

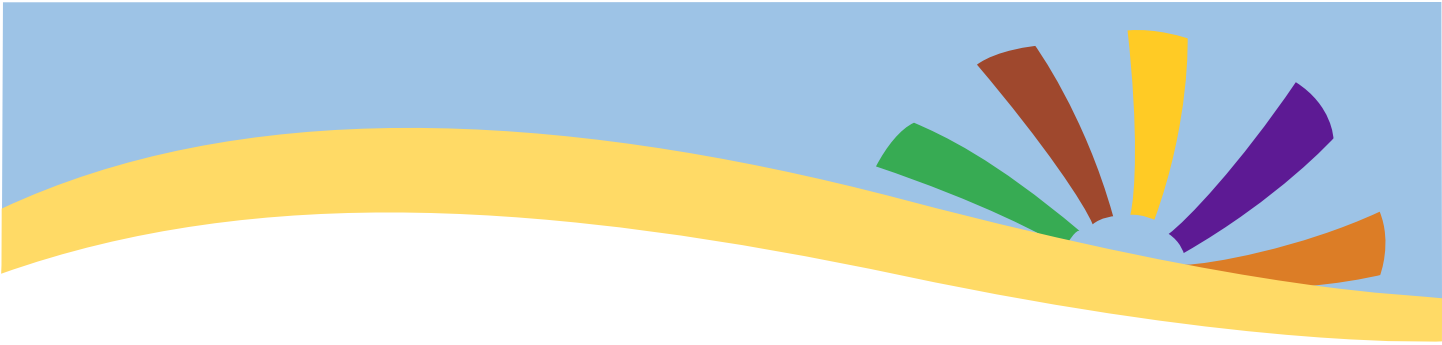


Alcoa Police

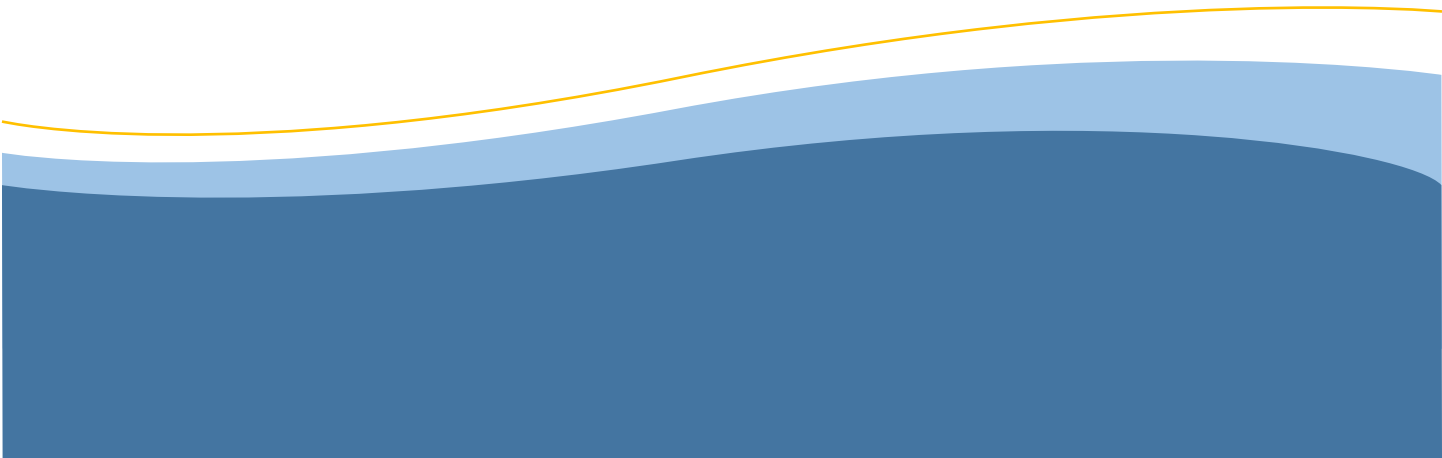
Department

*





*



In Memory

Captain Keith Fletcher

December 25, 1971 - April 24, 2021



Captain Keith Fletcher, age 49 of Maryville, passed away Saturday, April 24, 2021 at Parkwest Hospital. Captain Fletcher had a successful career in criminal justice for over 30 years, beginning at the Knox County Sheriff's Office, in 1991 thru 1993. In 1993 he moved to the Anderson County Sheriff's Office, as a Patrol Officer until 2000.

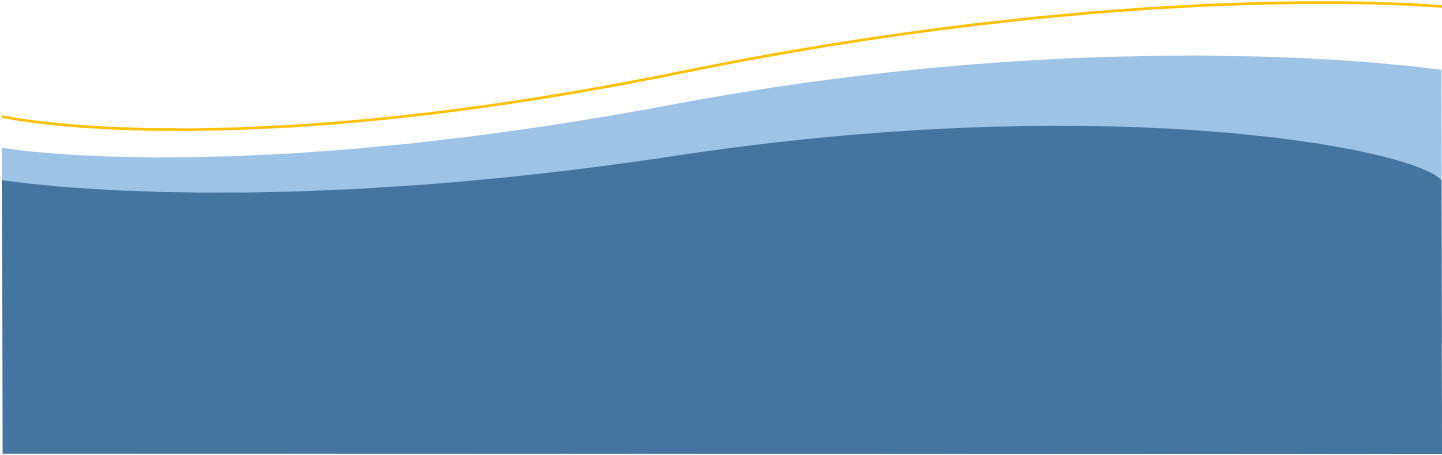
He began his career at the Alcoa Police Department in 2000 as a Patrol Officer. Since 2000 he has worked as a Field Training Officer, Field Training Supervisor Patrol Shift Supervisor, Sergeant, Lieutenant - Community Services, and served as the Departmental Training Officer until his promotion to Captain in January 2020. Captain Fletcher worked with his team of School Resource Officers on developing a safety strategy for city and private schools located within the City. He received his Associate of Applied Sciences in 2009 and his Bachelor of Science in Criminal Justice, (Summa Cum Laude, 4.0 GPA) in 2013.

During his career, he received numerous commendations and awards, including the Police Chief's Commendation in 2012 and Supervisor of the Year in 2015 and 2018. Preceded in death by grandfather, Vernon Smith. Survived by wife, Christy Fletcher; daughter, Jordan Fletcher; mother, Patricia Carter; grandmother, Ruth Smith; sisters, Kelley Stoner and Adam, Kala Wagoner and DJ; nephews, Jacob and Preston; bonus daughter, Cheyenne Turnbull and husband, Jake, granddaughter, Harper Turnbull; mother-in-law and father-in-law, Gary and Kathy Walker; sister-in-law Melissa Walker



TABLE OF CONTENTS

In Memory—Captain Keith Fletcher	2
Chief’s Message	5
APD Organizational Chart	6
Crime In Tennessee	7
2021 Annual Traffic Analysis	8
2021 Annual Internal Affairs / Complaints Review & Analysis	10
2021 Annual Personnel Early Warning System Evaluation	11
Training	12
2021 Juvenile Operations Annual Review	14
2021 Annual Pursuit Analysis	17
2021 Bias Based Profiling Analysis	21
2021 Response to Resistance	23
2021 Retirements	26
Welcome to New Employees	27
How a Citizen May File a Complaint or Make a Compliment	29
2021 Alcoa Police Department Members	30



Chief's Message



David Cannell

The Alcoa Police Department faced numerous challenges in 2021. However, one challenge we tried our best to meet was our ability to continue providing a high level of law enforcement services during the second year of a national pandemic.

In addition to this, we have found it increasingly difficult to recruit qualified candidates to staff vacant employee positions. High profile incidents across the nation, along with calls for police reform, defunding, and the highest recorded number of assaults on police officers has contributed to a decreased interest in law enforcement as a viable career option.

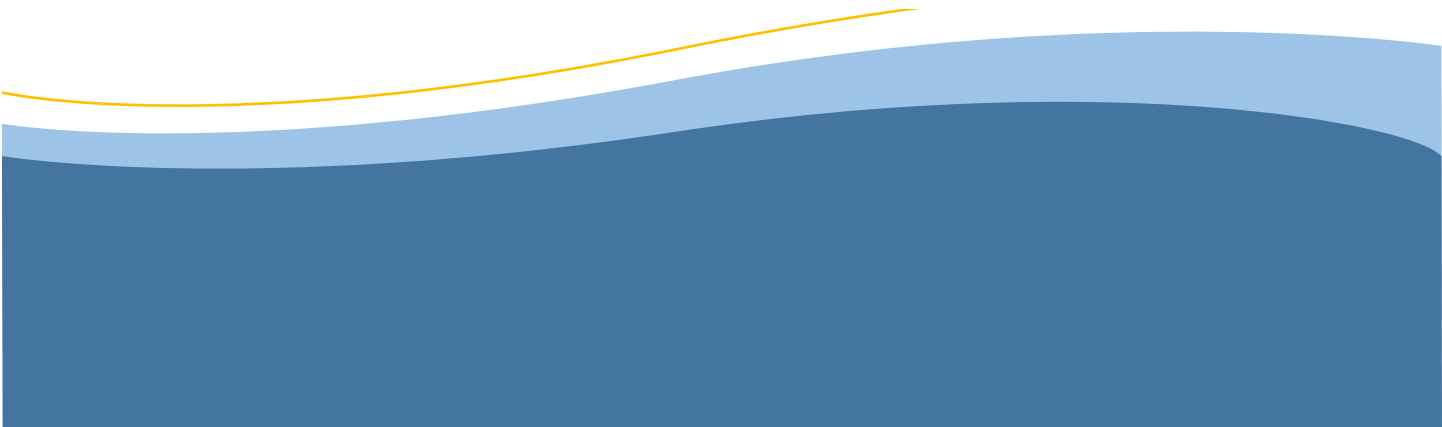
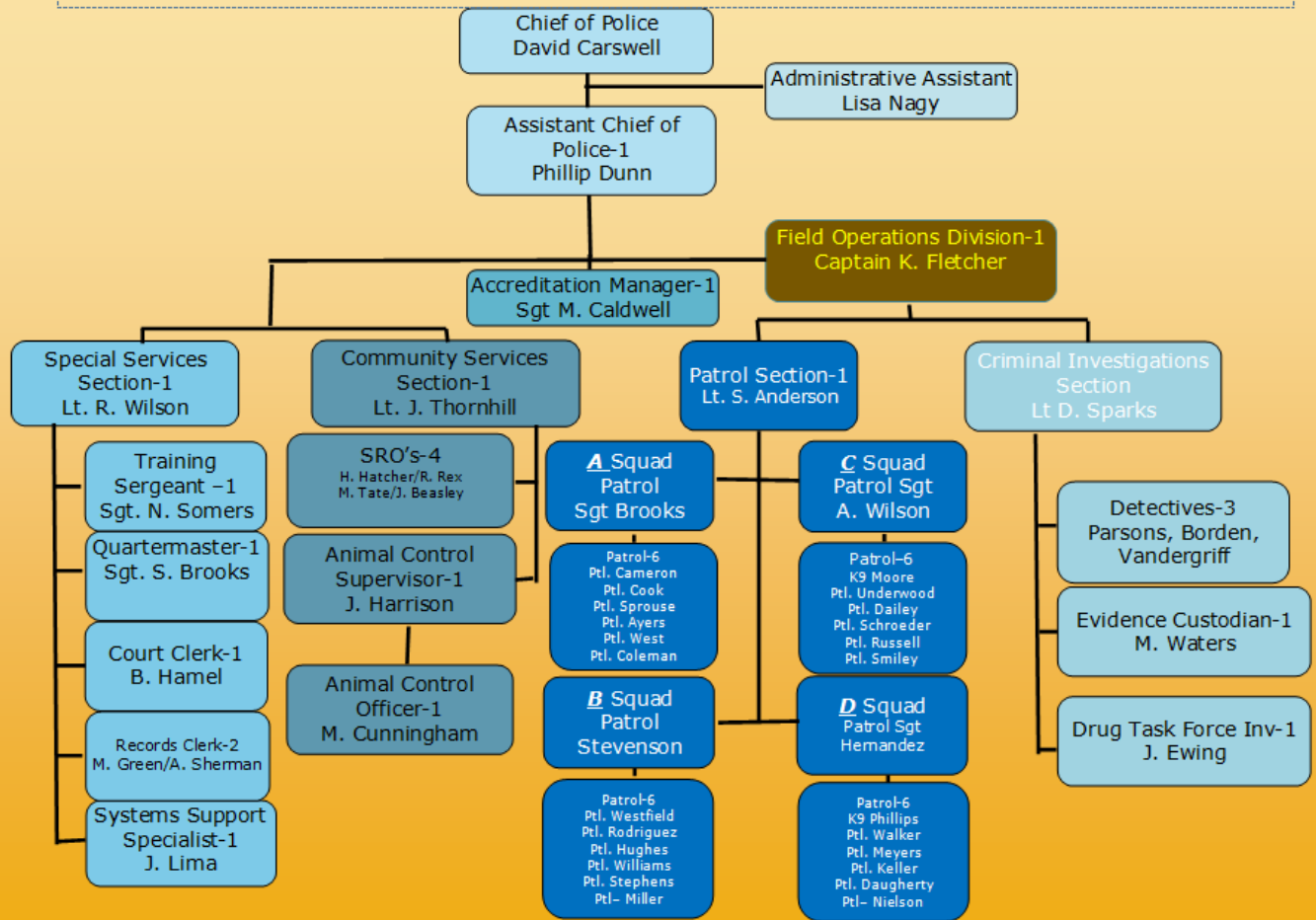
The Alcoa Police Department, like all other agencies, is now working harder than ever to recruit qualified personnel. However, despite such challenges this annual report reflects the great effort and outstanding dedication that the men and women of the Alcoa Police Department have put into ensuring the safety of the citizens who call the City of Alcoa home.

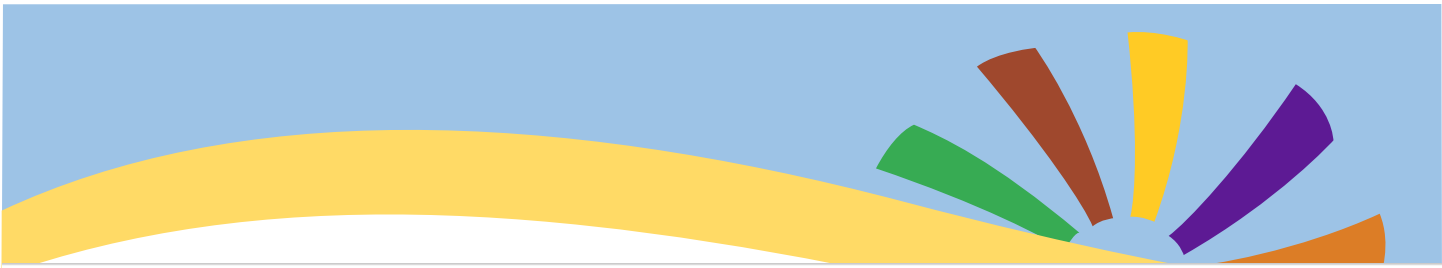
We hope you find this annual report informative. Thank you for taking the time to review it. It is our honor to serve the best community in the State of Tennessee.

Take Care and Stay Safe!



APD Organizational Chart February 2021





Alcoa Police Department - NIBRS Agency Crime Overview - 2021

2020 Population Estimate	10,174	Offenses (*)		Arrests (**)		
		Reported	Cleared	Adult	Juvenile	
Offense Overview		Group A Offenses				
Offense Total	1,545	Crimes Against Persons				
Number Cleared	885	Murder	1	1	1	0
Percent Cleared	57.28 %	Negligent Manslaughter	0	0	0	0
Group A Crimes per 100,000 population	15,185.8	Negligent Vehicular Manslaughter	0	0	0	0
		Kidnapping/Abduction	4	2	2	0
		Forcible Rape	6	3	0	0
		Forcible Sodomy	0	0	0	0
		Sexual Assault W/Object	0	0	0	0
		Forcible Fondling	8	2	0	0
		Incest	0	0	0	0
		Statutory Rape	2	0	0	0
		Aggravated Assault	58	27	13	2
		Simple Assault	185	38	25	4
		Intimidation	17	6	2	0
		Stalking	0	0	0	0
		Commercial Sex Acts	0	0	0	0
		Involuntary Servitude	0	0	0	0
		Crimes Against Property				
		Arson	0	0	0	0
		Bribery	0	0	0	0
		Burglary	25	9	7	1
		Counterfeiting/Forgery	14	7	5	0
		Destruction/Damage/Vandalism	67	16	8	3
		Embezzlement	5	4	0	0
		Extortion/Blackmail	1	1	0	0
		Fraud - False Pretenses	59	15	5	0
		Fraud - Credit Card/ATM	38	17	1	0
		Fraud - Impersonation	20	12	17	0
		Fraud - Welfare	0	0	0	0
		Fraud - Wire	3	0	0	0
		Fraud - Identity Theft	0	0	0	0
		Fraud - Computer Hacking/Invasion	0	0	0	0
		Robbery	2	0	0	0
		Theft - Pocket-picking	0	0	0	0
		Theft - Purse Snatching	1	0	0	0
		Theft - Shoplifting	105	72	73	2
		Theft From Building	15	2	3	0
		Theft From Coin Machine	0	0	0	0
		Theft From Motor Vehicle	53	20	6	1
		Theft of Motor Vehicle Parts	14	2	1	0
		Theft - All Other Larceny	96	25	45	1
		Motor Vehicle Theft	35	12	11	0
		Stolen Property Offenses	13	8	3	0
		Crimes Against Society				
		Animal Cruelty	2	1	1	0
		Drug/Narcotic Violations	334	292	284	4
		Drug/Narcotic Equipment Violations	334	268	98	0
		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	0	0	0	0
		Prostitution	0	0	0	0
		Prostitution Assisting/Promoting	0	0	0	0
		Purchasing Prostitution	0	0	0	0
		Weapon Law Violations	28	23	7	0
		Total Group A Offenses	1,545	885	618	18
Domestic Violence Victims						
Offense	Reported	Cleared				
Murder	0	0				
Aggravated Assault	11	6				
Simple Assault	102	21				
Intimidation	1	0				
Stalking	0	0				
Forcible Rape	1	1				
Forcible Sodomy	0	0				
Sexual Assault W/Object	0	0				
Forcible Fondling	1	0				
Incest	0	0				
Statutory Rape	0	0				
Kidnapping/Abduction	2	2				
Commercial Sex Acts	0	0				
Involuntary Servitude	0	0				
Total	118	30				
Group B Arrests						
Offense	Adult	Juvenile				
Bad Checks	1	0				
Curfew/Vagrancy	0	0				
Disorderly Conduct	11	6				
DUI	101	0				
Drunkenness	36	0				
Family-Non Violent	4	0				
Liquor Law Violations	0	0				
Peeping Tom	0	0				
Trespass	12	0				
All Other Offenses	445	10				
Total Group B	610	16				

(*) 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.



2021 Annual Traffic Analysis

	2019	2020	2021
Accidents	1,048	996	1,182
- With injury	209	130	154
- With fatalities	3	2	2
- With property damage	887	864	1,026
Total Injuries	209	184	199
Total Fatalities	3	2	2

***Does not include crashes on private property**

Crash Locations

Street	1 st Quarter	2 nd Quarter	3 rd Quarter	4 th Quarter	Total
Alcoa Hwy/129/ Airport	63	80	80	102	325
Hall Road	17	18	24	17	76
Louisville Road	12	19	18	23	72
Pellissippi Parkway	9	14	7	24	54
Calderwood Street	14	12	9	19	54
Topside Road	10	11	9	18	48
Bessemer Street	8	15	4	11	38
Old Knoxville Hwy	5	9	14	11	39
Hunt Road	4	4	4	13	25
Total:	157	182	151	238	731

*** Includes Intersections**

2021 Annual Traffic Analysis

Citation Summary:

In 2021, the total number of citations issued was 4,218. This was a 15% increase over the total number of citations issued in 2020. Officer's wrote a total of 3,236 municipal citations and issued 982 written warnings. Written warnings went down 8% in 2021* compared to 2020.

The highest number of citations issued were for the offense of speeding, which is a leading contributor to traffic crashes.

Citation counts were as follows:

- Speeding: 1,852
- Proof of Financial Responsibility: 467
- Violation of Registration: 375
- Failure to Exercise Due Care: 52
- Following Too Closely 39

Citation Totals Over the Past Five (5) Years

2016	2017	2018	2019	2020	2021
5,058	5,626	3,849	5,261	3,878	4,218
	+11%	-32%	+7%	-26%	+8%



2021 Annual Internal Affairs/Complaints Review & Analysis

External Supervisor Investigations Results

Complaints are classified as:

Administrative: Initiated internally against a member of the Department; or

Personnel: Initiated by the public against a member of the Department.

Complaints are investigated in one of two ways:

Supervisory Investigations: Complaints that are investigated by a supervisor that typically relate to routine police operations. Examples of such complaints may be how police service was rendered, failure to provide services, improper attitude or behavior, etc.

Internal Affairs Investigations: These are complaints of a more serious nature. Examples of such complaints may be alleged brutality, corruption, criminal misconduct, breach of civil rights, any action resulting in death or serious injury, etc.

2021 In Review

The Alcoa Police Department investigated a total of nine (9) complaints.

Personnel Complaints—4 (2 Unfounded, 1 Exonerated, 1 Not Sustained)

Administrative Complaints—4 (3 Sustained, 1 Unfounded)

Internal Affairs Investigation - 1 (Administrative Complaint (Sustained))

The Department documented 23,322 calls for service and 1,886 arrests. 11,164 of these calls for service were officer-initiated. One key reason the number of complaints stay low from year to year is owed in part to the professionalism of the officers and the fact that each patrol officer is issued a body worn camera and each patrol vehicle is equipped with an in-car camera.



2021 Annual Personnel Early Warning System Evaluation

Policy:

The Alcoa Police Department uses an Early Warning System (EIS) to provide for the timely, systematic review of significant events involving agency employees. This will enable the agency to exercise its responsibility to evaluate, identify and assist employees who exhibit signs of performance and / or conduct related problems as early as possible.

Summary:

The department uses Guardian Tracking^{*}, which is a software program that allows the agency to identify performance indicators and identify employees who may need intervention. Performance indicators will be identified and flagged in the Guardian Tracking system and will identify any patterns of behavior by tracking these categories. Performance indicators to be flagged may include early intervention and employee recognition. During 2021, the department had 318 early intervention flags raised in Guardian Tracking. These early intervention flags were largely due to reported uses of force by multiple officers. For example, multiple officers would be involved in a high-risk traffic stop involving a stolen vehicle. Every officer involved in the stop would report a use of force if their weapon was drawn and pointed at suspects inside the vehicle.

2021 Summary of Early Warning Incidents (Adjusted)			
Category	# Of Alerts	# Of False Alerts	Adjusted Totals
Use of Force	74	0	74
Multiple category	244	0	244
Total	318	0	318

Source: Guardian Tracking

Training

Alcoa Police Officers Issued BolaWrap:

The Alcoa Police Department is excited to begin fielding new technology that will hopefully make their job a little safer. The BolaWrap 100, from Wrap Technologies, is a handheld device about the size of a smart phone. When deployed, it propels a Kevlar cord toward a suspect's legs or arms and torso. Upon contact, the Kevlar cord wraps around and attaches itself to the targeted areas to restrain or immobilize a person without relying on pain compliance.

More and more officers across the nation are being trained in the use of de-escalation techniques* to reduce the need for use of force whenever appropriate or possible. The BolaWrap is a less-lethal tool that officers will now have at their disposal to assist in de-escalation efforts. It will help them to control those indi-



Law enforcement officers across the nation are increasingly being relied upon to respond to calls for service related to vulnerable persons – those who are struggling with untreated mental health needs or substance abuse and addictions. The harsh reality is that not every person who suffers from a mental health or addiction issue is happy to be approached by a police officer. In some situations these individuals may be a threat to themselves or others due to erratic or threatening behaviors. These could be individuals who are in need of emergency medical or mental health intervention and will refuse or resist efforts to get emergency care and treatment. For a long time there has been a clear need for a tool or device such as the BolaWrap that law enforcement officers can use to remotely restrain someone that does not induce pain in order to bring a situation safely under control.

Training



2021

JUVENILE OPERATIONS ANNUAL REVIEW

CITY OF ALCOA SCHOOLS -Enrollment Numbers-			
Elementary School	Intermediate School	Middle School	High School
456	476	501	693

CITY OF ALCOA SCHOOLS -Total Enrollment- 3 Year Trends		
2019	2020	2021
2,113	2,134	2,128

Approximately 15.2% (325 students) are tuition students, meaning they do not live within the City of Alcoa and pay tuition costs to attend Alcoa City Schools. This is a slight decrease of 5.5% of tuition students from 2020, which had a total of 343.

CITY OF ALCOA SCHOOLS -Tuition Numbers by School-			
Elementary School	Intermediate School	Middle School	High School
65	50	60	150

CITY OF ALCOA SCHOOLS -Tuition Numbers- 3 Year Trends		
2019	2020	2021
319	343	325

A brief overview of the Clayton-Bradley STEM Academy's enrollment records show there are 426 total students enrolled. This is a rather substantial increase of 27.92% from an enrollment of 333 in 2020.

CLAYTON BRADLEY ACADEMY -Total Enrollment- 3 Year Trends		
2019	2020	2021
300	333	426

2021

JUVENILE OPERATIONS ANNUAL REVIEW

3-Year Trends					
Delinquent vs. Unruly					
2019		2020		2021	
Unruly	26	Unruly	58	Unruly	6
Delinquent	27	Delinquent	55	Delinquent	38

Juvenile Arrests--Demographic Information

Juvenile males continue to lead the arrest demographics, and this has remained constant over the past several years. White males also continue to account for most of the juvenile arrests.

In 2021 there were a total of 30 juvenile males arrested and 14 juvenile females arrested.

A further breakdown of these demographics by race/ethnicity revealed that in 2021 of the 44 total juvenile arrests, 22 were White, 21 were Black and 1 was Hispanic.

An even further statistical breakdown including both race/ethnicity and sex of the arrestees revealed the following:

- **Male/White** **15 Arrested**
- **Female/White** **7 Arrested**

- **Male/Black** **14 Arrested**
- **Female/Black** **7 Arrested**

- **Male/Hispanic** **1 Arrested**
- **Female/Hispanic** **0 Arrested**

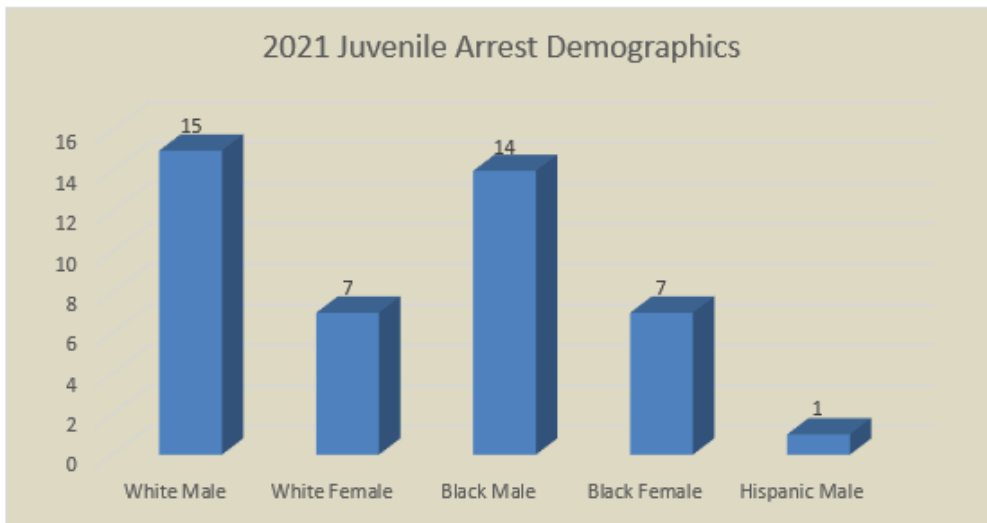
2021

JUVENILE OPERATIONS ANNUAL REVIEW

Juvenile Arrests

In 2021, there were 44 juveniles cited and released to an adult or arrested on a juvenile petition and 50 municipal traffic citations issued, along with 16 warning citations. The City of Alcoa is fortunate that it does not have widespread problems with juvenile delinquency. Each school in the Alcoa school system had an assigned School Resource Officer (SRO). The SRO's play a valuable part in identifying juveniles at risk of becoming delinquent and work together with the school system to divert these youth before delinquency becomes an issue. The police department is also the host agency for the Blount County Juvenile Youth Court. Youth Court is an alternative to the Blount County Juvenile Court System. High school aged students volunteer to serve on a panel to hear cases and determine the sentences of first-time nonviolent juvenile delinquent cases. The decisions rendered in Youth Court are binding pending successful completion of the court's recommendations. Youth Court has been credited with reducing juvenile recidivism.

The chart below is a representation of the 2021 Juvenile arrest demographics:





2021 Annual Pursuit Analysis


Each year an annual report is completed and compared to the previous year's analysis in order to identify and trends or needed policy modifications and/or changes. The analysis is then presented to the Chief of Police for review. The following table contains data collected from pursuits of previous years.

Vehicle Pursuits	2019	2020	2021
Total Pursuits	13	12	12
Terminated by Agency	4	3	4
Intervention Technique	1	2	2
STOP Sticks	2	3	1
Policy Compliant	9	11	11
Policy Non-Compliant	4	1	1
Crashes	0	0	1
Injury:			
Officer	0	0	0
Suspect	1	0	0
Third Party	0	0	0
Reason Initiated:			
Suspicion of DUI	7	5	2
Felony	1	1	6
Misdemeanor	5	6	6



2021 Annual Pursuit Analysis

In 2021, there were a total of twelve (12) pursuits and the data collected is as follows:

- Pursuits - (12)
- Pursuit Termination Method:
 - ◇ Four (4) were terminated by a supervisor
 - ◇ One (1) by Precision Immobilization Technique
 - ◇ One (1) by officer 
 - ◇ One (1) by STOP Stick deployment
 - ◇ Three (3) were stopped by the driver
 - ◇ One (1) handed over to another agency
 - ◇ One (1) the suspect vehicle crashed.

In 2021, there were no injuries to the officers that were involved, no injuries to the suspect, and there were no injuries to a third party.

There was one (1) pursuit that was reviewed and determined as not justified and not within policy. An Alcoa Officer observed a vehicle that had a window tint violation and a loud exhaust that sounded as if it was missing the muffler. The vehicle stopped for the officer and when the officer approached the vehicle it quickly sped off. The officer started pursuing the vehicle and was terminated by the supervisor since the official charges were minor traffic violations.

In ten(10) of the pursuits the suspect's race, sex and age were identified. There were two (2) suspects who age, race, and sex was unknown.



2021 Annual Pursuit Analysis

In ten (10) of the pursuits the suspect's race, sex, and age were all identified.

Pursuit Data

Subject Race	
Asian	0
Black	4
Hispanic	0
White	8
Unknown	0
Total	12

Subject Sex	
Female	3
Male	9
Unknown	0
Total	12

Subject Age	
16	1
24	1
25	1
29	1
32	1
36	1
37	1
42	1
43	1
60	1
Unknown	2
Total	12

This analysis did not reveal any trends or patterns of concern. Overall, the departmental procedures have proven to be effective during the review of these pursuits. Only one pursuit was found to not be within policy. Equipment issues that were identified during the pursuit review process were immediately repaired or replaced. If policy issues were observed, they were addressed and documented in Guardian Tracking.

2021 Annual Pursuit Analysis

Day of Week	
Monday	0
Tuesday	1
Wednesday	3
Thursday	0
Friday	3
Saturday	3
Sunday	2

Origin	
Dispatched	3
Officer Initiated	7
FLOCK / LPR Alert	1
Other Agency Assist	1
Total	12

Incident Hour	
00:00 - 00:59	1
01:00 - 01:59	1
02:00 - 02:59	
03:00 - 03:59	2
04:00 - 04:59	
05:00 - 05:59	
06:00 - 06:59	
07:00 - 07:59	
08:00 - 08:59	
09:00 - 09:59	
10:00 - 10:59	1
11:00 - 11:59	
12:00 - 12:59	
13:00 - 13:59	
14:00 - 14:59	
15:00 - 15:59	1
16:00 - 16:59	
17:00 - 17:59	
18:00 - 18:59	
19:00 - 19:59	3
20:00 - 20:59	1
21:00 - 21:59	
22:00 - 22:59	1
23:00 - 23:59	1
Total	12

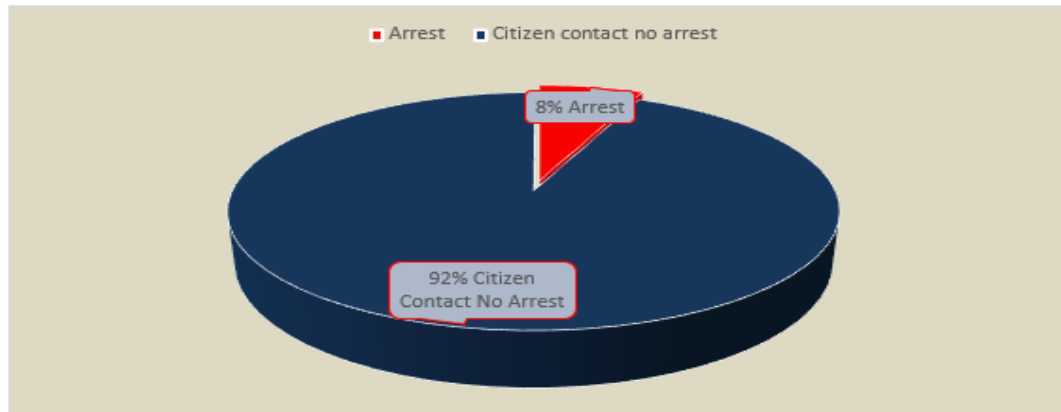
Date	Max Speed mph	Max Distance	Total Time
02/05/2021	105	2.1 - 5	3:00
03/10/2021	53	1 - 2	2:00
03/21/2021	100	2.1 - 5	10:00
03/27/2021	50	1 to 2	2:00
04/10/2021	78	2.1 - 5	3:00
05/06/2021	0	Less than 1	1:00
05/16/2021	45	1 - 2	3:00
05/25/2021	70	1 - 2	1:00
06/16/2021	94	Less than 1	1:00
10/27/2021	76	Less than 1	1:00
10/30/2021	75	Beyond 10	14:00
11/26/2021	35	1 - 2	4:00

2021

Bias Based Profiling Analysis

The Alcoa Police Department had approximately 23,322 documented citizen contacts. A documented contact can best be described as a call for service, officer-initiated investigation, traffic stop, or in response to a reported crime or suspicious activity which resulted in a citation, warning, incident or arrest report. This does not account for informal contacts that occurred on a daily basis where officers were approached and asked for directions, legal options, etc.

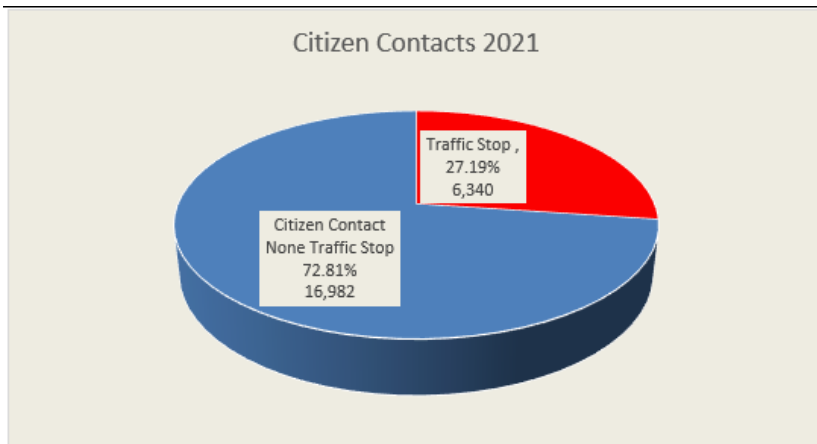
A total of 1,886 arrests were part of 23,322 police-citizen contacts in 2021. The overwhelming majority of police-citizen contacts did not result in any kind of law enforcement action such as an arrest, warning or citation.



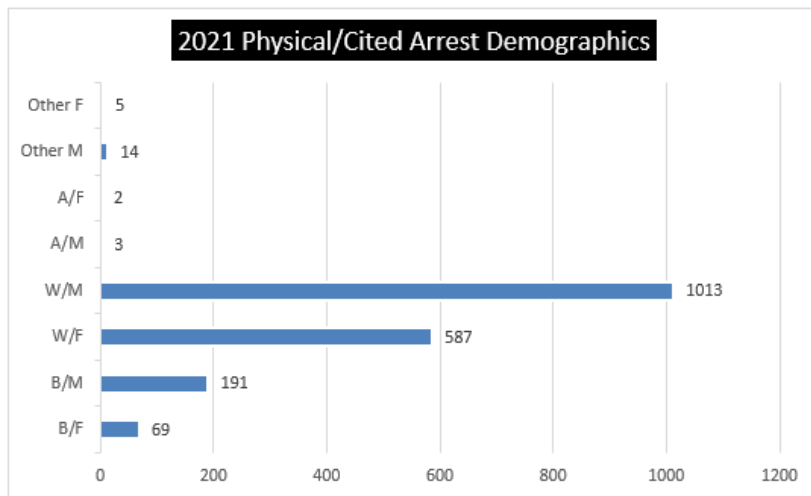
Approximately 4,218 municipal citations were issued in 2021. Of those, 982 were written warnings. The majority of these citations were directly related to officer-initiated traffic stops while conducting traffic safety enforcement. Citations were also issued to at-fault drivers as a result of traffic 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 4,218 citations in 2021, not every traffic stop resulted in a ticket being issued and not every detention resulted in an arrest.

2021

Bias Based Profiling Analysis



The chart below depicts the number of individuals arrested by the Alcoa Police Department in 2021. There were 1,886 total arrests.



Response to Resistance

The following chart documents the 2021 Response to Resistance Incidents.

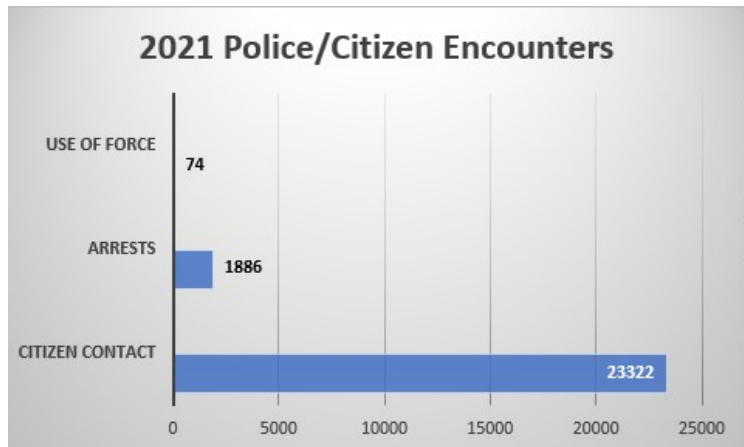
*Force Used (Incidents)**

Arm / Wrist Lock	2
CS / OC Munition	0
Display Handgun	123
Display Less Lethal	0
Display Rifle	14
Display Taser	6
Empty Hand Control	2
Grabbed	39
K-9 Apprehension without contact	2
K-9 Display	5
Other	8
Pressure Point	0
Push or Shove	10
Taser	6
Verbal Commands	94
Wrestled	6

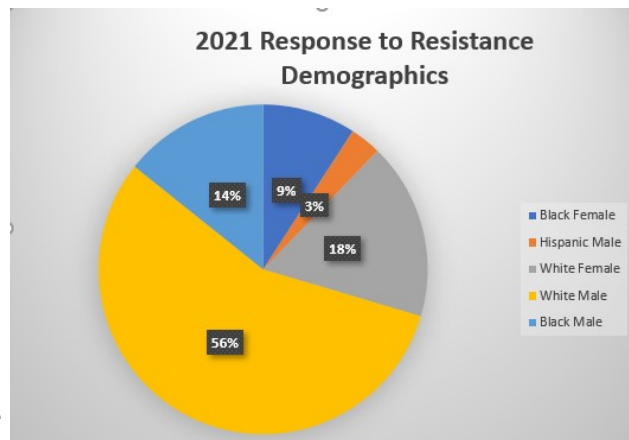
In 2021, there were a total of 74 incidents requiring some type of reported use of force. The Alcoa Police Department documents each time an officer must use some type of force in response to encountered resistance or display a weapon in response to a perceived threat or high-risk situation. In 2021, the department documented 137 weapon displays in response to a perceived threat or high-risk stop on a stolen vehicle that may involve multiple police officers due to this being considered a very high-risk situation. In 2021, there were 6 documented incidents of a Taser deployment, or a Taser displayed in response to encountered resistance.

The chart on the following page demonstrates that most of the officer contacts with citizens did not result in an arrest. Out of 23,322 documented citizen encounters, there were only 74 events that required some type of use of force in response to resistance or high risk situation.

Response to Resistance



The above chart reflects there were only 74 events where some type of force was necessary when making an arrest.



In 2021, there were 74 total Response to Resistance Reports of which 51 involved an actual arrest. Some of the incidents had more than one offender involved and 18 incidents did not result in an arrest (ex. - pointing of a firearm, pointing of a Taser ECW, etc.). This chart shows when physical force was used to conduct an arrest, the majority of suspects were white males (56%).



Retirements



Assistant Chief
Phillip Dunn



Lieutenant
Joe Thornhill



Sergeant
Steve Brooks



Animal Control Officer
Jerry Harrison



Records Clerk
Missy Green

Welcome New Employees

Officer Michael Ball



Officer Michael Ball is currently working on his ninth year in law enforcement. His career began when he was nineteen years old in the Greene County Detention Center. He worked in the correction setting for a little over two years. He was then promoted to a patrol position for the Greene County Sheriff's Department, where he attended Walter State Community College Regional Police Academy. Through the course of his career with the Greene County Sheriff's Department he has been blessed with the opportunity to be a part of two specialized teams, K9 division and Special Response Team.

* In his personal life, he has been blessed with an amazing family. Eight years ago, he married his high school sweetheart and they have been blessed with two amazing sons. On his days off, he and his sons enjoy training Brazilian Jiu Jitsu together.

Clerk Jill Bolton



Jill Bolton grew up in Burlington, Vermont. She enlisted in the United States Air Force and served full-time with the Vermont Air National Guard, alongside her father and sister. Jill held various positions during her career which include Human Resources Specialist, Commanders Support Staff, and Executive Assistant to the 158th Fighter Wing Commander. She deployed in 2013 to Djibouti, Africa in support of OPERATION ENDURING FREEDOM. Jill finished out her career at Joint Force Headquarters supporting senior leadership and retired with the rank of Senior Master Sergeant after 26 years of service. She relocated to TN and worked as the Executive Assistant for the Dean of Students at Maryville College for four years before joining the City of Alcoa, Police Department as a Records Clerk. Jill is very excited for her new role in serving the community.

Jill has three daughters, Emily, Madeleine, and Phoebe and resides in Maryville

Welcome New Employees

Keenan Brackins

Officer Keenan Brackins is 26 years old and has lived in Maryville Tennessee all of his life.

He graduated from Heritage High School in 2014. Before working in law enforcement, he worked 5 years for Denso as a quality assurance expert. In 2021

He graduated from The Walters State police academy class 122.



Daniel Holtzclaw

Officer Daniel Joshua Holtzclaw was born in Cincinnati, Ohio. He graduated from Anderson High School and then joined the United States Army. After discharging from the military, he attended Industrial Diesel Mechanic School. He worked on heavy duty trucks and after three years he felt called to become a police officer.

He attended Great Oaks Police Academy and received the OPOTA certification.

He moved to Tennessee late last year to pursue a job with the Alcoa Police Department. Daniel and his wife Savannah have three young children.



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 Título 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



2021 Members of the Alcoa Police Department

Chief of Police

David F. Carswell

Assistant Chief

Phillip Dunn

Sergeant (Acc.)

Matt Caldwell

Administrative Assistant

Lisa Nagy, CAP-OM

Captain

Steve Anderson

Captain

Rodney Wilson

Lieutenants

Daniel Brooks

Nicole Somers

Dustin Stevenson

Doug Sparks

Joe Thornhill

Sergeants

Dustin Cook

Israel Hernandez

Ryan Moore

Alexis Rodriguez

Arik Wilson

Patrol

Ryan Ayers

Michael Ball

Joey Beasley

Keenan Brackins

Jay Cameron

Chris Coleman

Jessica Daugherty

Holly Hatcher

Daniel Holtzclaw

Woody Hughes

Bobby Keller

Jonathan Meyers

Jasen Nielsen

Roger Rex

Tanner Schroeder

Boyd Smiley

Lance Sprouse

Adam Stephens

Mark Tate

Connor Underwood

Jamar Walker

Adam West

Michael Westfield

Detectives

Rusty Borden

Jason Ewing

Jeff Parsons

Justin Vandergriff

Records Staff

Jill Colton

Missy Green

Bethany Hamel

Andrea Sherman

Jason Lima

Animal Control

Matt Cunningham

Jerry Harrison

Evidence / Property

Melanie Waters