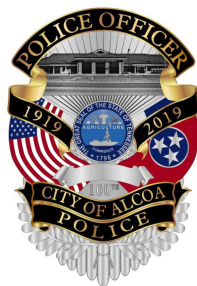




ALCOA POLICE DEPARTMENT



Celebrating 100 Years

2019 ANNUAL REPORT

Chief's Message



I am pleased to present the Alcoa Police Department's 2019 Annual Report. The information presented in the body of this report is representative of the hard work, dedication, and professionalism all employees exhibited during the year and the tremendous effort put forth to serve the great citizens of this community while also ensuring its safety. There were some exciting things that happened in 2019 that the Department is very proud of and pleased to report.

First, the Department received re-accreditation from the Commission on Accreditation for Law Enforcement Agencies (CALEA). This recognition is a professional milestone as it is demonstrative of the Alcoa Police Department employee's commitment to excellence, resource management, and service delivery.

The 484 CALEA standards, which our agency either met or exceeded, provides a proven management system of directives, sound training, clearly defined lines of authority, and routine reports that support decision-making and resource allocation. What does all of this mean? It means the Alcoa Police Department is in the top three percent of law enforcement agencies from across the country committed to excellence.

Secondly, the Department continued its endeavor to implement new technology that will enhance the delivery of services or reduce crime. For the first time in Alcoa Police Department history, we now have a certified polygraph examiner. Detective Rusty Borden underwent a stringent eight week polygraph examination school followed by a six month apprenticeship training program before becoming certified to administer forensic polygraph examinations. Why is this important? First of all, it is very rare for an agency our size to have forensic polygraph equipment and a certified polygraph examiner. A polygraph examination is a voluntary process often used during a criminal investigation process. Investigators can use voluntary polygraph examination results to obtain information which can then lead to additional evidence in the form of facts or discovery of evidence that would have otherwise been impossible to gather during a criminal investigation.

Sadly, there were some unexpected resignations in 2019 from some very key leadership positions. These resignations resulted in bringing on board some new employees who are now proudly serving and protecting our communities. Additionally, the resignations provided the command staff with an opportunity to re-evaluate the organizational structure. This ultimately resulted in the Department undergoing a re-organizational change in 2020 that should enhance the delivery of services that we, as dedicated public servants, are eager to provide for our community.

We, the members of the Alcoa Police Department, want to thank you for taking the time to look through this annual report.

A handwritten signature in black ink, appearing to read "David Cannell". The signature is written in a cursive, flowing style.

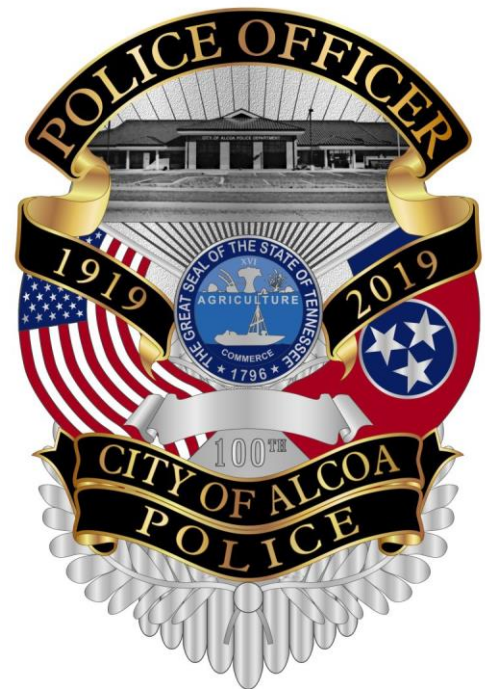
APD Celebrates 100 years

The Police Department introduced its centennial edition police badge on July 1, 2019.

Over the years, the Police Department had been thinking of changing the official badge design. By 2017 new badge designs were seriously contemplated.

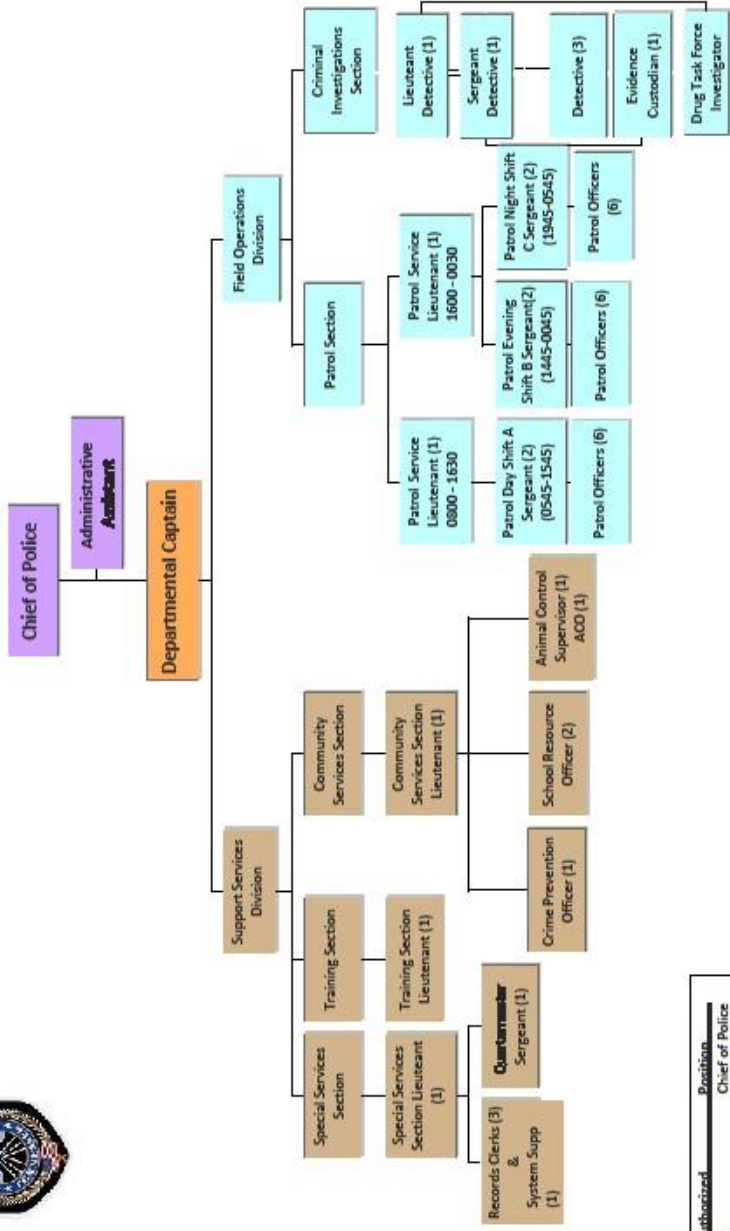
However, the inspiration for the department's new badge design came from the City of Alcoa's 100th birthday approaching in 2019.

After many iterations, the new badge design was decided upon and finalized in 2018. Officers began wearing the new badge on the date of the City's 100th birthday, July 1, 2019. To make the new badge design even more unique, the employee number of each officer is engraved on the badge



Organizational Chart

Alcoa Police Department
Organizational Chart



Approved 01/24/2018 *Daniel L. ...*

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

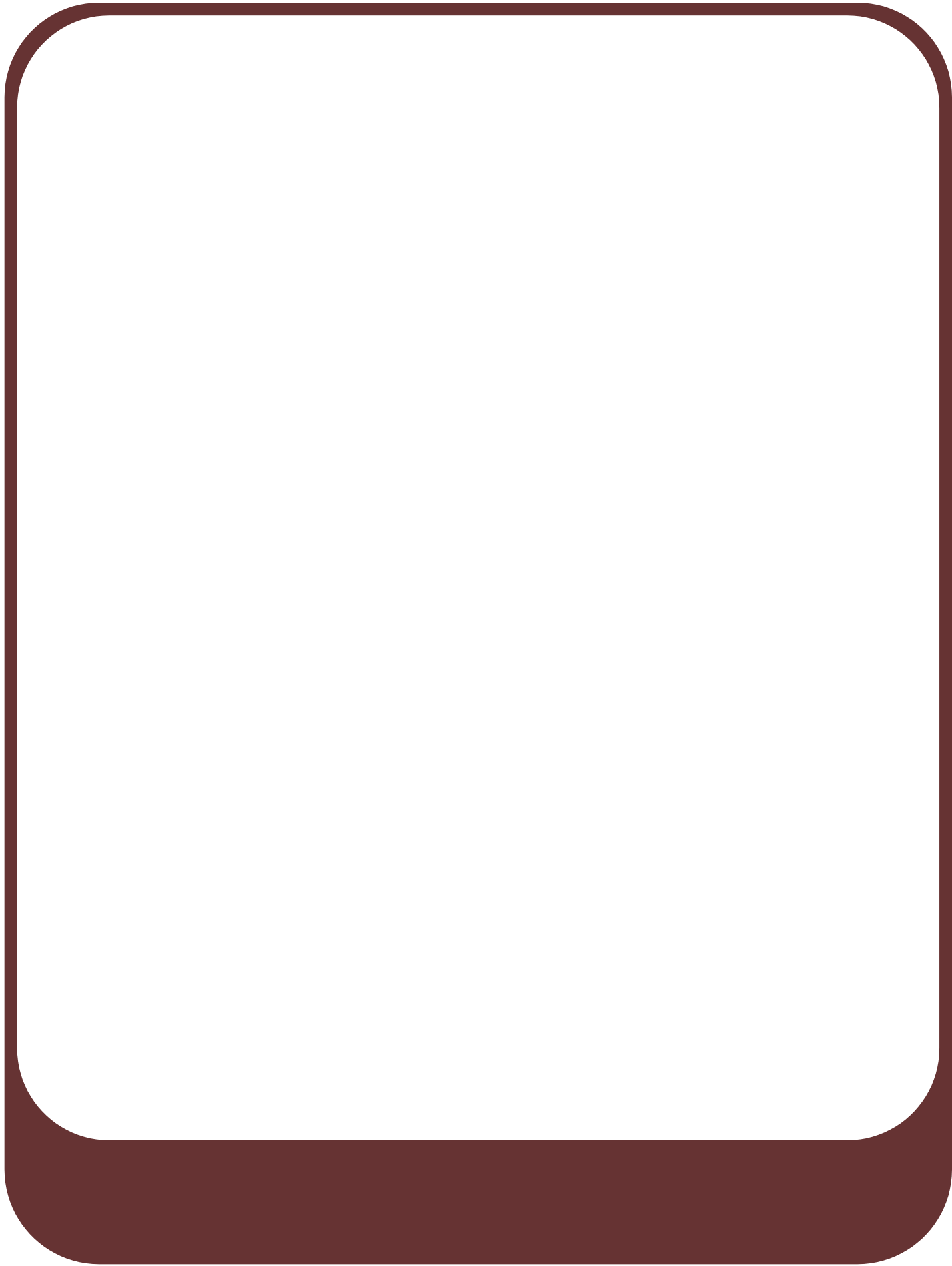
Alcoa Police Department - NIBRS Agency Crime Overview - 2019

Population Estimate		10,798		Offenses (*)		Arrests (**)		
				Reported	Cleared	Adult	Juvenile	
Offense Overview				Group A Offenses				
				Crimes Against Persons				
Offense Total	1,624			2	2	2	0	
Number Cleared	1,005			0	0	0	0	
Percent Cleared	61.88 %			0	0	0	0	
Group A Crimes per 100,000 population	15,039.8			2	1	1	0	
				15	7	0	0	
				2	0	0	0	
				0	0	0	0	
				7	6	1	0	
				0	0	0	0	
				2	1	0	0	
				61	46	33	2	
				207	53	39	4	
				16	5	1	0	
				1	0	0	0	
				0	0	0	0	
				0	0	0	0	
				Crimes Against Property				
				0	0	0	0	
				1	1	1	0	
				28	6	3	0	
				33	10	8	0	
				63	11	7	0	
				7	5	1	0	
				0	0	0	0	
				77	31	4	0	
				50	23	3	0	
				18	15	23	0	
				0	0	0	0	
				0	0	1	0	
				0	0	0	0	
				7	6	6	1	
				0	0	0	0	
				1	1	1	0	
				200	165	168	3	
				19	4	1	1	
				0	0	1	0	
				47	11	5	3	
				6	2	0	0	
				93	21	54	1	
				43	15	8	0	
				6	6	0	0	
				Crimes Against Society				
				0	0	0	0	
				316	287	260	9	
				275	249	91	0	
				0	0	0	0	
				0	0	0	0	
				0	0	0	0	
				0	0	0	0	
				2	0	0	0	
				1	1	0	0	
				0	0	0	0	
				0	0	0	0	
				16	14	5	1	
				1,624	1,005	728	25	
Arrest Overview								
Total Arrests	1,498							
Adult Arrests	1,440							
Juvenile Arrests	57							
Unknown Age	1							
Arrests per 100,000 population	13,872.9							
Average number offenses/incident	1.25							
Domestic Violence Victims								
Offense	Reported	Cleared						
Murder	2	2						
Aggravated Assault	26	19						
Simple Assault	131	40						
Intimidation	4	1						
Stalking	0	0						
Forcible Rape	1	0						
Forcible Sodomy	0	0						
Sexual Assault W/Object	0	0						
Forcible Fondling	0	0						
Incest	0	0						
Statutory Rape	0	0						
Kidnapping/Abduction	2	1						
Commercial Sex Acts	0	0						
Involuntary Servitude	0	0						
Total	166	63						
Group B Arrests								
Offense	Adult	Juvenile						
Bad Checks	0	0						
Curfew/Vagrancy	0	2						
Disorderly Conduct	3	2						
DUI	96	0						
Drunkenness	56	0						
Family-Non Violent	10	0						
Liquor Law Violations	2	1						
Peeping Tom	0	0						
Runaway	0	0						
Trespass	9	0						
All Other Offenses	536	27						
Total Group B	712	32						

(*) 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.

This report is valid as of May 13, 2020 and is subject to change



CALEA



CALEA Assessors

Doug Goodman and Dan Clark



L-R Chief David Carswell, AM Matt Caldwell,
City Manager Mark Johnson, Commissioner
Tanya Martin and Mayor Clint Abbott



The Alcoa Police Department is currently an accredited agency through The Commission on Accreditation for Law Enforcement Agencies, Inc. (CALEA). CALEA was created in 1979 as a credentialing authority through the joint efforts of law enforcement's major executive associations. The CALEA Accreditation program seals are reserved for use by those public safety agencies that have demonstrated compliance with CALEA Standards and have been awarded CALEA Accreditation by the Commission. Currently, CALEA has 484 standards which we as a department comply with in order to maintain our accreditation.

The Alcoa Police Department received the initial CALEA Accreditation in 2002. In November of 2006 the department received its first re-accreditation award and has since been awarded re-accreditation in November of 2009, November 2012 and November of 2015. The Alcoa Police Department received re-accreditation with the Gold Standard in 2012 and 2015. Most recently the department received another re-accreditation in November 2019 which was awarded with Excellence. This award was received at the Northern Kentucky CALEA Conference held in Covington, Kentucky November 13-16, 2019.

On November 09, 2019, Sergeant Matt Caldwell, was assigned as the department's Accreditation Manager. It was only a few short days later that Sgt. Caldwell, attended the aforementioned Northern Kentucky CALEA Conference. It was during this conference that he received Introduction to CALEA training, training in the use of PowerDMS, Written Directives and Compliance, How to Manage Files for Compliance, Preparing an Analysis and Time Sensitive Standards and Managing the Accreditation Process. He also attended the department's Accreditation hearing which was held during this conference on Friday, November 15, 2019.



FBI



Lt. Rodney Wilson is congratulated by Christopher Asher Wray, an American lawyer serving as the eighth and current Director of the Federal Bureau of Investigation since 2017.

Alcoa Police Lieutenant Rodney Wilson graduated from the 278th Session of the FBI National Academy in Quantico, Virginia. Lt. Wilson graduated with men and women from 49 states and the District of Columbia, as well as members of law enforcement agencies from 37 countries, four military organizations, and six federal civilian organizations.

Lt. Wilson began his full-time criminal justice career in 1994 as a Correctional Officer at the Brushy Mountain State Penitentiary; continuing in corrections at the Blount County Sheriff's in 1997. Wilson then began his career at the Alcoa Police Department in 1999; promoting through the ranks where he currently serves as the Training Section Lieutenant.

Internationally known for its academic excellence, the National Academy offers 11 weeks of advanced communication, leadership, and fitness training. Participants must have proven records as professionals within their agencies to attend. On average, these officers have 21 years of law enforcement experience and usually return to their agencies to serve in executive-level positions.

FBI Director Christopher Asher Wray delivered remarks at the ceremony. Class spokesperson Paul Acosta of the Miami Beach, Florida Police Department represented the graduating officers.

Since its inception, thirteen of the Alcoa Police Command Staff has graduated from the FBI National Academy, including Lt's: William Thomas, Henry Gentry, Kermit Cooper, Michael Wayne Chodak, Lowell Ridings, Kenneth Beeler, Ronald Sellers, Phillip Dunn, Steven Boring, Paul Gilbert, David Carswell, and Henry Morris.

A total of 52,540 graduates have completed the FBINA since it began in 1935. The National Academy is held at the FBI Training Academy in Quantico, Virginia, the same facility where the FBI trains its new special agents and intelligence analysts.

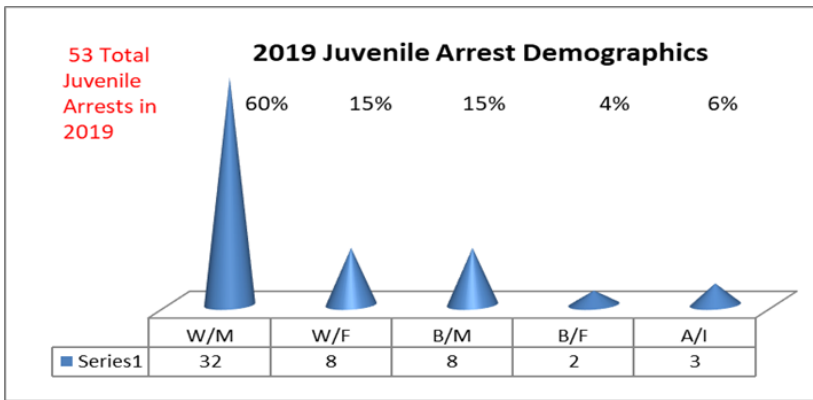
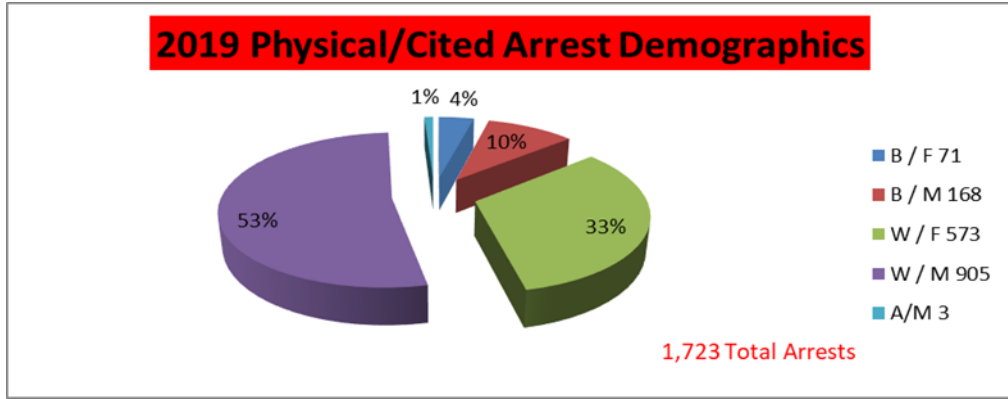
Internal Affairs / Summary of Complaints

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.

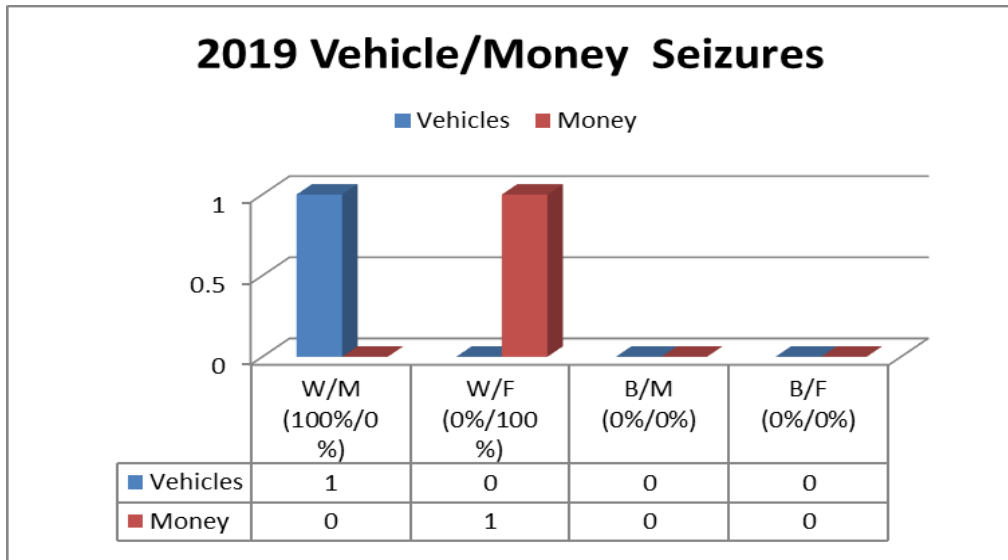
Breakdown of Complaints			Complaints and Internal Affairs			
			External and Internal Investigations			
	2018	2019	External Complaints	2017	2018	2019
Operation of Vehicle	2	0	Citizen Complaints	7	4	6
Rudeness	2	0	Sustained	2	0	1
Professional Conduct	1	1	Not Sustained	3	0	1
Failure to Investigate	1	1	Unfounded	2	3	3
Failure to Follow Up	1	0	Exonerated	1	1	1
Insubordination	1	0	Internal Complaints	2017	2018	2019
Racial Profiling	0	1	Directed Complaint	1	0	1
Harassment	0	1	Sustained	1	0	1
Lack of Service		1	Not Sustained	0	0	0
Illegal Search/Property Dam		1	Unfounded	0	0	0
			Exonerated	0	0	0
Explanation of Findings						
<u>Sustained</u> - Evidence sufficient to prove the allegation.						
<u>Not Sustained</u> - Insufficient evidence to either prove or disprove the allegation.						
<u>Unfounded</u> - Allegation is false or not factual or the employee was not involved.			<u>Exonerated</u> - Incident occurred, but the actions of the officers / department were lawful and proper.			<u>Unfounded</u> - Allegation is false or not factual or the employee was not involved.

Arrests and Vehicle / Money Seizures

The chart below depicts the number of individuals arrested by the Alcoa Police Department in 2019

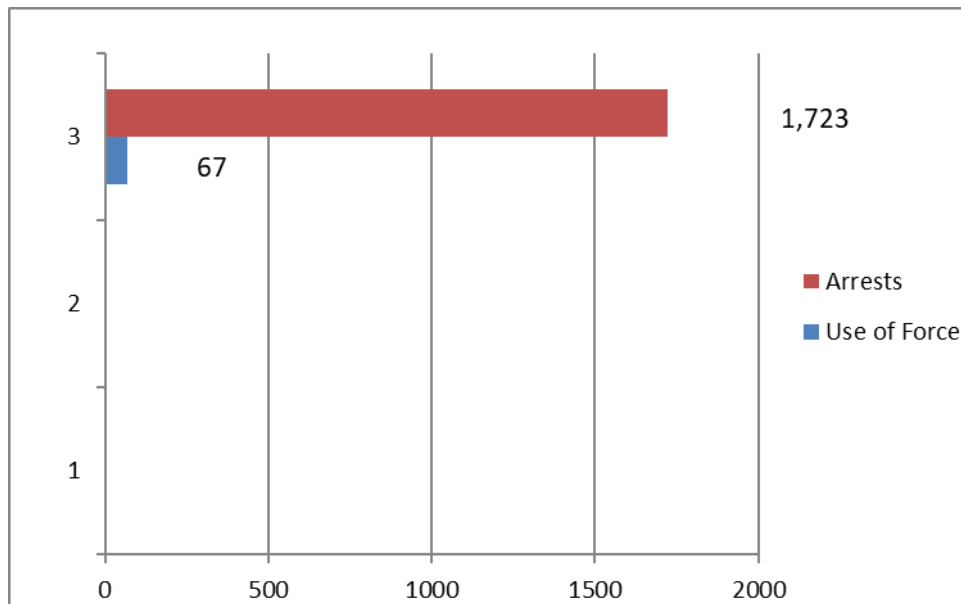
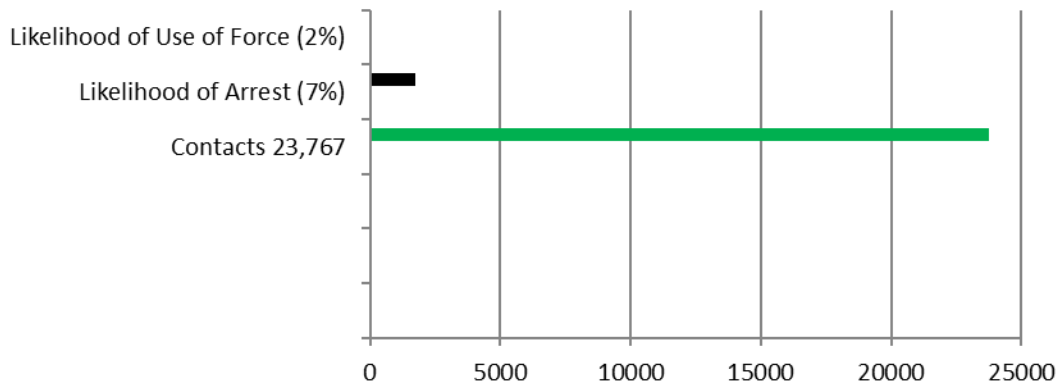


The following chart represents the 2019 vehicle, money seizures and forfeitures involving the Alcoa Police Department. There were two (2) total seizures incidents, one (1) for a vehicle and one (1) for money



Calls for Service and Citizen Contacts

2019 Police / Citizen Encounters - 23,767



Traffic Citations / Collisions / Enforcement

There were 1,048 accidents investigated in 2019 compared to 1,161 in 2018. There were three (3) fatalities in 2019; 2018-2019 was the lowest number of deaths in the last nine (9) years, except for 2016, where we had only one (1) fatality.

Table 1. Three-Year History*.

	2017	2018	2019
Accidents	1,148	1,161	1,048
- With injury	181	254	209
- With fatalities	3	3	3
- With property damage	964	976	887
Total Injuries	258	254	209
Total Fatalities	3	3	3
<i>*Does not include accidents on private property</i>			

The average number of injuries for the three (3) years was 240. The one (1) fatality in 2016 was the lowest since 2013, in which there were nine (9) fatalities.

Table 3. Intersections Where Accidents Occurred.

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

This table identifies five (5) of the intersections with more than ten (10) accidents. Of the five (5), (37.17) occurred at the intersection of Louisville Road and the 129 By-Pass (Alcoa Highway)

Streets Where Accidents Occurred

In reviewing where the accidents occurred, the top nine (9) streets for 2019 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	87	90	84	166	427
Hall Road	17	12	17	56	102
Louisville Road	14	26	28	30	98
Pellissippi Parkway	21	35	10	23	89
Calderwood	5	7	0	22	77
Topside Road	10	22	22	22	43
Bessemer	10	12	0	12	34
Old Knoxville Hwy	0	0	13	21	34
Hunt Rd	0	3	5	15	23
Total:	164	196	168	356	884
<i>*Includes intersections</i>					

Accidents on these nine (9) streets accounted for those with the most severe accidents in 2019. For example, of the 884 accidents for the nine (9) streets, the Alcoa/129/Airport Highway had (48.30%) of the total for the nine (9) streets. Hall Road accounted for (11.54%).

Table 4. Traffic Citations Totals: Issued through 2014-2019

2014	2015	2016	2017	2018	2019	Total:
7,489	5,109	5,058	5,626	3,849	4,113	31,244
0%	-32%	-1%	+11%	-32%	+7%	

In 2019, officers issued a total of 5,261 traffic citations with 1,069 being warnings. There was a total of 1,723 arrests for the year and 7,249 traffic stops for the year.

Response to Resistance

The following chart documents the 2019 Response to Resistance Incidents

	Black NH		Hispanic Latino				White NH		
	Male	Female	Any Race	Any Race		Other	Other	Male	Female
			Male	Female	Male	Female	Male	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	

Training

While not an all-inclusive list, the Alcoa Police Department strives annually to be an elite, well-trained department. Over 6065.50 hours of training were held - just to name a few.

Crisis Intervention Team Training (CIT)

CIT is an innovative first responder model of police-based crisis intervention with community, health care and advocacy partnerships. CIT provides 40 hours of specialized training for problem-solving and de-escalating crisis situations with individuals who have a mental illness.



Active Threat Training

The Alcoa Police Dept. Active Threat Training is a dynamic, hands-on training program designed to equip its officers with the knowledge and skills required to successfully end an active threat event. The training prepares officers to employ Active Shooter Threat Tactics through dynamic, interactive drills and scenario-based training. This intensive and challenging program covers a variety of tactical subjects for responding officers including: Single Officer Response Tactics, Limited Penetration Tactics, Tactical Medical Training, Multiple Officer Response and Link-Up Procedures, Response to an Explosive Hazard, and Post Shooting Considerations. Candidates are evaluated on their ability to perform skills and tactics in the role of responding officers in active threat situations.



Shop With A Cop



Special Olympics

The Special Olympics is so much more than an annual event. It is an opportunity for fun, fellowship, friendly competition and a perfect way to receive immeasurable blessings as we come together to celebrate a fine group of athletes. For many of us, it grants us the occasion to reconnect with treasured relationships. Personally, volunteering at the Area 15 Special Olympics allows me to put a gracious spin on "To Protect and Serve."

Officer Holly Hatcher stops to chat with Cameron Woody (affectionately known to us as Cami) at the 2019 Special Olympics.





Back the Blue 22.04.2019 12:03



Boy Scouts of America



Bowling for Kids



Clayton Bradley Visit



Coffee With A Cop

22.04.2019 20:59

Community Day



Friday Night Lights



DARE



Officer Phillips and K-9 Kodi

8th Grade DARE

MRAP

The MRAP stands for Mine Resistant Ambush Protected vehicle. The inside of the vehicle is equipped to seat 12 passengers: a driver and front-seat passenger and ten passengers in the rear area. The MRAP vehicles usually have a “V” - shaped hull designed to deflect explosive forces from land mines or IEDs below the vehicle, thereby protecting the vehicle and passengers. MRAPs weigh 14 to 18 tons, 9 feet high, and cost between US\$500,000 and US\$1,000,000.

The Department of Defense's Defense Logistics Agency was charged with off-loading 13,000 MRAPs to 780 domestic law enforcement agencies on waiting lists for these vehicles. The DLA does not transfer property to the agencies, so the vehicles are allocated to the agencies with costs picked up by them or the state, while the vehicles remain the property of the Defense Department. To receive an armored vehicle, a requesting agency has to meet specific criteria, including the justification for use (such as for shooting incidents, SWAT operations, and drug interdiction), geographical area and multi-jurisdiction use, the ability to pay for repairs and maintenance, and security and restricted access to the vehicle. Police departments and other agencies in the U.S. can acquire MRAP vehicles through the DLA's 1033 program, which redistributes no longer needed military equipment to state and municipal agencies. Some police departments have picked up surplus MRAPs with no transfer costs or fees. Domestic agencies plan to use them in disaster relief roles, as they can go through flooded areas, unlike normal police armored vehicles, and provide security in response to terrorist threats. All MRAPs used by police forces have the machine gun turret removed and are repainted black.



Criminal Investigations

On July 19, 2019 and July 20, 2019, the Criminal Investigations Section assisted the Tennessee Bureau of Investigation (TBI) with conducting an undercover / covert operation that focused on human trafficking. Detectives from the Maryville Police Department, the Blount County Sheriff's Office and the 5th Judicial Drug Task Force also assisted with this operation. After the operation the TBI media release stated "on Friday and Saturday, as part of a joint investigation aimed at addressing human trafficking in East Tennessee, authorities placed several decoy advertisements on websites known to be linked to prostitution and commercial sex acts with females under the age of 18, and those engaged in trafficking others for commercial sex acts."

As a result of this operation a male from Detroit, Michigan was arrested and charged with one count of Trafficking a Minor for a Commercial Act. A second male was arrested from Knoxville, Tennessee, and charged with one count of Trafficking a Minor for a Commercial Act. A third male from Sweetwater, Tennessee, was arrested and charged with two counts of Trafficking a Minor for a Commercial Act. A fourth male from Knoxville, Tennessee, was arrested and charged with promoting Prostitution.

For the year of 2019 the detectives assigned to the Criminal Investigations Section worked approximately 319 cases.

As a result of an investigation into an alleged sexual assault against two juvenile males, Detective Jeff Parson was nominated for the Co-Worker of the 4th Quarter Award. Detective Parsons was selected by the Award's Review Committee to receive the 4th Quarter Award and this investigation also earned him the Co-Worker of year award.

Police Chief 's Citation

Mr. Tom Tipton

Since 2004, Tom Tipton has volunteered his personal time and services to assist the Alcoa Police Department by providing quarterly and annual crime statistics and traffic analysis'. Over the years, his contributions and efforts resulted in the department being able concentrate it's patrol resources and activities in those areas when and where they were needed most. His contributions and efforts have also had a direct effect on traffic safety improvements which have benefitted, not just the police department, but the safety of the community as a whole. To say his work over the years has been greatly appreciated is most certainly an understatement.



Class C Awards

Sgt. Matt Caldwell - Accreditation Manager Pin

Lt. Rodney Wilson - FBI NA Pin

Officer Holly Hatcher - SRO Pin

Officer Roger Rex - SRO Pin and DARE Pin

Officer Joey Beasley - SRO Pin and DARE Pin

2019 Co-Worker of the Year

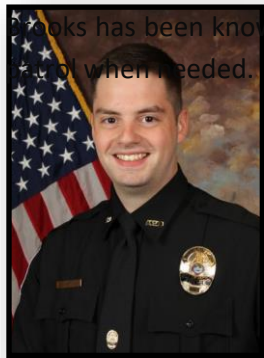
2019 Co-Worker of the Year



Detective Jeff Parsons was chosen by the Awards Committee as the Co-Worker of the Year, amongst all the quarterly co-worker awards winner, for his dedication and work on a child sexual abuse case.

2019 Above and Beyond

Sgt. Steve Brooks is willing to go above and beyond to help others. Even though he stays busy taking care of his daily duties, he often drops everything or abandons his schedule in order to help take care of officer related issues that may or may not be an emergency. He has been known to assist patrons when they come to the police department; whether it is with a police matter or jumping off or fixing a vehicle to get it running again. Sgt.

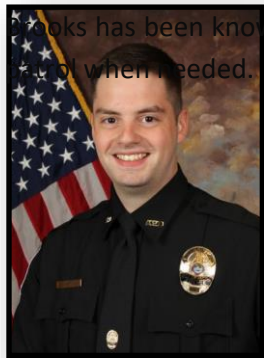


Brooks has been known to monitor his radio off-duty and respond to assist when needed.



2019 Sworn Police Officer of the Year

Officer Johnny Meyers is a professional police officer. He works countless hours of overtime to help fill-in on shifts and extra details. He works hard every shift; making arrests, seizing narcotics, and making a positive influence on our community. Officer Meyers has been recognized many times for his several accomplishments.



2019 Supervisor of the Year

There were several great nominations this year. Sgt. Hernandez was nominated by his former patrol shift (Daily, Russell and Keller) who stated he helped each of them grow in their abilities as a police officer. They felt confident in going to him for advice, both professional and personal. Sgt. Hernandez would help them with advice, while still building their self-confidence. The shift even went on to say they were willing to go above and beyond for Sgt. Hernandez because he was so willing to help them and others. They feel that Sgt. Hernandez is the best supervisor they have ever worked for.



2019 Civilian Employee of the Year

Support Systems Specialist Jason Lima is a hard-working employee. He is the department's only IT source. With the departure of a senior member of the department, Jason has wholly taken on all departmental systems; this includes office computers, vehicle computers, cameras (both in-car and body worn cameras), routers, ticket writers to name a few.

He often stays until a job is completed, because he understands the disadvantage the officers are placed in when their technology doesn't work properly. He also makes himself available on the weekends to address problems. He is very helpful to the records office with daily duties when they are short-handed or are overwhelmed. "He has a great moral compass and is a voice of reason as well as a great sense of humor..." as noted by the nominator.



Other Recognitions

Completion of FTO

Officer Jessica Daugherty

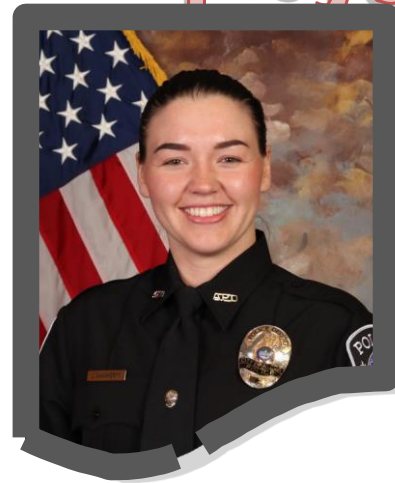
Officer Joe Mynatt

Officer Lance Sprouse

APD Welcomes New Employees

Jessica Daugherty grew up in Anderson County, graduated from Anderson County High School in 2008 and she still currently resides there with her three children. Prior to coming to the City of Alcoa, Jessica worked as a Certified Nursing Assistant at Methodist Medical Center of Oak Ridge.

In her spare time, Jessica enjoys travel and hiking.



Joseph Spencer Mynatt was born and raised in Seymour, TN. He also attended Seymour High School where he played football and other activities. After high school he attended college in Kansas City, Missouri where he graduated with a Bachelor's Degree in Cultural Studies. Upon graduating from college he enlisted in the United States Army and has served as a reservist since 2012.



Lance McKennley Sprouse is a native of Tennessee. Born and raised in both Tennessee and New Jersey. He is a Jonesboro Reserve Police Officer, certified in CPR, law enforcement chemical weapons and ASP. He is certified in the State of TN through the Department of commerce and Insurance as a Private Protective Armed Security Guard. He worked at a Category 1 nuclear facility as an armed tactical Response Officer for approximately nine years and a half years.

In his spare time, he enjoys spending time with his family, hiking, snowboarding, playing golf and motorcycle rides.



APD Welcomes New Employees

Ethan Williams is a Knoxville native and a graduate of Fulton High School where he participated in Football, Basketball and Baseball (where he was a part of a three time state championship winning football team and a state runner-up basketball team). He then went on to further his education and football career at Maryville College (he then went on to join a professional football arena team (The Carolina Cobras). Ethan has a Bachelor's Degree in Criminal Justice from Maryville College.

He thanked the City of Alcoa, Alcoa Police Department and Chief David Carswell for offering him with such a great opportunity.

Thanks for believing in a young man who had a dream and a desire to want to get out and help others.



Adam Givens-Stephens was born in Cookeville Tennessee and moved to Blount County when he was three..

Growing up, he enjoyed working on his late grandfather's farm where he spent most of his summers. As a former graduate of Alcoa High School, Adam played football for all 4 years and helped contribute to 4 State Championship titles.

Stephens is the father of 2 children, Paisley and Levi.

He is also currently serving in the United States Army Reserve as an E-4 88M (motor Transport Operator) with the 212th transportation company based out of Chattanooga, TN.

In his spare time, Adam enjoys working out, spending time with his kids and shooting firearms.

2019 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

Hank Morris

Joe Thornhill

Keith Fletcher

Doug Sparks

Rodney Wilson

Sergeants

Daniel Brooks

Matt Caldwell

Dustin Stevenson

Steve Brooks

Israel Hernandez

Nicole Somers

AJ Wilson

Patrol

Joey Beasley

Robert Keller

Alexis Rodriguez

Connor Underwood

Jay Cameron

Johnny Meyers

Cody Russell

Jamar Walker

Dustin Cook

Ryan Moore

Tanner Schroeder

Michael Westfield

Kevin Dailey

Joseph Mynatt

Brock Self

Ethan Williams

Jessica Daugherty

Jeremy Patty

Adam Stevens

Holly Hatcher

Cory Phillips

Lance Sprouse

Woody Hughes

Roger Rex

Mark Tate

Detectives

Rusty Borden

Jason Ewing

Jeff Parsons

Justin Vandergriff

Records Staff

Missy Green

Bethany Hamel

Andrea Sherman

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.

EMPLOYMENT OPPORTUNITIES

Alcoa Police Department

Phone Numbers:

EMERGENCY

9-1-1

Non-Emergency and After-Hours

(865) 983-3620

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