mail it to the Chief of Police, Alcoa Police Department, 2020 N. Wright Road, Alcoa, Tennessee 37701.
  - d. Go to the City of Alcoa Web Site at [www.cityofalcoa-tn.gov](http://www.cityofalcoa-tn.gov) and follow the links to the Alcoa Police Department.
2. Any Alcoa Police Supervisor will assist you in filing a complaint against or make a compliment to a police officer / employee or the department. You will be asked to identify yourself and give specific details about the complaint or compliment.
3. All complaints will be investigated. You may be contacted and asked additional questions about the complaint.
4. If it is going to take a long period of time to investigate your complaint, you will receive a letter telling you approximately when you may expect a reply.
5. When your complaint has been investigated, the Chief of Police will review the investigation and will write you a letter explaining the outcome of the matter.
6. Anonymous complaints will be accepted and will be investigated to the extent possible.

### Alcoa Police Department

#### Phone Numbers:

#### EMERGENCY

9-1-1

#### Non-Emergency and After-Hours

(865) 983-3620

### EMPLOYMENT OPPORTUNITIES

Employment shall be based on merit and fitness without regard to race, religion, sex, age, national origin and free of personal and political considerations. In addition, it shall be this City's policy to offer equal employment opportunities in recruitment, training programs, transfers, promotions, compensation, demotions, terminations, benefits, employee relations, and all other personnel actions relative to City employment.

The City of Alcoa Police Department actively seeks to recruit, hire, and promote qualified applicants within the organization. We recruit from the general public, Colleges and Universities, Employment Security Office and among our current work force. The City of Alcoa provides a generous salary and benefit program. The City of Alcoa and the Alcoa Police Department are EEO / ADA / ADEA / Title VI employers.

Alcoa Police Department ensures compliance with Title VI of the Civil Rights Act of 1964; 49 CFR, part 21; related statutes and regulations to the end that no person shall be excluded from participation in or be denied the benefits of, or be subjected to discrimination under any program or activity receiving federal financial assistance from the U.S. Department of Transportation on the grounds of race, color, sex, or national origin.

Departamento de Policia de Alcoa del Estado de Tennessee asegura el cumplimiento del Titulo VI del Acto de Derechos Civiles de 1964; 49 CFR, Parte 21, relacionados estatutos y normas para asegurar que ninguna persona sea excluida o discriminada, o que se le nieguen los beneficios de cualquier programa o actividad la cual reciba ayuda financiera federal del Departamento de Transporte de los Estados Unidos sin importar su raza, color, sexo, o origen nacional.

Any person who believes he or she has been discriminated against should contact:

Cualquier persona a quien crea que ha sido discriminada deberá comunicarse con el:

Melissa Thompson (223 Associates Blvd. Alcoa TN 37701

TELEPHONE 865-380-4700 TELÉFONO 865-380-4700

# 2016 Members of the Alcoa Police Department

## ***Chief of Police***

Phillip K. Potter \*(10-2016)

David Carswell (10-2016 to current)

### ***Captain***

Captain Phillip Dunn

### ***Administrative Assistant***

Lisa Nagy

### ***Lieutenants***

Steve Anderson

Keith Fletcher

Paul Gilbert

Hank Morris

Joe Thornhill

Rodney Wilson

### ***Sergeants***

Daniel Brooks

Steve Brooks

Bud Cooper

Nicole Gray

Kris Sanders

Doug Sparks

Dustin Stevenson

Mark Tipton

Arik Wilson

### ***Patrol***

Joey Beasley

Stephen Butsko\*

Jay Cameron

Dustin Cook

Holly Hatcher

Israel Hernandez

Woody Hughes

Eric Long

Ryan Moore

George Parker (SRO)

Jeremy Patty

Cory Phillips

Roger Rex

Alexis Rodriguez

Brett Romer

Mark Tate (SRO)

Justin Vandergriff

Andy Walker\*

Jamar Walker

Michael Westfield

### ***Detectives***

Jeff Parsons

Rusty Borden

Matt Caldwell

Jason Ewing

### ***Records Staff***

Jamie Breeden

Missy Green

Bethany Hamel

Kim Parker \*

### ***Animal Control***

Matt Cunningham

Jerry Harrison

### ***Evidence / Property***

Melanie Waters

\*No longer with Department