

Alcoa Police Department

2018 Annual Report

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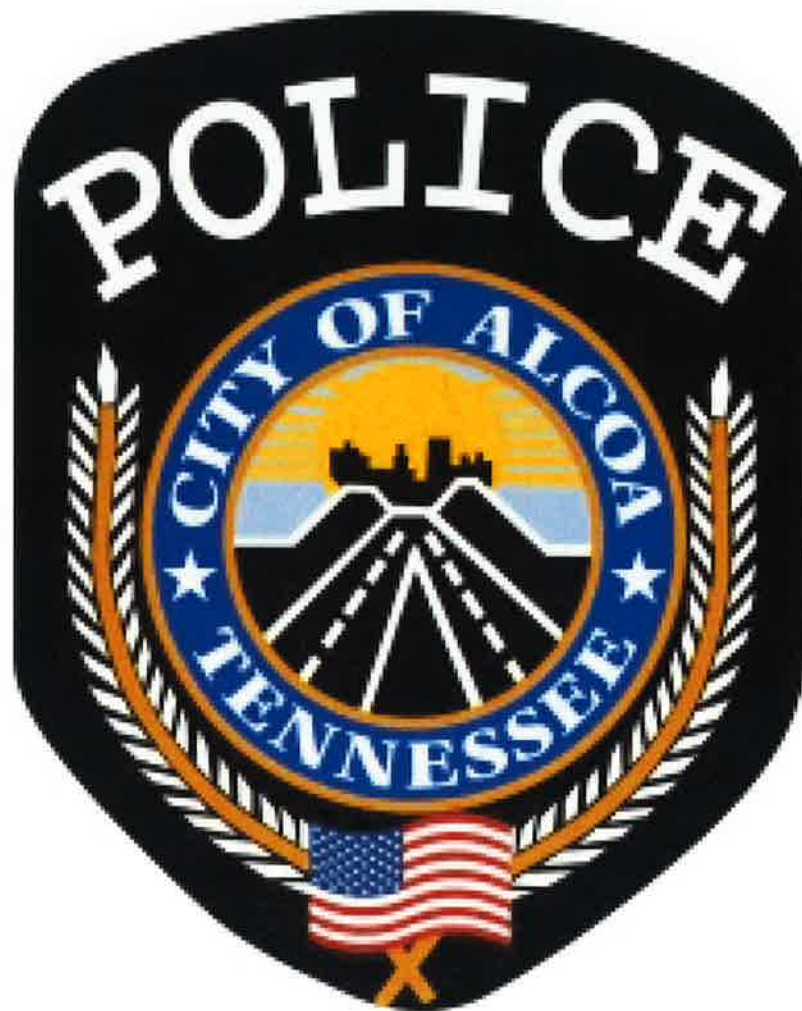
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Message from the Chief of Police

I am pleased to present the Alcoa Police Department's 2018 Annual Report. I hope you find this report informative as it reflects the Department's effort to provide professional law enforcement services and public safety for the City of Alcoa and its great communities and businesses. The year 2018 was bitter-sweet for the Department as three of its members retired from law enforcement. School Resource Officer George Parker, Sergeant Bud Cooper, and Lieutenant Paul Gilbert officially retired after collectively serving approximately 90 years. Although we were saddened to see them retire from the profession they dearly loved, the Department and the community will be forever thankful for their service, professionalism, and devotion to duty. We wish them the very best as they each start a new chapter in life.

As result of these retirements, the Department opened its doors to a new generation of officers desiring to serve and protect. The Department conducted multiple hiring processes throughout 2018 and after all was said and done, Officers Robert Keller, Tanner Schroeder, and Cody Russell were selected to join the Alcoa Police Department as its newest members. We are excited to see them begin their law enforcement careers and getting to know the great citizens who work with us to make the City of Alcoa one of the best and safest cities in the entire State to live.

Along with retirements and new hires, the Department also promoted two members to key leadership positions. Sergeant Doug Sparks was promoted to Patrol Lieutenant, Detective Matt Caldwell and Officer Israel Hernandez was promoted to Patrol Sergeant. The Department also selected two new School Resource Officers. Officer Joey Beasley was selected to be the Alcoa Middle School's new School Resource Officer and Officer Roger Rex was selected to be the Alcoa Intermediate School's new School Resource Officer. These five officers have many years of experience and will be a tremendous asset as they carry out their new duties and responsibilities.

Aside from retirements, promotions, and ushering in new officers, the Alcoa Police Department continued with its mission to provide the best possible law enforcement services. The Department focuses heavily on investing in and implementing new technology that will enhance the services it can provide. For example, the Department purchased a Faro 3D Scanner in 2018 that can map out accident and crime scenes faster with picture quality detail. The Faro 3D scanner utilizes laser technology and advanced computer software to collect crash or crime scene data faster and more accurately than ever before. Because we are a small department, this technology doesn't tie up as many officers on the scene to setup and operate. This, in turn, maximizes the number of on-duty personnel who can still be available to respond to calls for service without having to call in additional off-duty officers.



On a final note, the Department kicked off its first-ever Youth Academy in 2018. Law enforcement agencies across the nation are having great difficulty recruiting qualified officer-candidates. The intended purpose of Alcoa Police Department's Youth Academy is to expose Alcoa High School students ages 15 through 18 to law enforcement as a potential career choice with a focus on female and minority students. The academy is one week with three hour segments scheduled each day. During this time period, the students work through a mock crime scene, get exposed to emergency vehicle operations, traffic stops, DUI investigations, and firearms simulation involving shoot-don't shoot scenarios. By all accounts, according to the students, the academy was an eye opening experience with several indicating they would consider law enforcement as a career choice upon completion of college. The Department has plans to eventually offer the academy to City of Alcoa residents with an eye towards offering alumni an opportunity to become Volunteers in Police Service, otherwise known as VIPS.

The Volunteers in Police Service program allows community members to offer their time and talent to the Alcoa Police Department, thus meeting a volunteer's desire to serve as well as the Department's need for support. VIPS can be a community policing asset because it offers a chance to build a bridge between law enforcement and the citizens the agency serves by working together to enhance police services.

Again, thank you for taking the time to look through our annual report.

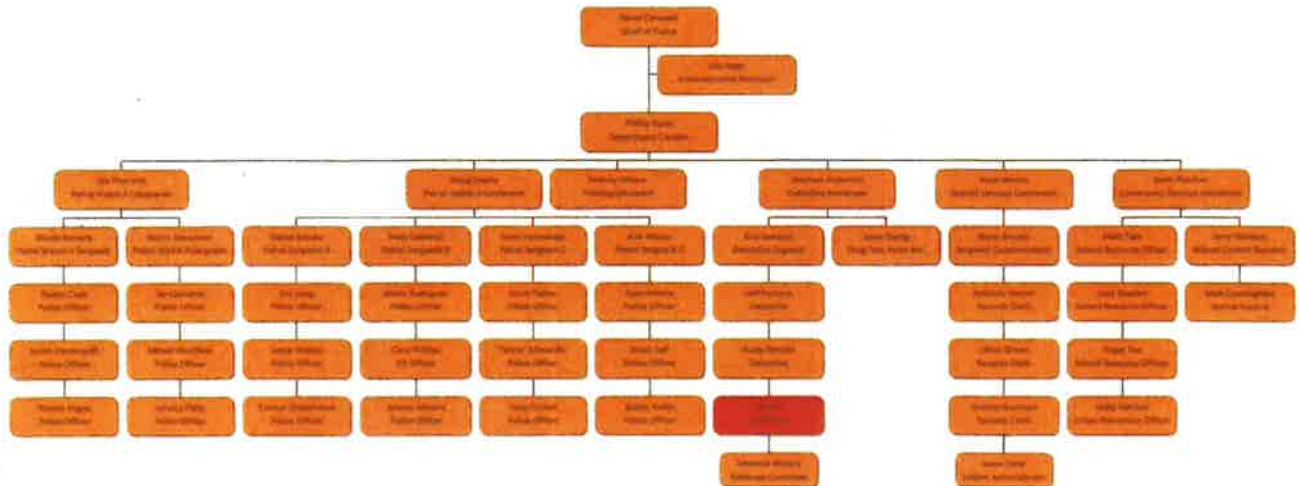


About Alcoa Police Department

The Alcoa Police 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 relations and partnerships throughout the community. Support Services also provides the public with Animal Control Services. The most important members of the Department are the citizens, who provide guidance and direction through various interactions. The Police Department's annual operating budget for FY2018 was \$6,036,630.00. The Police Department also offsets some general fund expenditures through grants, drug asset forfeitures, and other sources of revenue.

Alcoa Police Department Organizational Chart

Alcoa Police Department Staffing and Position Management February 4, 2019



Sworn Positions 42
Positions Authorized/Actual

- Chief of Police 1/1
- Police Captain 1/1
- Police Lieutenant 6/6
- Police Sergeant 8/8
- Detectives 2/3
- Narcotics Detective 1/1
- Patrol Officer 18/18
- School Resource Officer 3/3
- Crime Prevention Officer 1/1

Civilian Positions 8
Authorized/Actual

- Administrative Assistant 1/1
- Records Clerks 3/3
- System Administrator 1/1
- Evidence Custodian 1/1
- Animal Control Supervisor 1/1
- Animal Control 1/1

Alcoa Police Department - NIBRS Agency Crime Overview - 2018

2017 Population Estimate		10,228	Offenses (**)		Arrests (**)	
Offense Overview			Reported	Cleared	Adult	Juvenile
Group A Offenses						
Crimes Against Persons						
Offense Total	1,542	Murder	1	1	2	0
Number Cleared	805	Negligent Manslaughter	0	0	0	0
Percent Cleared	52.20 %	Negligent Vehicular Manslaughter	0	0	0	0
Group A Crimes per 100,000 population	15,076.3	Kidnapping/Abduction	1	1	1	0
		Forcible Rape	4	1	0	0
		Forcible Sodomy	0	0	0	0
		Sexual Assault W/Object	0	0	0	0
		Forcible Fondling	9	1	0	0
		Incest	0	0	0	0
		Statutory Rape	0	0	0	0
		Aggravated Assault	68	36	27	1
		Simple Assault	226	67	54	6
		Intimidation	25	2	0	0
		Stalking	0	0	0	0
		Commercial Sex Acts	0	0	0	0
		Involuntary Servitude	0	0	0	0
		Crimes Against Property				
		Arson	3	0	0	0
		Bribery	0	0	0	0
		Burglary	39	4	1	2
		Counterfeiting/Forgery	21	3	3	0
		Destruction/Damage/Vandalism	80	11	1	0
		Embezzlement	11	9	1	0
		Extortion/Blackmail	0	0	0	0
		Fraud - False Pretenses	79	18	4	0
		Fraud - Credit Card/ATM	27	11	1	0
		Fraud - Impersonation	17	16	18	0
		Fraud - Welfare	0	0	0	0
		Fraud - Wire	2	0	0	0
		Fraud - Identity Theft	0	0	8	0
		Fraud - Computer Hacking/Invasion	0	0	0	0
		Robbery	9	7	5	0
		Theft - Pocket-picking	1	0	0	0
		Theft - Purse Snatching	1	0	0	0
		Theft - Shoplifting	262	201	214	6
		Theft From Building	26	3	4	0
		Theft From Coin Machine	1	0	0	0
		Theft From Motor Vehicle	39	4	4	0
		Theft of Motor Vehicle Parts	4	1	1	0
		Theft - All Other Larceny	118	17	56	2
		Motor Vehicle Theft	33	16	7	0
		Stolen Property Offenses	2	1	0	0
		Crimes Against Society				
		Animal Cruelty	0	0	0	0
		Drug/Narcotic Violations	214	186	161	6
		Drug/Narcotic Equipment Violations	199	173	66	1
		Gambling - Betting/Wagering	0	0	0	0
		Gambling - Operating/Promoting	0	0	0	0
		Gambling - Equipment Violations	0	0	0	0
		Gambling - Sports Tampering	0	0	0	0
		Pornography/Obscene Material	2	1	0	0
		Prostitution	0	0	0	0
		Prostitution Assisting/Promoting	0	0	0	0
		Purchasing Prostitution	0	0	0	0
		Weapon Law Violations	18	14	3	0
		Total Group A Offenses	1,542	805	642	24
Domestic Violence Victims						
Offense	Reported	Cleared				
Murder	0	0				
Aggravated Assault	31	24				
Simple Assault	142	51				
Intimidation	4	0				
Stalking	0	0				
Forcible Rape	0	0				
Forcible Sodomy	0	0				
Sexual Assault W/Object	0	0				
Forcible Fondling	1	0				
Incest	0	0				
Statutory Rape	0	0				
Kidnapping/Abduction	0	0				
Commercial Sex Acts	0	0				
Involuntary Servitude	0	0				
Total	178	75				
Group B Arrests						
Offense	Adult	Juvenile				
Bad Checks	1	0				
Curfew/Vagrancy	0	8				
Disorderly Conduct	9	0				
DUI	73	0				
Drunkenness	62	0				
Family-Non Violent	11	0				
Liquor Law Violations	5	0				
Peeping Tom	0	0				
Trespass	18	0				
All Other Offenses	301	10				
Total Group B	480	18				

Crime in Tennessee 2018

(*) Offenses are counted using the FBI Units of Count for Crime

(**) The 'Arrests' column shows arrests made for incidents during the selected period, regardless of arrest date. Arrest counts for the same period may change over time.

Internal Affairs

The Alcoa Police Department is dedicated to providing exceptional service to 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 ethical 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 State of 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

During 2018, the police department answered 20,386 calls for service, arrested 897 individuals, and issued 5,595 citations. Out of those documented citizen contacts, the police department received four (4) citizen complaints.

Explanation of Findings

Sustained - Evidence sufficient to prove the allegation.

Not Sustained - Insufficient evidence to either prove or disprove the allegation.

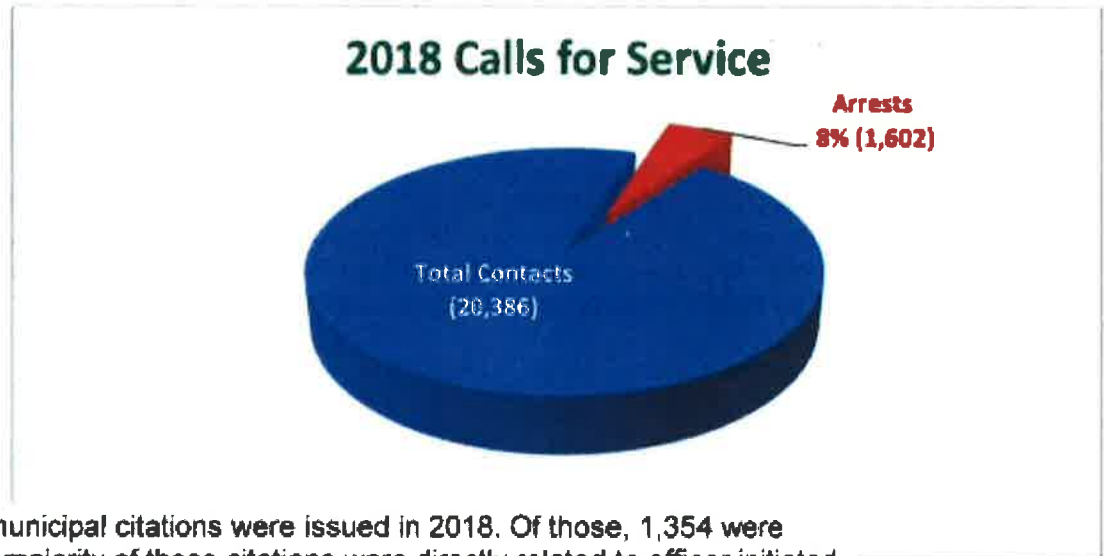
Exonerated - Incident occurred, but the actions of the officers / department were lawful and proper.

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

Complaints and Internal Affairs			
External and Internal Investigations			
External Complaints	2016	2017	2018
Citizen Complaints	8	7	4
Sustained	0	2	0
Not Sustained	3	3	0
Unfounded	4	2	3
Exonerated	0	1	1
Internal Complaints	2016	2017	2018
Directed Complaint	2	1	0
Sustained	1	1	0
Not Sustained	0	0	0
Unfounded	0	0	0
Exonerated	1	0	0
Breakdown of Complaints			
Operation of Vehicle	2	0	
Rudeness	2	0	
Professional Conduct	1	1	
Failure to Investigate	1	1	
Failure to Follow Up	1	0	
Insubordination	1	0	
Racial Profiling	0	1	
Harassment	0	1	

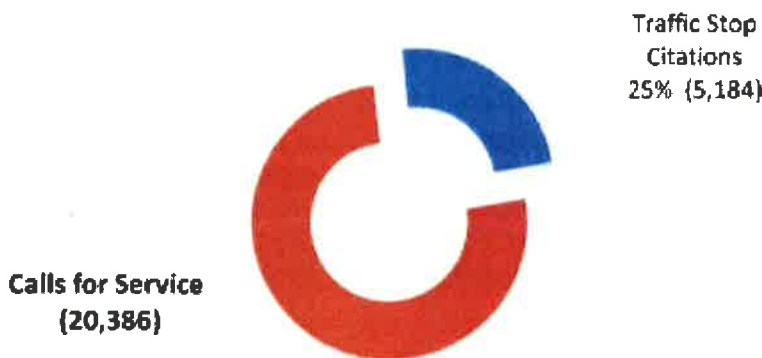
Citizen Contacts and Calls for Service

A total of 897 physical arrests and 705 citations in lieu of arrest (1602 total arrests) were part of 20,386 police-citizen contacts in 2018. The overwhelming majority of police-citizen contacts did not result in any kind of law enforcement action such as an arrest, warning or citation.



Approximately 5,184 municipal citations were issued in 2018. Of those, 1,354 were written warnings. The majority of these citations were directly related to officer initiated traffic stops while conducting traffic safety enforcement. Citations were also issued to at-fault drivers as a result of traffic accident investigations. Traffic enforcement locations were assigned to patrol officers where vehicle accidents had a high frequency rate or in response to citizen complaints concerning traffic safety violations. Such locations were classified as selective enforcement sites. It is important to note that although patrol officers issued over 5,184 citations in 2018, not every traffic stop resulted in a ticket being issued and not every detention resulted in an arrest.

Documented Citizen Contacts



Response to Resistance

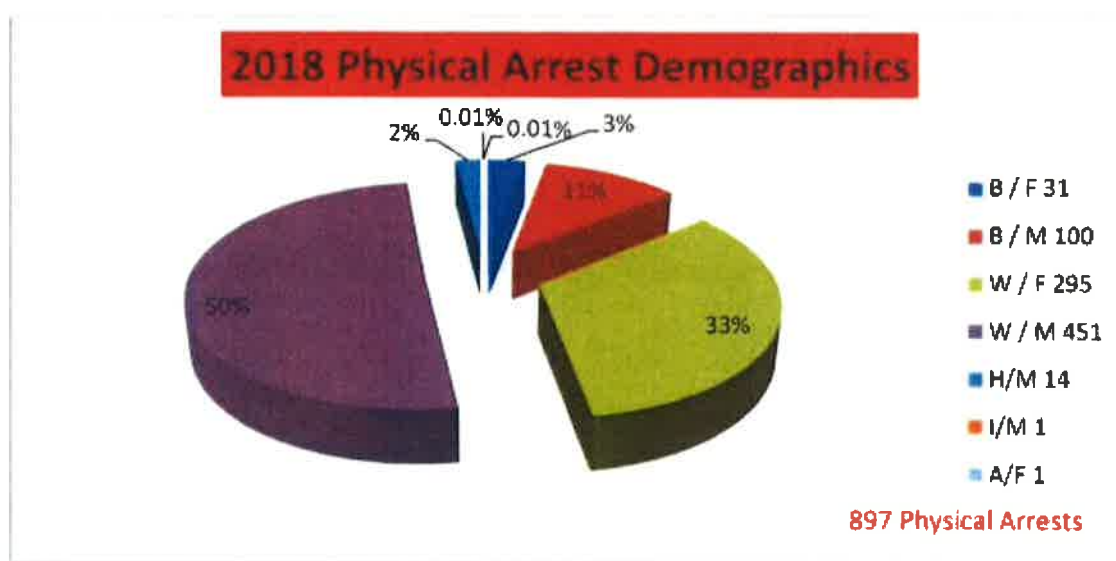
The following chart documents the 2018 Response to Resistance Incidents.

	Black NH Male	Black NH Female	Hispanic L Male	Hispanic L Female	Other Male	Other Female	White NH Male	White NH Female
Baton	0	0	0	0	0	0	0	0
Canine Release - no bite	0	0	0	0	0	0	0	0
Canine Release - with bite	0	0	0	0	0	0	0	0
Chemical / OC	0	0	0	0	0	0	0	0
ECW - Discharge	1	0	0	0	0	0	1	0
ECW - Display	1	0	0	0	0	0	1	0
Firearm - Discharge	0	0	0	0	0	0	0	0
Firearm - Display	5	1	1	0	0	0	14	8
Weaponless	3	1	0	0	0	0	16	4
Force totals	10	2	1	0	0	0	32	12
Fatal	0	0	0	0	0	0	0	0
Non-fatal	1	0	0	0	0	0	3	1
Suspect Injured	1	0	0	0	0	0	3	1
Suspect arrested	6	2	0	0	0	0	18	6
Employee injured	2	0	0	0	0	0	1	0

There were 44 total Response to Resistance incidents in 2018. Twenty-nine incidents involved a firearm being displayed to gain suspect compliance during high risk encounters. The Alcoa Police Department is one of a growing list of law enforcement agencies that tracks each time an official's firearm is displayed to gain suspect compliance in high risk encounters.

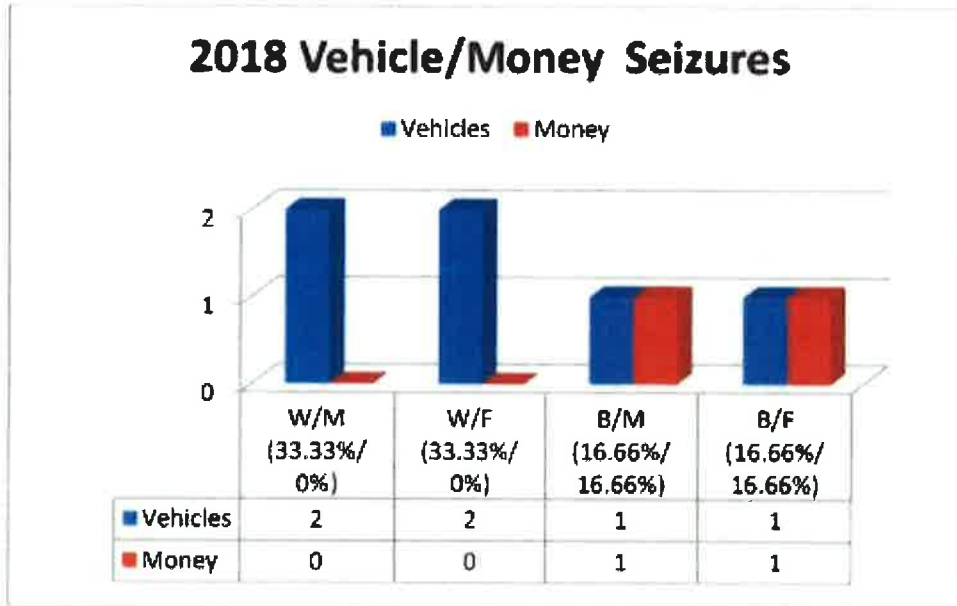
There were two incidents where a Taser was displayed and two incidents where a Taser was discharged. There were 24 incidents where officers used weaponless tactics to apply force. Within the total reported incidents, officers could have used different force options to resolve the situation.

The chart below depicts the number of individuals arrested by the Alcoa Police Department in 2018. There were 705 citations in lieu of arrest and 897 on-view arrests; totaling 1,602 arrests.



Property Seizures

The following chart represents the 2018 vehicle and money seizures and forfeitures involving the Alcoa Police Department. There were seven (7) total seizure incidents; however, one incident involving seizing both money and a vehicle from the same person.



Traffic

There were 1,161 accidents investigated in 2018 compared to 1,148 in 2017. There were three (3) fatalities in 2018. The last three (3) years had the lowest number of fatalities in nine (9) years.

Table 1. Three-Year History*.

	2016	2017	2018
Accidents	1,197	1,148	1,161
- With injury	199	181	254
- With fatalities	1	3	3
- With property damage	809	964	976
Total Injuries	281	258	254
Total Fatalities	1	3	3
<i>*Does not include accidents on private property</i>			

The average number of injuries for the three (3) years was 211. The one (1) fatality in 2016 was the lowest since 2013, in which there were nine (9).

Table 3 identifies five (5) of the intersections with more than ten (10) accidents. Of the five (5), (62.83%) occurred at the intersection of Louisville Road and the 129 Bypass.

Table 3. Intersections Where Accidents Occurred.

Intersection	Number of Accidents
Alcoa Highway/Topside Road	14
Calderwood/Bessemer Street	19
Pellissippi/Topside Road	14
Louisville Road/129 Bypass	42
Pellissippi Parkway/Alcoa Highway	24

Streets Where Accidents Occurred

In reviewing where the accidents occurred, the top nine (9) streets for 2018 were as follows:

Table 2. Where Accidents Occurred*.

<i>Street</i>	<i>1st Quarter</i>	<i>2nd Quarter</i>	<i>3rd Quarter</i>	<i>4th Quarter</i>	<i>Total</i>
Alcoa Hwy/129/ Airport	92	90	97	98	374
Louisville Road	26	27	21	10	62
Hall Road	14	0	12	16	59
Old Knoxville Highway	8	5	0	7	20
Bessemer	8	0	0	12	26
Hunt Road	0	21	0	7	33
Topside Road	24	7	5	6	24
Pellissippi Parkway	17	23	15	18	53
Middlesettlements	0	7	5	0	14
Total:	189	180	155	174	665
<i>*Includes Intersections</i>					

Accidents on these nine (9) streets had the highest frequency of reported traffic crashes in 2018. Alcoa Highway accounted for 56.24% of all reported accidents followed by Louisville Road with the second highest at 9.32%.



Criminal Investigations

On February 20, 2018 the Alcoa Police Department hosted a regional information sharing and networking meeting to get several different agencies together and just pass on information to each other. The meeting seemed to be a success with numerous agencies sending representatives. The Federal Bureau of Investigation, Alcohol Tobacco and Firearms, United States Marshal Service, Internal Revenue Service, United States Secret Service, U.S. Postal Inspector, U.S. Department of Agriculture, Tennessee Highway Patrol, Tennessee Bureau of Investigation, Tennessee Bureau of Investigation Lab, Tennessee Department of Corrections, 5th Judicial Drug Task Force, Knox Co. Sheriff's Office, Blount County Sheriff's Office, Maryville Police Department, Knoxville Police Department, Knox County Sheriff's Office, and Charter Communications . The contacts made have proven beneficial for the Criminal Investigations Sections with Sgt. Sanders being selected to attend two different levels of training through the National Computer Forensics Institute hosted by the United States Secret Service. On numerous occasions we have received assistance from our Federal and State Agencies who have assisted on several different cases.

During the months of November and December 2018, members of the department's Criminal Investigations Section (CIS) and Patrol Section conducted "Operation Bearded Vixen," which was a covert operation designed to target and combat retail theft within the City of Alcoa. One of the goals of this operation was to apprehend the suspect(s) at their vehicles to identify all parties that are possibly involved in the shoplifting. Interviews were conducted to gather further intelligence for possible narcotic related thefts. The undercover officers would walk through businesses and meet with managers just to show their presence in the stores. Managers were familiar with the officers working undercover due to the e-mails that were sent out daily as updates and also contained the officer's departmental pictures.

The covert operation began on November 19, 2018, and ended on December 28, 2018. During the covert operation, 72 misdemeanor citations were issued in lieu of arrest, 16 physical arrests were made, 18.4 grams of narcotics were seized, 35 pills were seized, 3 firearms were seized, 6 citations were issued for possession of drug paraphernalia, and one subject was cited for driving on a suspended driver's license.

During this operation a traffic stop was performed on November 27, 2018 in Hamilton Crossing in front of Michaels. On this stop three subjects were arrested for numerous charges such as shoplifting, methamphetamine possession, possession of drug paraphernalia, and two handguns were also seized. The shoplifted items were returned to Old Navy and the drug violations were turned over to the 5th Judicial Drug Task Force.

On December 21, 2018 officers that were working the retail task force observed two males purchasing gift cards and scanning several different credit cards to complete the purchase in the self-checkout isle. It was investigated by Sgt. Sanders and one of the males was charged initially with identity theft. It was discovered that the cards being used had numbers on them that were stolen from accounts at Y-12 Credit Union. Additional charges are pending further investigation from Sgt. Sanders and the United States Secret Service.

The two cases mentioned above were larger cases that were a result of this operation and this retail theft task force also recovered a total of \$6,139.39 worth of food and merchandise during the 18 days that it was actually worked. A total of \$109.40 was lost during this time period and resulted from an offender being able to get to his vehicle and leave the parking lot before he could be detained by officers. As a result, the shopping centers along with the other businesses received approximately 295 hours of directed patrol during the months of November and December with two to four officers working this retail task force.



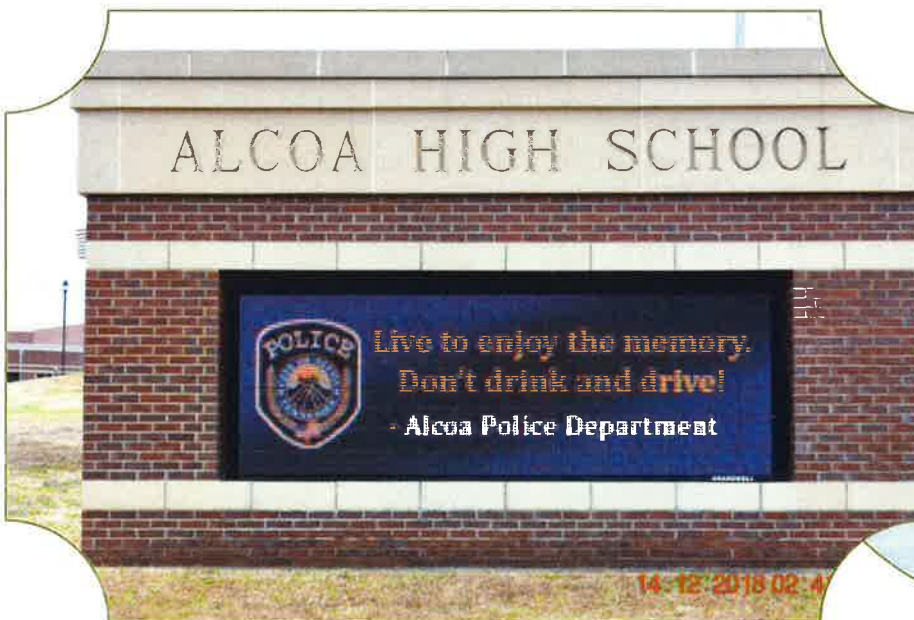
Highlights



Domestic Violence Candlelight Vigil



Tennessee Highway
Safety Office
Holiday Impaired Driving
Enforcement Campaign



Highlights, continued



Shop
With
a
Cop



Telecommunicator's Week



AES Stars Lemonade Sale



United Way Gas Day

Youth
Academy



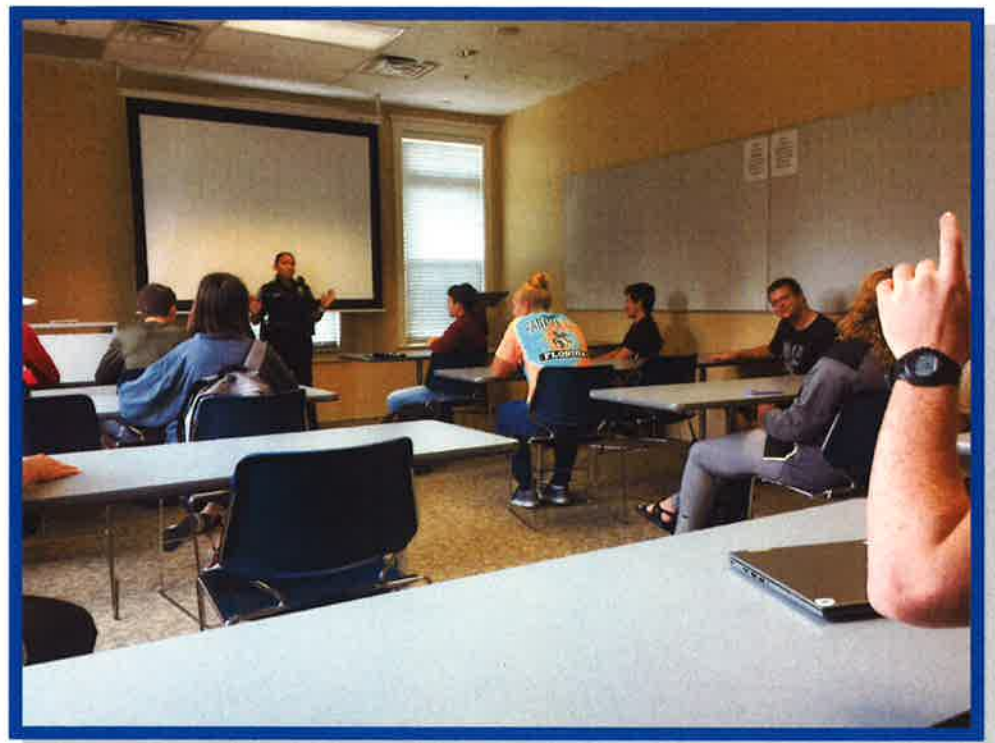
Highlights, continued



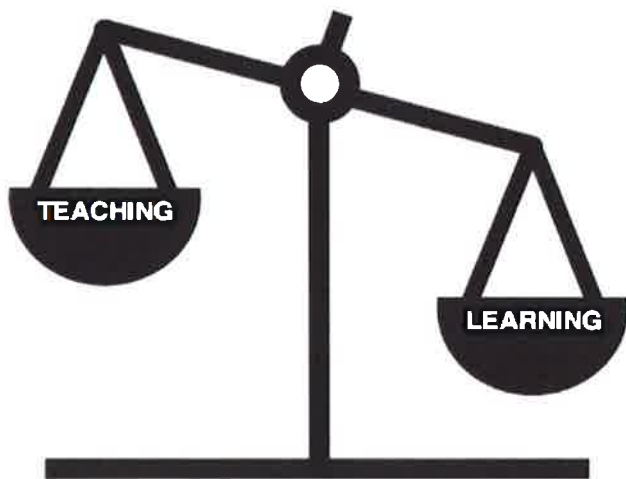
Big Brothers Big Sisters Bowling for Kids Sake



Maryville Friday Night Lights Event



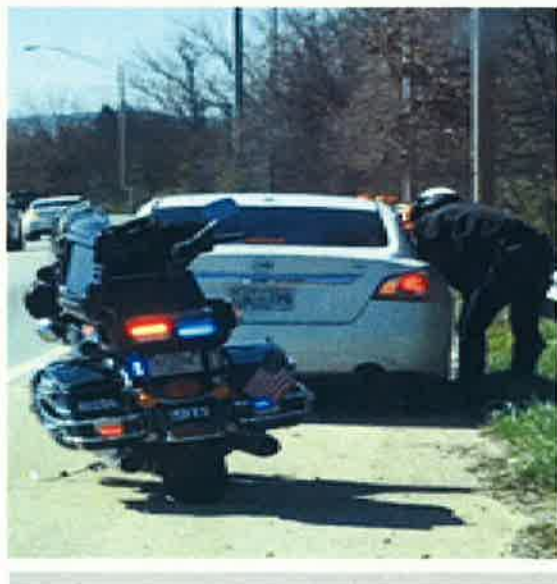
Recruiting - College Level



Training

While not an all-inclusive list, the Alcoa Police Department strives annually to be an elite, well-trained department. Over 5,209 hours of training were held - just to name a few

- Active Threat
- ALICE Training
- Basic Rifle Class
- CPR
- Firearms
- DOS Updates
- Legal Updates
- DUI SFST Training
- Fair / Just Policing
- FTO Mtgs/Training
- HAZMAT Drills
- HR Supervisory
- 40 Hours In-Service
- K-9
- Motorcycles
- Less Lethal
- Taser
- OSHA
- PPCT
- FBI NAA
- TLEEDS
- US Attorneys Office
- FBI LEEDA Supervisory Training
- Police Applicant Background Training
- Training Officer's Conference
- School Resource Officer Conference
- Armorer Classes
- Municipal Court Clerk Training
- MTAS
- In-Code Court Training
- Criminal Investigations Training
- Computer Crimes
- FBI Child Abduction Strategy Meetings
- Mobile Device Examination
- LEACT
- Drone Training
- TIES / CJIS
- Crisis Intervention Team Training
- FARO 3D Training
- Ethics
- Diversity
- Roll Call
- Law Bulletins





Congratulations

Retirements - Sgt. Bud Cooper



Sgt. Bud Cooper has spent the last 37 years in government service. He began his service with the United States Navy as a Machinist mate where he proudly served his country for six years and reached the rank of Petty Officer 2nd Class. During his tenure he deployed five times with operations on the Mediterranean Sea, North Atlantic Ocean, and several locations in the Caribbean Sea. Sgt. Coper was honorably discharged from the Navy in October 1987.

Sgt. Cooper began his career in law enforcement in December 1987, by Chief Bill Thomas. He graduated top of his class from the Tennessee Law Enforcement Training Academy where he was awarded the Cunningham Award for top honors. He attended Traffic Accident Recon-

ionist School in 1992 and began a career in accident investigation and prosecution of vehicular homicides for the City of Alcoa. He was appointed as a Field Training Officer in 1994 and kept the qualification until his promotion to Sergeant in 1998. Since then, he has served as a Traffic Safety Officer Supervisor and Patrol Operations Supervisor. From 2000 to 2008, Sgt. Cooper successfully led and supervised 9 Presidential visits, with one visit complimented by the United States Secret Service as "how a Presidential Motorcade should be operated." During his tenure in patrol, Sgt. Cooper also qualified as 1 of 3 motorcycle riders for the department in the 1990's.

Early in his career, he realized his passion for training and gained certifications and qualifications to become the department's Firearms Instructor, Less Lethal Instructor, Chemical Instructor, Taser Instructor, Radar Instructor, Active Shooter (Killer), weapons armorer, ALICE Instructor and ultimately became the department's Range Master. Sgt. Cooper was appointed as departmental training officer and was POST approved. Additionally, Sgt. Cooper has held the title of master instructor for APD since 2003. He has been a 21-year member of the Tennessee Law Enforcement Training Officer's Association.

Sgt. Cooper has been a longtime volunteer for the Alcoa City Schools system and the community as a whole. He has been a youth football and basketball coach. He was also an active volunteer for the Alcoa Football Boosters and was a constant presence as bookkeeper for both men and women's basketball teams. His main focus for volunteering was to portray a positive role model for the youth of the community.

Bud has been married to his beautiful wife, Tracey, for nearly 30 years. They have two children, Victoria and Kevin, whom they are both very proud of. Victoria is an active duty Naval Officer and Kevin is a US Navy Veteran who was forward deployed to Japan for his enlistment. Kevin, and his wife Lane, have three children, Danica, Cameron and Waylon.

Sgt. Cooper plans to continue working for a few years more with a position of training military and civilian personnel in weapons training.

He and Tracey also plan to enjoy traveling to visit friends and family.



Retirements - Lt. Paul Gilbert



Congratulations

Lt. Paul Gilbert was born in Blount County in 1959 to Velma and Earl Gilbert, Sr. He went on to attend Alcoa City Schools, graduating in 1977. The same year, he enlisted in the TN National Guard in which he retired as Sergeant First Class after serving 20-years in 1997.

During his time in the military he also served as an ammunition Section Sergeant, as well as a Platoon Sergeant.

On November 21, 1990, he was hired by the City of Alcoa Police Department, attending the TN Law Enforcement Training Academy in January 1991. Lt. Gilbert has been an accomplished member of the Alcoa Police Department for the last 28 years. He was inspired from a young age to join the force that served not only as the protective force of the community, but also helped the community through teamwork and service. In 1994, he was promoted to rank of Police Sergeant then again promoted to Lieutenant in 1999. During his 28 years of service, Lt. Gilbert served as a Field Training Officer, attended and graduated the FBI National Academy all the while climbing the ranks within the department and raising a family.

His successful career with the Alcoa Police Department would not have been possible without the continued love and support from his wife, Phyllis Kellogg Gilbert, their children Tiya, Paul, Jr. and Whitney and grandchildren, Colby, Kaylee, Jacoby and Jasmariah.

Lt. Gilbert looks forward to spending time with his family and doing some traveling during retirement.

Retirements - Officer George Parker

Officer George Parker began his law enforcement career in 1987 and worked as a Patrol Officer for fourteen years before becoming the schools systems first School Resource Officer in 2002 where he worked for 12 years before his retirement. He shuffled between all three school campuses while handling issues for teachers, dealing with disgruntled parents, investigating reported crimes, teaching planned and impromptu classes, and attending all events before, during and after school hours. He was instrumental in instituting the Prom Alcohol and Drug Awareness Program and was always a top supporter of Shop-With-A-Cop - never missing a single event. He positively influenced the lives of thousands of children, was highly regarded as a champion of youth, always making time for students who sought his counsel and is thoughtful toward everyone he worked alongside at the schools.



Throughout his distinguished tenure with the Alcoa Police Department, he demonstrated the utmost professionalism, ability and integrity, winning the unbridled respect and admiration of his fellow officers and a grateful public.

Congratulations

Promotions - Lt. Doug Sparks



Lt. James. H. (Doug) Sparks has been a member of the Alcoa Police Department since January of 2009. Prior to police service at the Alcoa Police Department, Lt. Sparks was a police officer with the Kissimmee (FL) Police Department from 1993 through August 2001. He then worked for the United Nations from September 2001 through November of 2001 in Kosovo in the Dignitary Protection Unit. Lt. Sparks then returned to the Kissimmee Police Department until 2005. Lt. Sparks graduated from the Technical Education Center Osceola (TECO) Criminal Justice Program in May 1993. Lt. Sparks received his Instructor certificate in 1998 and Firearms Instructor in 2001. Prior to that he was on

active duty with the United States Marine Corps (Infantry) and was released with an Honorable Discharge in September 1990. Since his service with the Alcoa Police Department, Lt. Sparks has been assigned to patrol with his duties in in traffic and patrol and has been a P.O.S.T. instructor since 2012. Lt. Sparks instructs for the Alcoa Police Department in firearms, patrol rifle, ALICE training, Active Shooter and is a Ballistic Shield instructor. Lt. Sparks received his Active Shooter Instructor Certificate from the Federal Law Enforcement Training Center through the Department of Homeland Security. He is also a weapons armorer for AR-15 and Glock Advanced Armorer. Lt. Sparks has been married to his wife Tracey for 25 years and they have two children, Cody and Morgan who are both still in school.

Promotions - Sgt. Matthew Caldwell

Sgt. Matt Caldwell graduated from Heritage High School in 1997 where he received a Tennessee Honors Diploma. Additionally, he holds an Associate of Science Degree from Pellissippi State Technical Community College. Sgt. Caldwell is a POST certified law enforcement officer since his graduation from the Tennessee Law Enforcement Training Academy in 2001. Sgt. Caldwell worked with the Blount County Sheriff's Office as a School Resource Officer and a Reserve Deputy Advisor (2001) before coming to the Alcoa Police Department in December 2006, where he has served as a Patrol Officer, K-9 Officer and Detective. He has served in law enforcement for 17 years.



Congratulations

Promotions - Sgt. Israel Hernandez



Sgt. Israel Hernandez is a 14 year veteran of the Alcoa Police Department. He has served as a Field Training Officer for the last nine years and has built strong bonds with many of the officers. During his tenure, he has worked as an acting Sergeant, Field Training Officer and Defensive Tactics Instructor. The most valuable experience that he has had is being supervised and mentored by many of the members of the command staff of Alcoa Police Department. Sgt. Hernandez was Officer of the Year in 2015 and received the Meritorious Service Medal in 2008. He is also the first Hispanic Sergeant for the Alcoa Police Department.



New Employee - Officer Kevin Dailey



Officer Kevin Dailey has lived in Blount County, TN his entire life, to Harold and Kim Dailey. With their guidance, he has learned the value of family, commitment, hard work and farming. He and his wife Alicia, have been married since 2010 and they have two boys, Dallas and Knox. They reside on the family farm.

His elementary years were spent at Lanier and Greenback School where he graduated from in 2005. Highlights from his school years include football, wrestling, weight lifting, voted Mr. GHS in 2005 and was a Senior Class Favorite.

He holds an Associates Degree from Pellissippi State Technical College and graduated with honors from Nashville Auto-Diesel College.

His law enforcement career begin in 2011 at the Blount County Sheriff's Office as a corrections officer until he transferred to patrol in 2013. He has worked with the Loudon County Sheriff's Office before coming to Alcoa.

His most favorite quote—"I firmly believe that in every situation, no matter how difficult, God extends grace greater than the hardship, and strength and peace of mind that can lad us to a place higher than where we were before—Andy Griffith".

New Employee - Officer Robert Keller (Bobby)

Officer Bobby Keller spent his childhood growing up in the Alcoa City School system from Kindergarten until graduation in 2007. He fell in love with the community and knew from a young age that this is where he wanted to raise a family and live out his life. Shortly after graduation, at the age of 19, he married his high school sweetheart, and they have four amazing children who challenge them daily to become better versions of themselves.

When he's not working or spending time with his family, he enjoys a good game of disc golf and has recently become involved in Cross Fit. He is incredibly thankful for the opportunity to serve and protect the community that contributed to the man that he is today.



New Employee - System Support Specialist - Jason Lima

Jason Lima has been working as an IT professional since 2003. He began working in February 2018 with the City of Alcoa Police Department as a Systems Support Specialist. Growing up in Tampa, Florida, Jason is a graduate of Florida State University earning himself a Bachelor's of Science Degree in Social Services in 2002. For 13+ years Jason spent working in IT specifically computer technology and software repair for Hillsborough County Public Schools in Tampa, FL. In 2016, he and his wife and three boys moved to Maryville, to lice a life in the foothills of the Great Smoky Mountains.

New Employee - Officer Tanner Schroeder

Tanner Schroeder was born on May 6, 1993, in the City of Kissimmee, FL. His parents are Ronald and Janet Schroeder. He has two siblings, his older brother Zachary and younger sister Marissa.

Tanner graduated from Osceola High School in 2011. He and his family moved to Tennessee in July 2015, and he was hired by the Blount County Sheriff's Office where he served in the Corrections Department for three years.

Tanner was hired by the Alcoa Police Department in August, 2018 and he graduated from the Blount County POST Academy in November, 2018.



New Employee - Records Clerk - Andrea Sherman



Andrea Sherman began working at the city of Alcoa Police Department as a Records Clerk in 2017. She and her family moved here from Wisconsin in 2010 to be near her parents and escape the cold Wisconsin winters. Andrea is a dedicated mother of two boys. She also has a sense of humor, is quick-witted, reserved and shy. The dedication that Andrea gives to her job makes her a valuable asset to the APD Administration team. Andrea also enjoys being involved in all of her son Wyatt's sports endeavors. She also has an appreciation for the outdoors.

Officer of the Year - Officer Jonathan Meyers

On October 31, 2019 several officers were dispatched to a possible overdose call at the Alcoa Inn on Alcoa Highway. The only information the complainant gave was it was a room on the back side of the hotel and a female was lying on the ground with the door open. Officers began checking rooms door to door to try and locate the victim. After locating her, lying beside the bed, Officer (s) Meyers and Underwood administered two doses of Narcan before AMR and Alcoa Fire Department arrived. Six syringes, a multi colored pipe and a small bag of a green leafy substance believed to be marijuana were located in the room in plain view.

The victim was transported to Blount Memorial Hospital by AMR and was alert and conscious before leaving the scene.



Co-Worker of the Year - Officer Kevin Dailey

During the 4th Quarter of 2018 Officer Dailey continued to do an outstanding job at the Alcoa Police Department. Officer Dailey is one of those officers that comes to work on a daily basis with a positive outlook on the job. He signed up for numerous overtime slots; THSO overtime and retail theft details. On one occasion, he observed multiple suspicious subjects in a vehicle outside of Old Navy. He conducted a traffic stop and recovered stolen merchandise, two loaded handguns, drug paraphernalia, and a small amount of methamphetamine; ultimately charging one of the suspects with sale and delivery of Schedule II, possession of a firearm during the commission of a dangerous felony and a felon in possession of a weapon. Other times, Officer Dailey has seized firearms from other convicted felons, along with making multiple drug and warrant arrests.

Supervisor of the Year - Lieutenant Keith Fletcher

Lt. Keith Fletcher is the recipient of the Supervisor of the Year Award.

Lt. Fletcher has rendered exceptional service in 2018, by being a supervisor who would quickly step in to help cover patrol supervisory duties when a patrol supervisor was unavailable. This simple act of stepping up to offer help for a section, other than his own, when it was needed, demonstrated an outstanding leadership virtue. The department seeks such leadership values in supervisors and Lt. Fletcher's actions of assisting the Patrol Section were a prime example of such values.



Above and Beyond - Bethany Hamel



It was discovered this year that Bethany initiated a concept to acknowledge condolences to departments' that have lost officers in the line of duty. She searches several websites daily to find those officer's names. She then sends a personal, handwritten condolence card; which is a photo of APD employees.

Many days she will work on her own time to stay current on names. She keeps a log of all department's that a condolence was sent to (currently she has sent 380 cards, with 78 responses).

On one occasion, a phone call came in, from an officer in New York, wanting to thank our department for the card and let us know how appreciative they were.

Civilian of the Year - Missy Green

On Wednesday, December 19th, a woman came to the police department in search of a warm, dry place to stay for herself, her boyfriend and their small child. Due to an Alcoa citizen's donation, arrangements were made for the family to stay at a local hotel through the Christmas holiday, allowing them time to make more permanent arrangements. Missy went further, on her lunch hour and after hours to reach out to local restaurants for meal vouchers to get them through Christmas. Missy continued to check on the family throughout the rest of the week to make sure they had everything the needed.

Missy routinely does these type things to help citizens who come to the department for assistance, She also is an active supporter of Shop With A Cop, works in picking up materials, packing boxes, and distributing gifts for Toys for Blount County (formerly Toy's for Tots). She is active in the Cades Cove Historical Society (and, after asking your name will proceed to tell you who you are related to). Missy has co-authored several books about local history.



Five-Year Safe Driving Awards



Jay Cameron



Dustin Cook



Israel Hernandez



Roger Rex



Doug Sparks



Dustin Stevenson



Arik Wilson

2018 Members of the Alcoa Police Department

Chief of Police

David F. Carswell

Department Captain

Captain Phillip Dunn

Administrative Assistant

Lisa Nagy, CAP-OM

Lieutenants

Steve Anderson

Paul Gilbert

Joe Thornhill

Keith Fletcher

Hank Morris

Rodney Wilson

Sergeants

Daniel Brooks

Bud Cooper

Nicole Somers

Dustin Stevenson

Steve Brooks

Kris Sanders

Doug Sparks

AJ Wilson

Patrol

Joey Beasley

Robert Keller

Alexis Rodriguez

Jamar Walker

Jay Cameron

Eric Long

Cody Russell

Michael Westfield

Dustin Cook

Johnny Meyers

Tanner Schroeder

Kevin Dailey

Ryan Moore

Brock Self

Holly Hatcher

Jeremy Patty

Mark Tate

Israel Hernandez

Cory Phillips

Connor Underwood

Woody Hughes

Roger Rex

Justin Vandergriff

Detectives

Jeff Parsons

Rusty Borden

Matt Caldwell

Jason Ewing

Records Staff

Missy Green

Bethany Hamel

Andrea Sherman

System Support Specialist

Jason Lima

Animal Control

Matt Cunningham

Jerry Harrison

Evidence / Property

Melanie Waters

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 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 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 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