

# Alcoa Police Department 2023 Annual Report



Alcoa Police Department  
2020 N. Wright Road  
Alcoa TN 37701



**In Memory**

***In Memory***

***Lt. Joe Thornhill***



On Wednesday, August 29, 2023, the City of Alcoa Police Department lost a dear friend.

Retired Lieutenant Joe Thornhill passed away unexpectedly.

He will always be remembered as a true public servant, mentor, leader and colleague.



**Alcoa Police Department  
2020 N. Wright Road  
Alcoa TN 37701**

In Memory

K-9 IZA

K-9 Iza, a German Shepherd, was born August 20, 2018 in Slovakia. She was imported into the United States in 2020 to Shallow Creek Kennels in Sharpsville, Pennsylvania where she was trained as a dual-purpose Police K-9.



K-9 Iza and her handler, Sgt. Ryan Moore,

completed a six-week, 240-hour, K-9 Handler course at Shallow Creek Kennels in March and April 2020. They returned to the Alcoa Police Department at the end of April 2020 where they began their patrol careers together.



K-9 Iza served the City of Alcoa until her retirement in August 2023 due to an unexpected cancer diagnosis. K-9 Iza succumbed to her cancer on December 30, 2023.

K-9 Iza was trained to detect six different illegal narcotic odors. She was also trained in tracking, building searches, area searches, criminal apprehension, handler protection, and article searches to locate evidence.

K-9 Iza was credited with locating several wanted persons, hundreds of pounds of illegal paraphernalia.



Alcoa Police Department  
2020 N. Wright Road  
Alcoa TN 37701

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**2020 N. Wright Road**  
**Alcoa TN 37701**

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# Chief's Message

*Chief  
David Carswell*

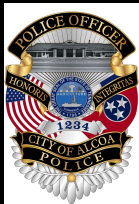


We hope you find this annual report informative.

This report reflects the hard work and dedication of the men and women of the Alcoa Police Department and the effort they put into serving and protecting you and our wonderful community in 2023.

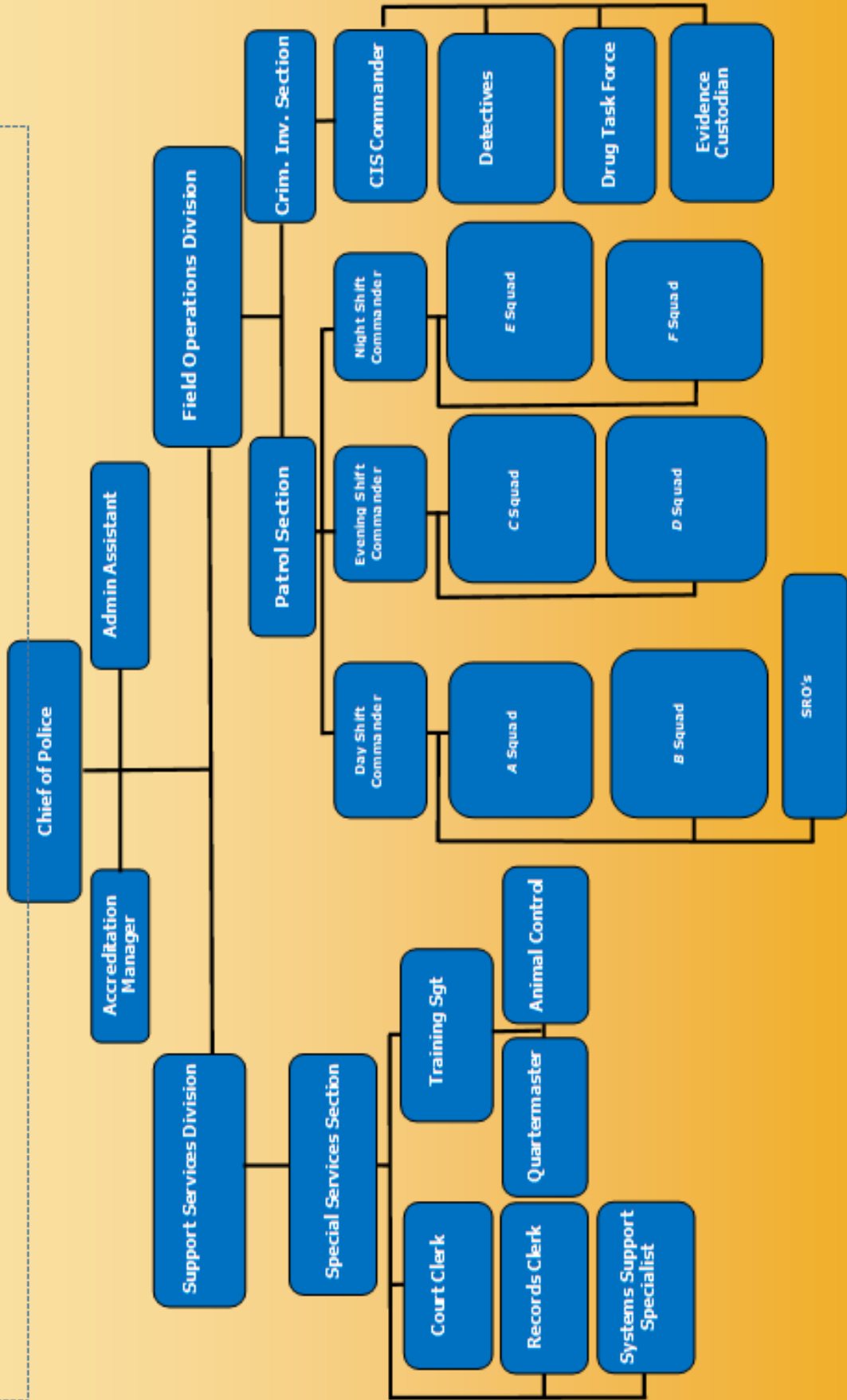
We are fortunate to have these awesome servants who strive to professionally ensure your safety day and night.

I want to thank you for your outstanding and continued support of the Alcoa Police Department.



**Alcoa Police Department  
2020 N. Wright Road  
Alcoa TN 37701**

# APD ORGANIZATIONAL CHART November 27, 2023



# Accomplishments

- Earned Re-Accreditation Status EA & TLEA
- Awarded Grants & Collaborative Grants:
  - Gov. Lee's Violent Crime Intervention Funds
  - COPS Grant Two (2) Patrol Officers, Ballistic Helmets,
  - Ballistic Shields Tactical Vests, Dual Purpose K-9, National Forensic Academy



- 
- \$93,145.00 collected from Failure to Pay's (720 Unpaid citations)
- Updated Server Room Fire Suppression Equipment & Security Camera Systems
- Added SRO to Alcoa Elementary Schools
- updated Tasers and Body Worn Cameras
- LEIC Accident Reconstruction / Crime Scene Mapping Equip.
- Updated Cruiser Markings

## Alcoa Police Department - NIBRS Agency Crime Overview - 2023

Population Estimate		N/A	Offenses (*)		Arrests (**)	
Offense Overview			Reported	Cleared	Adult	Juvenile
<b>Group A Offenses</b>						
<b>Crimes Against Persons</b>						
Offense Total	1,049	Murder	0	0	0	0
Number Cleared	522	Negligent Manslaughter	0	0	0	0
Percent Cleared	49.76%	Negligent Vehicular Manslaughter	0	0	0	0
Group A Crimes per 100,000 population	N/A	Kidnapping/Abduction	3	0	0	0
		Forcible Rape	3	0	1	0
		Forcible Sodomy	2	1	0	0
		Sexual Assault W/Object	1	0	0	0
		Forcible Fondling	4	0	0	0
		Incest	0	0	0	0
<b>Arrest Overview</b>		Statutory Rape	1	1	1	0
Total Arrests	613	Aggravated Assault	51	25	15	0
Adult Arrests	578	Simple Assault	128	31	25	3
Juvenile Arrests	35	Intimidation	22	4	1	1
Unknown Age	0	Stalking	0	0	0	0
Arrests per 100,000 population	N/A	Commercial Sex Acts	6	6	7	0
Average number offenses/incident	1.33	Involuntary Servitude	0	0	0	0
		<b>Crimes Against Property</b>				
<b>Domestic Violence Victims</b>		Arson	1	0	0	0
<b>Offense</b>	<b>Reported</b>	<b>Cleared</b>	Bribery	0	0	0
Murder	0	0	Burglary	11	4	2
Aggravated Assault	12	6	Counterfeiting/Forgery	14	2	2
Simple Assault	81	16	Destruction/Damage/Vandalism	47	10	3
Intimidation	2	0	Embezzlement	4	0	0
Stalking	0	0	Extortion/Blackmail	0	0	0
Forcible Rape	1	0	Fraud - False Pretenses	81	9	2
Forcible Sodomy	0	0	Fraud - Credit Card/ATM	22	2	1
Sexual Assault W/Object	0	0	Fraud - Impersonation	24	13	10
Forcible Fondling	0	0	Fraud - Welfare	0	0	0
Incest	0	0	Fraud - Wire	9	0	0
Statutory Rape	0	0	Fraud - Identity Theft	0	0	3
Kidnapping/Abduction	2	0	Fraud - Computer Hacking/Invasion	0	0	0
Commercial Sex Acts	0	0	Robbery	2	2	2
Involuntary Servitude	0	0	Theft - Pocket-picking	0	0	0
<b>Total</b>	<b>98</b>	<b>22</b>	Theft - Purse Snatching	0	0	0
			Theft - Shoplifting	41	22	20
			Theft From Building	24	5	0
			Theft From Coin Machine	0	0	0
			Theft From Motor Vehicle	23	5	6
			Theft of Motor Vehicle Parts	9	0	0
			Theft - All Other Larceny	41	6	11
			Motor Vehicle Theft	25	5	0
			Stolen Property Offenses	10	7	2
			<b>Crimes Against Society</b>			
			Animal Cruelty	0	0	0
			Drug/Narcotic Violations	234	195	153
			Drug/Narcotic Equipment Violations	178	140	31
			Gambling - Betting/Wagering	0	0	0
			Gambling - Operating/Promoting	0	0	0
			Gambling - Equipment Violations	0	0	0
			Gambling - Sports Tampering	0	0	0
			Pornography/Obscene Material	0	0	0
			Prostitution	1	1	1
			Prostitution Assisting/Promoting	0	0	0
			Purchasing Prostitution	0	0	0
			Weapon Law Violations	27	26	12
			<b>Total Group A Offenses</b>	<b>1,049</b>	<b>522</b>	<b>311</b>
						<b>25</b>
<b>Group B Arrests</b>						
<b>Offense</b>	<b>Adult</b>	<b>Juvenile</b>				
Bad Checks	0	0				
Curfew/Vagrancy	0	0				
Disorderly Conduct	13	0				
DUI	75	0				
Drunkenness	39	0				
Family-Non Violent	4	0				
Liquor Law Violations	2	0				
Peeping Tom	0	0				
Trespass	7	0				
All Other Offenses	127	10				
<b>Total Group B</b>	<b>267</b>	<b>10</b>				

### Crime in Tennessee 2023

(\*) 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.

# Active Threat Response

The Alcoa Police Department Active Threat Response (General Order 500.26) has been in effect since 2015 and was last updated/ revised in May, 2023; however, tactical responses are ever-evolving. This general order is currently still in line with the national protocol involving active threats. The policy covers multiple topics: situational awareness; communications; rationale for rapid intervention, individual officer intervention; contact team response; rescue teams, command post and de-briefing.

The department's policy is to rapidly respond and utilize reasonable methods to stop the active threat/shooter; rescue injured victims and provide medical attention. The main objectives focus on limiting the loss of life and preventing further injuries through arrest, containment, or use of deadly force.

This year's firearms training was held from October thru December at the APD Range. All officers qualified with their pistols on a standard qualification course and a combat course. Officers who were assigned a patrol rifle qualified on a combat course. All officers also performed a low-lite combat course and were required to transition from their rifles to their pistols.

After annual firearms training the active threat policy was covered

Alcoa officers attended BCSO In-Service to complete their mandated TN POST Required hours.

During the 2023 In-Service all officers received Advanced Law Enforcement Rapid Response Training (ALERRT) - Basic Active Shooter

All officers are issued ballistic helmets and tactical outer vests which are equipped with ceramic plates capable of stopping a rifle round. Each officer has been issued a ballistic shield. Large ballistic shields are also assigned at the beginning of their shift with a ballistic blanket that are capable of stopping a rifle round. The department issues Black-sword 5.56, DPMS 5.56 and BCM 5.56 rifles with Slings, Aim Point PRO for Trijexon RMO Optics and In-Force weapon lights. Officers are also issued Ballistic Speed Plates to improve the ballistic capabilities of their soft body armor.

Officers have in their equipment kit additional items such as bolt cutters and a Halligan tool in order to force entry into a building or structure when and as necessary on response to an active threat incident. The department also had at its disposal several thermal imaging devices that could be utilized during low light events to potentially search and locate individuals during a situation, friend or foe.



# Recruitment

One of the purposes of the Recruitment Plan is to enhance the diversity of our applicant pool to include higher numbers of minorities and women.

APD recognizes the fact that the recruitment processes is ultimately responsible for the success of the department to attract the best candidates, and not merely eliminate the least qualified. The success of the department's recruitment efforts impacts every function within the agency.

The department's policy is to strive to conduct a recruitment program designated to identify and hire the best candidates available for actual and anticipated vacancies within the agency. Furthermore, the department is committed to a philosophy of equal employment opportunity and recognizes the value of achieving a diverse and representative workforce.

One of the goals at APD is its recruiting efforts of under representative minorities and women, along with providing procedural justice and fair and impartial policing that will improve legitimacy and build trust with the community in which we are proud to serve.

The City of Alcoa is an equal opportunity employer, and the Alcoa Police Department is committed to a hiring and selection process that does not discriminate on the basis of race, color, national origin, sex, pregnancy, age, disability, creed, religion, sexual orientation, gender identity, gender expression, veteran status, political affiliation, or political philosophy and fully complies with all requirements of the law.

The 2024 Recruitment Plan was reviewed by Command Staff during the December 2023 Staff Retreat.

In addition to the Tennessee State requirements for a full-time sworn police officer, the City of Alcoa has the following requirements.

- Must be at least 21 years of age
- Must be a United States citizen
- Must have a high school diploma or GED
- Must have a valid Tennessee drivers license
- Must be physically fit for normal police functions
- Vision must meet the City of Alcoa standards and must also pass a color perception test.

Any person seeking full-time employment as a police officer must meet these qualifications set forth by POST as well as the requirements of the City of Alcoa.

## Plan of Action with Objectives to Achieve Plan Goals

The following plans will be utilized to meet the recruitment plan objectives. These include, but are not limited to, the following:

**Objective 1:**

Alcoa Police Department will strive to create a full-time dedicated recruiting officer position who reports to the Training Sergeant. The recruiting officer will maintain and develop recruiting strategies and efforts, focused specifically on the current needs of the department.

The Chief of Police will develop a job description for the position of Recruiting Officer.

Working with the City of Alcoa Human Resources Department, the Recruiting Officer's objective will be to meet a strategic objective of attaining an employee demographics which closely mirror the available workforce within the department's service area.

**Objective 2:**

The Alcoa Police Department will develop recruitment advertisements which targets and attracts women, minorities, and other protected classes.

Depiction of minorities and female employees on recruitment publications, the department website and Facebook page and in any future recruitment videos.

Recruitment brochures will include current salary, benefits, and a departmental contact person for information who applicants can contact for additional information or questions. The brochure will be distributed at all recruitment events, placed in the police lobby, and distributed to prospective applicants.

Advertise positions on websites that serve women and minorities which includes, but are not limited to:

- International Association of Campus Law Enforcement Administrators (IACLEA)
- Commission on Accreditation for Law Enforcement Agencies (CALEA)
- Colorado Association of Chiefs of Police (CACAP)
- National Association of Women Law Enforcement Executives (NAWLEE)
- National Association of Black Law Enforcement Executives (NOBLE)
- National Latino Law Enforcement Organization (NLLE)

The goal is to provide the highest level of law enforcement services through a well-trained, diverse workforce capable of enforcing the laws of the State of Tennessee and protecting our community by improvement of the Recruitment and Selection Process.

**Agency Demographics of Sworn Personnel**

As of December 31, 2023 the department employed a total of 48 sworn employees.

White/Male	41 of 48	85.4%
White/Female	3 of 48	6.25%
Black/Male	1 of 48	2.1%
Hispanic/Male	3 of 48	6.25%

# Recruitment

## Attrition, Retention and Retirement Data CY 2023

During the calendar year of 2023 there were no retirements of sworn personnel. There were two (2) sworn officers which resigned, and one sworn officer was terminated.

### 2023 Resignations—Sworn Officer

White/Male	Resigned to take a full-time/active-duty military job.
White/Female	Resigned to take a position with the State Department of Homeland Security

### 2023 Terminations—Sworn Officer

White/Female	Terminated—Following an Internal Affairs Investigation into a Class A Offense Allegation
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## Attrition, Retention and Retirement Data 2019-2023

Following is the employee attrition data for sworn officers over the most recent 5 years, 2019-2023. Employee attrition is defined as employees leaving their organizations. Many reasons are included in the term "attrition" such as termination, resignation, planned or voluntary retirement, medical retirement, or even death.

2019	2020	2021	2022	2023
Total Attrition	Total Attrition	Total Attrition	Total Attrition	Total Attrition
4	1	7	10	3

# Recruitment

Employee Attrition 2022		
Total-10		
Manner	Reason (if known)	Demographic Information
Retirement	Planned	W/M
Retirement	Planned	W/M
Resignation	Resignation after repeatedly failing to "pass" FTEP	W/M
Resignation	Hired by LE Agency out of State	W/M
Retirement	Planned	B/M
Resignation	Amid an Administrative Investigation	W/M
Resignation	Amid an Administrative Investigation	W/F
Resignation	Took job outside of LE	W/M
Resignation	Hired by LE Agency	W/M
Resignation	Hired by Federal LE Agency	H/F



Employee Attrition 2023		
Total-3		
Manner	Reason (if known)	Demographic Information
Resignation	Returned to Active-Duty military	W/M
Resignation	Hired by State LE Agency	W/F
Termination	Following an Internal Affairs Investigation	W/F

## Citation Summary:

In 2023 the total number of citations issued was 6,897. There was a total of 4,441 municipal citations issued and 2,456 municipal warning citations issued. In comparison to 2022 there was a total of 2,609 municipal citations issued.

There was a total of 1,871 municipal citations issued and 738 municipal warning citations issued. For citations issued there was an increase of one hundred and thirty-seven (137%) percent, and for warnings issued there was an increase of two hundred and thirty-three (233%) percent.

When comparing the total number of citations issued there was a one hundred and sixty-three (163%) percent increase in the year 2023.

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:	1,543
Proof of Financial Responsibility:	667
Violation of Registration:	382
No License Issued:	211
No lights on Motor Vehicle:	125



# Accidents

In 2023, the department experienced a decrease in traffic crashes. In 2023 there was a total number of 933 crashes compared to a total of 1,027 in 2022, which was a decrease of nine (9%) percent. In 2023, we had a total of one hundred thirty-seven (137) traffic crashes with injury compared to one hundred seventy-eight (178) in 2022, which was a decrease of twenty-three (23%) percent. 2023 had a total of seven hundred ninety-five (795) crashes w/property damage, compared to eight hundred forty-five (845) in 2022, which was a decrease of six (6%) percent. In 2023 there were two hundred fourteen (214) people injured, compared to two hundred thirty-three (233) in 2022 for a decrease of eight (8%) percent. In 2023 there was a total of two (2) traffic related fatalities compared to four (4) in 2022, this was a decrease of one fifty (50) percent.



## Fatal Crash Synopsis

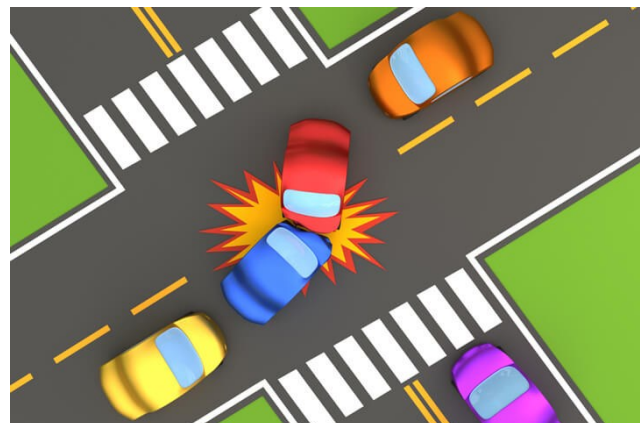
The following is a brief synopsis of the fatal crashes that occurred in the City of Alcoa in 2023.

	2021	2022	2023
Accidents	<b>1,182</b>	<b>1,027</b>	<b>933</b>
- With injury	154	178	137
- With fatalities	2	4	1
- With property damage	1,026	845	795
Total Injuries	184	233	214
Total Fatalities	2	4	2
<b>*Does not include crashes on private property</b>			

# Traffic Crashes by Street

Street	1st Quarter	2nd Quarter	3rd Quarter	4th Quarter	Total
Alcoa Hwy/129/ Airport	58	73	72	83	286
Bessemer Street	8	14	9	9	40
Calderwood Street	8	7	4	10	29
Hall Road / S.R. 35	22	21	16	23	82
Hunt Road	7	9	12	10	38
Hunters Crossing Drive	3	3	5	8	19
Louisville Road	14	18	12	11	55
Old Knoxville Hwy	6	4	6	9	25
Pellissippi Parkway	8	9	10	10	37
Topside Road	7	6	10	11	34
<b>Total:</b>	<b>141</b>	<b>164</b>	<b>156</b>	<b>184</b>	<b>645</b>
* Includes Intersections					

Crashes on these ten (10) highways/streets typically account for the highest number of crashes in the City of Alcoa. These ten (10) highways/streets accounted for six hundred forty-five (645) of the nine hundred thirty-three (933) total crashes in 2023, which accounts for a total of sixty-nine (69%) percent of the reported crashes.



# Use of Force

Use of Force incidents are very serious situations that require a high level of attention and oversight from the chain of command and agency administrators for several reasons. One, the agency's personnel could become injured in a use of force incident. Two, a citizen could be injured in a use of force incident and because of these two reasons, use of force incidents have the potential for high liability by the agency. Three, the public perception of an agency and its legitimacy can be put at risk in a use of force incident if these are not documented and reviewed as transparently as possible.

The use of IA Pro and Blue Team have assisted the Alcoa Police Department in recording extensive data and information about all use of force incidents. If additional desired information is not found in this analysis the IA Pro system contains that information and can be queried upon request.

There was no major use of force incident in 2023 which involved the discharge of a firearm (which does not include an unintentional discharge) or an individual being killed by an officer of the department.



This report shows that the department's use of force incidents track closely with the service population and the percentages of race and gender of the individuals arrested.

Each use of force incident was reviewed by the Use of Force Blue Team Committee with findings and recommendations being sent to and reviewed by the Chief of Police. No major policy gaps or training deficiencies were discovered.

This analysis can be found on the department's Power DMS system and is available to all members of the department for review and informational purposes.

# Use of Force

## 2023 Use of Force—Race & Gender (4.2.4c)

The following data shows use of force as it relates to race and gender: The data accounts for every instance of use of force. Example, if during one incident there are three officers giving verbal commands to a white male, then the data displays three verbal commands as each officer utilized that in the use of force logged data.

	Black		Hispanic		White		Grand Total
	Female	Male	Female	Male	Female	Male	
Firearms-Discharge	0	0	0	0	0	0	<b>0</b>
Firearms- Displayed not Discharged	1	16	0	6	19	49	<b>91</b>
Taser-Discharge	0	0	0	2	0	0	<b>2</b>
Taser- Pointed not Discharged	1	1	0	2	2	4	<b>10</b>
OC Spray	0	0	0	0	0	0	<b>0</b>
Less Lethal Shotgun-Discharge	0	0	0	0	0	0	<b>0</b>
Less Lethal Shotgun-Display	0	0	0	0	0	0	<b>0</b>
Baton	0	0	0	0	0	0	<b>0</b>



K-9-Apprehension w/Contact	0	0	0	0	0	0	<b>0</b>
K-9 Display (UOF Deployment)	0	0	0	0	0	2	<b>2</b>
Arm/Wrist Lock	0	7	0	0	1	3	<b>11</b>
Empty Hand Control	0	1	0	5	2	1	<b>9</b>
Grabbed	5	3	0	0	5	16	<b>29</b>
Push/Shove	0	0	0	0	1	8	<b>9</b>
Verbal Commands	0	7	0	5	6	23	<b>41</b>
Wrestled	0	0	0	2	1	7	<b>10</b>

# Use of Force

The Alcoa Police Department is committed to providing the best law enforcement services for the residents and visitors of the City of Alcoa. The Department consistently reviews its practices and procedures. Because we are an accredited agency through the Commission of Accreditation for Law Enforcement Agencies (CALEA) and the Tennessee Law Enforcement Accreditation (TLEA), we complete annual report for the public that is compiled from several different internal reports, reviews, and analyses. CALEA and TLEA support and endorse the continued improvement of law enforcement organizations by establishing professional standards of accountability and best practices.

As part of its accrediting process with the Commission on Accreditation of Law Enforcement Agencies (CALEA), the Alcoa Police Department (APD) is required to conduct an annual analysis of Use of Force incidents and reports.

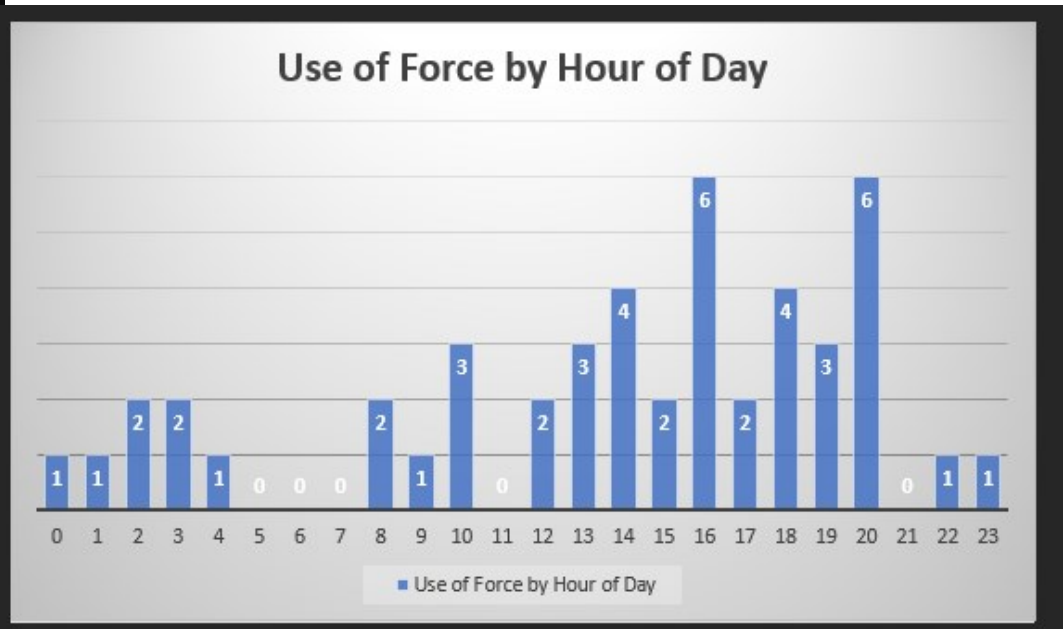
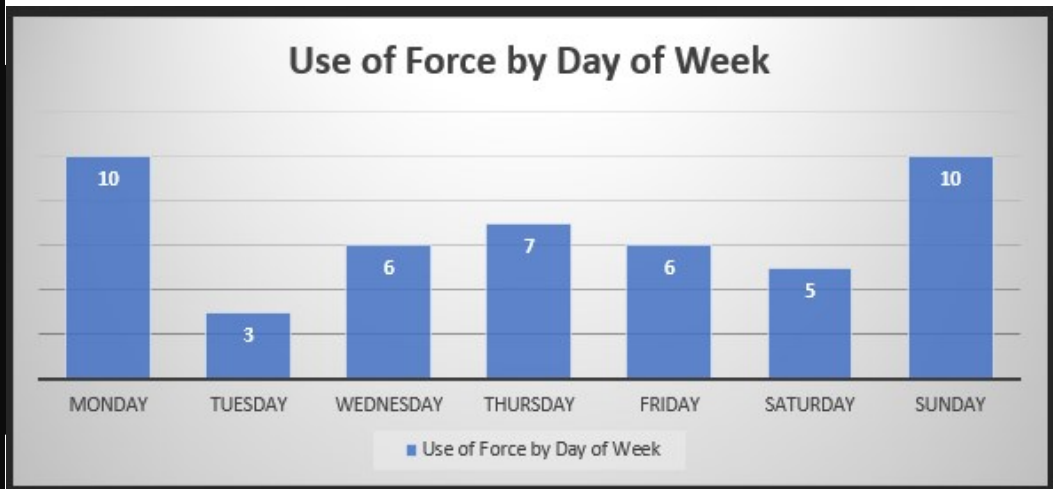
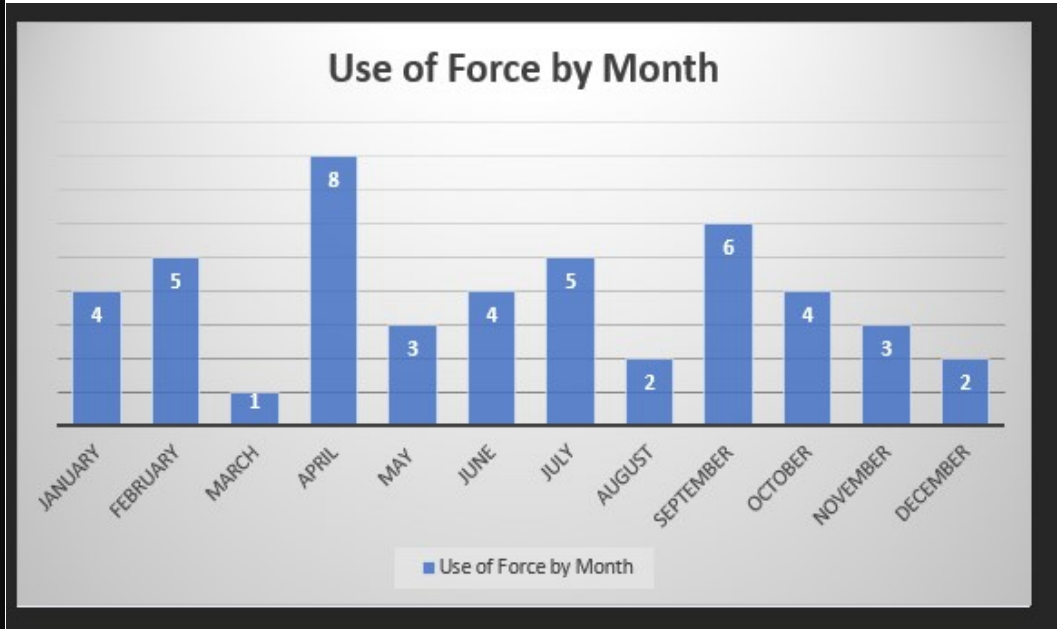
This analysis is structured to identify any patterns, trends, or deficiencies, involving the officer(s), departmental policies, equipment, and training. The analysis will provide details of each use of force incident to ascertain if there is a need for additional or remedial training, or modification to our policies that may have become outdated or ineffective.

The Alcoa Police Department uses the Blue Team reporting system to document all Use of Force incidents officers of the agency is involved in. The purpose of this system is to thoroughly document all use of force incidents and initiate the administrative review process. The intent of this review process is to protect the department, the employee, and the community in these high liability incidents. The Blue Team reporting system assists in identifying and correcting undesired behavior and thought processes, along with identifying procedural problems, and will also enhance the level of professionalism expected by the City of Alcoa and its citizens that we serve.

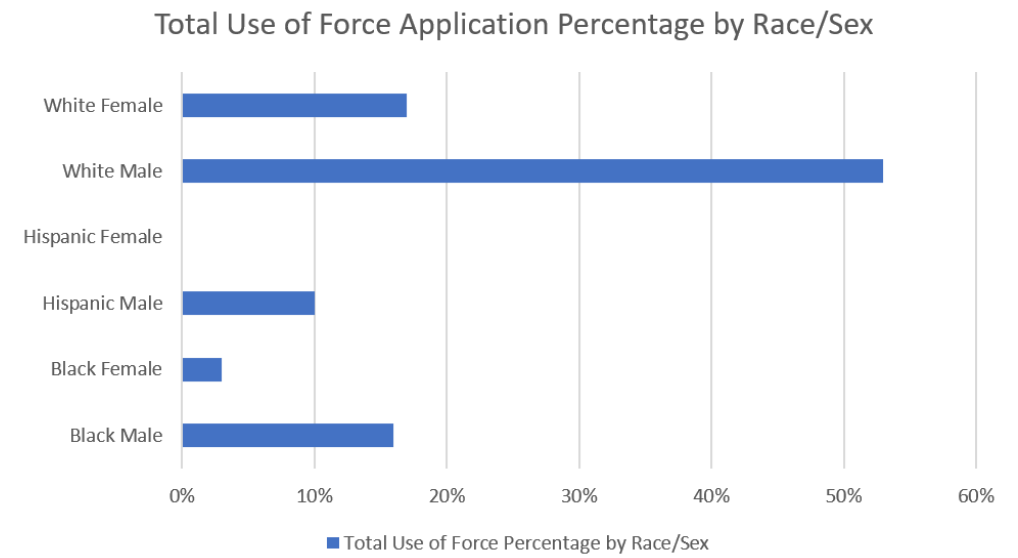
## Year-By-Year Data

Type of Force	2017	2018	2019	2020	2021	2022	2023
Firearms-Discharge	0	0	0	0	0	0	0
Firearms- Displayed not Discharged	34	44	76	109	130	57	44
Taser-Discharge	7	4	8	1	0	0	*1*
Taser- Pointed not Discharged	1	1	0	3	6	0	4
OC Spray	2	0	0	1	0	0	0
Less Lethal Shotgun-Discharge	0	0	0	0	0	0	0
Less Lethal Shotgun-Display	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0
Bola Wrap	0	0	0	0	0	0	0
K-9-Apprehension w/Contact	0	0	0	0	0	0	0
K-9 -Display (UOF Deployment)	N/A	N/A	N/A	3	5	5	3
Weaponless	91	90	142	116	153	89	57
<b>Total</b>							
Calls for Service	20,962	20,387	23,767	21,911	23,322	23,950	28,348
Use of Force Incidents	57	44	67	61	74	43	46
Total Agency Arrests	1,529	1,615	1,723	2,074	1,886	1,556	1,955
Use of Force Incidents per arrest	3.7%	2.7%	3.9%	2.9%	3.9%	2.7%	2.4%
Use of Force Incidents per Calls for Service	.28%	.22%	.28%	.29%	.32%	.18%	.16%

# Use of Force



# Use of Force

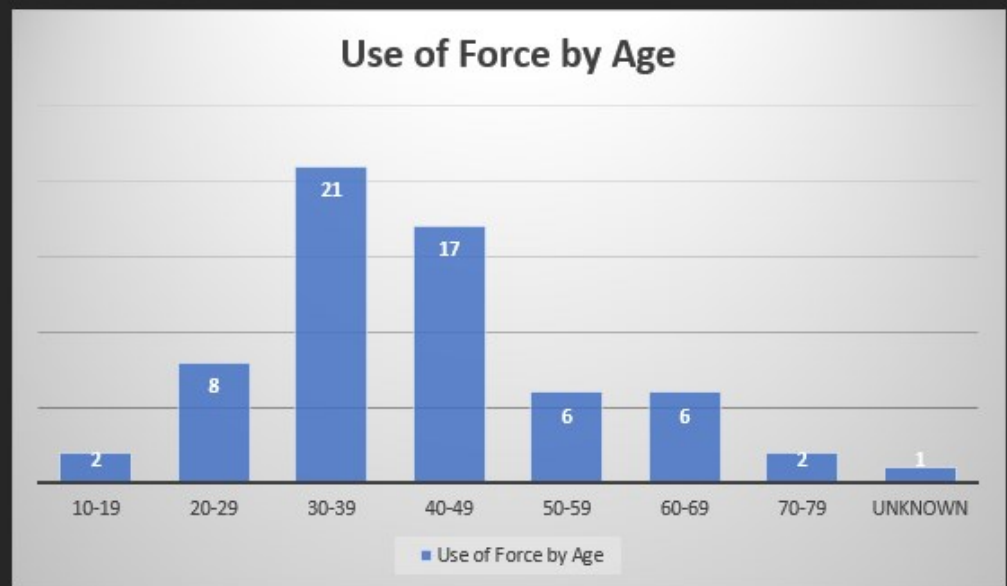


Of the 214 individual uses of force by officers in 2023, the majority were used on white males. 113 of the 214, accounting for 53% were used on white males. 37 of the 214, accounting for 17% were used against white females. 35 of the 214, accounting for 16%, were used against black males. 33 of the 214, accounting for 10% were used against Hispanic males, and 7 of the 214, accounting for 3%, were used against black females. This accounts for all use of force applied, which could account for numerous types of force being applied to one person.

# Use of Force

PEOPLE	
<b>Population</b>	
Population estimates, July 1, 2023, (V2023)	NA
Population Estimates, July 1, 2022, (V2022)	11,803
Population estimates base, April 1, 2020, (V2023)	NA
Population estimates base, April 1, 2020, (V2022)	10,967
Population, percent change - April 1, 2020 (estimates base) to July 1, 2023, (V2023)	NA
Population, percent change - April 1, 2020 (estimates base) to July 1, 2022, (V2022)	7.6%
Population, Census, April 1, 2020	10,978
Population, Census, April 1, 2010	8,449
<b>Race and Hispanic Origin</b>	
White alone, percent	76.8%
Black or African American alone, percent (a)	10.6%
American Indian and Alaska Native alone, percent (a)	0.2%
Asian alone, percent (a)	2.0%
Native Hawaiian and Other Pacific Islander alone, percent (a)	0.0%
Two or More Races, percent	9.9%
Hispanic or Latino, percent (b)	9.3%
White alone, not Hispanic or Latino, percent	72.6%

Age and Sex	
Persons under 5 years, percent	5.9%
Persons under 18 years, percent	23.4%
Persons 65 years and over, percent	18.1%
Female persons, percent	50.0%



# Use of Force

	Black		Hispanic		White		Grand Total
	Female	Male	Female	Male	Female	Male	
Firearms-Discharge	0	0	0	0	0	0	0
Firearms- Displayed not Discharged	1	16	0	6	19	49	91
Taser-Discharge	0	0	0	2	0	0	2
Taser- Pointed not Discharged	1	1	0	2	2	4	10
OC Spray	0	0	0	0	0	0	0
Less Lethal Shotgun-Discharge	0	0	0	0	0	0	0
Less Lethal Shotgun-Display	0	0	0	0	0	0	0
Baton	0	0	0	0	0	0	0
K-9-Apprehension w/Contact	0	0	0	0	0	0	0
K-9 Display (UOF Deployment)	0	0	0	0	0	2	2
Arm/Wrist Lock	0	7	0	0	1	3	11
Empty Hand Control	0	1	0	5	2	1	9
Grabbed	5	3	0	0	5	16	29
Push/Shove	0	0	0	0	1	8	9
Verbal Commands	0	7	0	5	6	23	41
Wrestled	0	0	0	2	1	7	10
<b>TOTAL UOF BY RACE/SEX</b>	<b>7</b>	<b>35</b>	<b>0</b>	<b>22</b>	<b>37</b>	<b>113</b>	<b>214</b>

# Case Assignments and Clearance

A total of 454 cases were assigned and investigated by the Criminal Investigations Section in 2023. Three hundred and forty-three of these cases have been closed, and 91 cases are still active for 2023. Detective Parson was assigned a total of 101 cases. Detective Hughes was assigned 93 cases, Detective Underwood was assigned 169 cases, Agent Vandergriff was assigned one case, and Evidence Technician Waters was assigned seven cases. The table below (Table 1) breaks down the numbers of cases assigned, cases cleared, and overdose death cases. Death/Homicide cases may have more than one detective assigned to the case to ensure the case is thoroughly reviewed.



Detective Parsons	Detective Hughes	Agent Vandergriff	Detective Nielsen	Detective Underwood	Evidence Tech. Waters	Lt. Sparks	Total:
Cases Assigned	Cases Assigned	Cases Assigned	Cases Assigned	Cases Assigned	Cases Assigned	Cases Assigned	
<b>101</b>	<b>93</b>	<b>1</b>	<b>74</b>	<b>169</b>	<b>7</b>	<b>9</b>	<b>454</b>
Cases Cleared	Cases Cleared	Cases Cleared	Cases Cleared	Cases Cleared	Cases Cleared	Cases Cleared	<b>343</b>
Cases Open	Cases Open	Cases Open	Cases Open	Cases Open	Cases Open	Cases Open	
<b>1</b>	<b>60</b>	<b>0</b>	<b>11</b>	<b>20</b>	<b>1</b>	<b>0</b>	<b>93</b>
Overdose Death	Overdose Death	Overdose Death	Overdose Death	Overdose Death	Overdose Death	Overdose Deaths	
<b>0</b>	<b>2</b>	<b>0</b>	<b>2</b>	<b>1</b>	<b>0</b>	<b>0</b>	<b>5</b>
Homicide	Homicide	Homicide	Homicide	Homicide	Homicide	Homicide	
<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>	<b>0</b>

# Case Assignments and Clearance

The City of Alcoa had no Homicides in the 2023 year. However, the detectives did investigate five overdose deaths, four suicides, and five suspicious deaths. The table below (Table 2) breaks down the death in Investigations for 2019 through 2022.

**Table 2.**

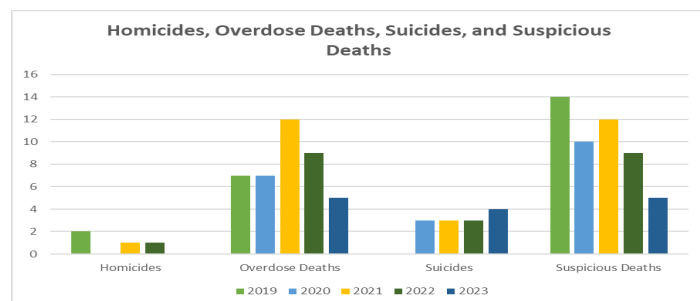


Evidence Tech Melanie Waters works with Seniors from Maryville High School and instructs how to lift fingerprints.

Criminal Investigations Section cases ranged in severity from Fraud cases to Homicide. These cases are investigated until the matter is resolved or no further leads can be developed. The table below (Table 3) shows the most prevalent and/or most serious crimes investigated and how many of these crimes were assigned to the Criminal Investigations Section.

**Table 3.**

Crimes Investigated	Number Investigated of Crimes
Aggravated Assaults	6
B&E Autos	17
B&E Business	8
B&E Outbuilding	1
B&E Residence	6
Child Abuse	15
Attempted Child Rape	0
Child Rape	1
Deceased Person	5
Embezzlement	1
Forgery	3
Fraud	79
Fraud (Identity Theft)	2
Fraud (Scam)	16
Homicide	0
Missing Persons	5
Overdose Deaths	5
Rape	3
Runaway Juvenile	2
Robbery	3
Sexual Assault	5
Sexual exploitation of a Minor	0
Shooting	1
Statutory Rape	1
Suicide	4
Theft (Auto)	17
Theft (Auto Parts)	4
Theft (Over 1000Less 10,000)	23
Trailer Theft	1
Vandalism	7



The Alcoa Police Department’s written policy, General Order 500.30 (last revised July 26, 2022), provides guidance for officers regarding the proper handling of juveniles in order to ensure that nationally accepted and best practices and procedures are followed.

As a result of the review of these two policies by the Command Staff, there were no major change.

### **School Resource Officer Program**

Law enforcement and local education agencies have a long history of partnering together for the safety of students. Strong relationships have strengthened the ability of both agencies to prepare for and respond to criminal and/or threatening incidents that occur in school settings. School resource officer programs provide the crucial link between school districts and law enforcement agencies in their continued efforts to establish and maintain secure and safe learning environments.

Alcoa City Schools is a highly rated, public school district consisting of a total of four (4) individual, standalone campuses that consist of the Alcoa Elementary School, the Alcoa Intermediate School, the Alcoa Middle School, and the Alcoa High School make up these four schools. The vision of the school system *“is to successfully prepare students for the 21st century both academically and socially. The City of Alcoa Schools will provide a positive environment for students, staff, and parents where learning is an enjoyable experience. This environment will promote mutual supporting and caring relationships; enhance commitment and involvement; challenge one another with appropriate expectations; and promote lifelong learning skills. By providing such an environment, Alcoa students will acquire the skills needed to function in a rapidly changing world.”*

<b>2023 CITY OF ALCOA SCHOOLS</b>			
<b>-Enrollment Numbers-</b>			
Elementary School	Intermediate School	Middle School	High School
559	460	489	698
<b>TOTAL--- 2,206</b>			

This is an increase of 0.09% from the 2022 total enrollment of 2,204.

CITY OF ALCOA SCHOOLS				
-Total Enrollment-				
5 Year Trends				
2019	2020	2021	2022	2023
2,113 (N/A)	2,134 (.99% increase from 2019)	2,128 (0.28% decrease from 2020)	2,204 (3.57% increase from 2021)	2,206 (0.09% increase from 2022)

Of the total student population of 2,206, 297 are tuition students, meaning they do not live within the City of Alcoa and must pay tuition costs to attend Alcoa City Schools. In addition to the cost of tuition each tuition student must complete a screening assessment prior to acceptance into the school system. The students must also maintain certain academic benchmarks, as well as maintain acceptable attendance. The total cost of tuition for the school year is \$1,200.00 annually. This was an increase of 20% from the previous several years when the annual tuition cost was

2023 CITY OF ALCOA SCHOOLS			
-Tuition Numbers-			
Elementary School	Intermediate School	Middle School	High School
26	47	75	149
<b>TOTAL--- 297</b>			

This is a decrease of 9.43% of tuition students from 2022, which had a total of 325.

<https://www.alcoaschools.net/>

The City of Alcoa also has one private school within its jurisdiction. The Clayton-Bradley Academy is an independent PreK-12th grade STEM school. It was founded by parents and educators committed to designing a different kind of school. This small, year-round school offers students a nurturing place to excel through “being-there” experiences, creative project based learning and real-world applications. The Clayton-Bradley Academy

2023 CLAYTON BRADLEY ACADEMY	
-Tuition Costs-	
<b>Pre-K</b>	
Annual Tuition:	\$6,400.00 (part-time) or \$10,000.00 (full-time)
Annual Technology Fee:	N/A
<b>Kindergarten --- 8<sup>th</sup> Grade</b>	
Annual Tuition:	\$12,300
Annual Technology Fee:	\$350.00
<b>9<sup>th</sup> Grade --- 12<sup>th</sup> Grade (High School)</b>	
Annual Tuition:	\$12,800
Annual Technology Fee:	\$500.00

(CBA) opened its doors in 2013 with a total 77 students and only consisted of grades K-6. Since then, the school has grown and now offers Pre-K classes all the way through 12<sup>th</sup> grade. The school strives to maintain its small, family feel by limiting capacity in order to maintain a low student to teacher ratio.

CLAYTON BRADLEY ACADEMY				
-Total Enrollment-				
5 Year Trends				
2019	2020	2021	2022	2023
300	333	426	472	487

There was an increase of 3.18% from the 2022 enrollment of 472. This is the fifth consecutive year in which CBA has had an increase in their enrollment.

# Juvenile Operations

In 2023, the Alcoa Police Department had 28,348 total calls for service, which includes officer-initiated activity and dispatched calls for service. This is an increase of 18.3% from 2022, which had a total of 23,950 calls for service. Although this includes both self-initiated field activity as well as dispatched calls, it does not account for informal contacts that occurred on a daily basis where officers were approached, asked for directions, provided informal legal options, etc.

<b>ALCOA POLICE DEPARTMENT</b>				
<b>-Total Calls for Service-</b>				
<b>5 Year Trends</b>				
<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
23,767	21,911	23,322	23,950	28,348

Juvenile calls for service, which are coded as a "Juvenile Problem", totaled 135 for the year of 2023, which is an increase from 2022 which had a total of 128.

<b>ALCOA POLICE DEPARTMENT</b>				
<b>-Juvenile Problem Calls for Service-</b>				
<b>5 Year Trends</b>				
<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
84 (N/A)	112 (33.33% increase)	103 (8.04% decrease)	128 (24.27% increase)	135 (5.47% increase)

## Arrests Totals

In 2023, officers with the department made a total of 1,955 arrests (both physical arrests and arrest via General Sessions citation). This is an increase of 20.4% from 2022, which has a total of 1,556 arrests, which also included physical arrests and arrests by citation.

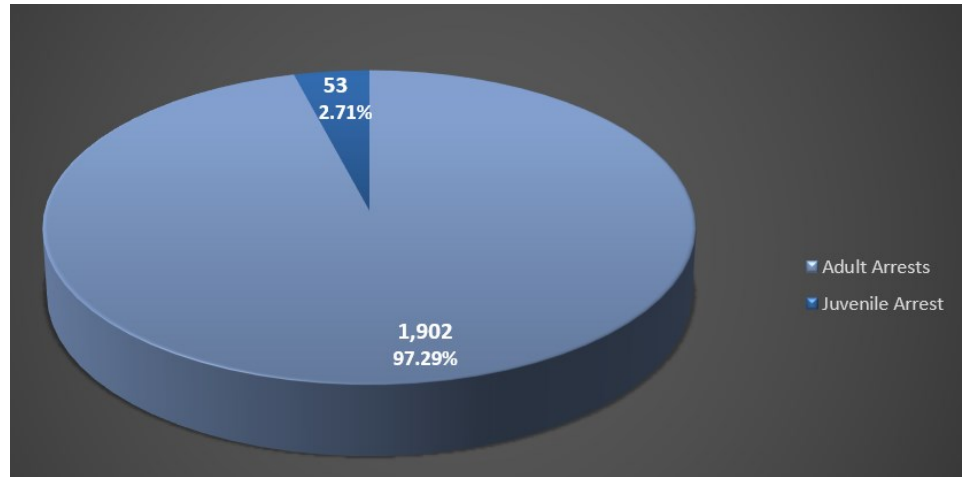
In 2023, 1,902 adults were arrested, compared to only 53 juvenile arrests. Juvenile arrests accounted for 2.71% of the total arrest.

The 53 total juvenile arrests includes both physical arrests and arrest by citation. A physical arrest occurs when the juvenile was taken into custody or placed under arrest and transported to the Blount County Juvenile Detention Center. The other is when the juvenile is issued a juvenile citation in lieu of physical arrest. The juvenile is still required to appear in Juvenile Court in the near future and is released into the custody of their parent and/or legal guardian(s).

Of the 53 total juvenile arrests 16 of those were physical arrests and the remaining 37 were an arrest via juvenile citation (citation in lieu of arrest).

Given that the school aged juvenile population is 23.4% the city's total population compared to juvenile arrests accounting for only 2.71% of the departments total arrest for 2023, it is fortunate that the City of Alcoa does not have a serious juvenile delinquency problem.

# Juvenile Operations



This is a decrease of 35.37% from the previous year, 2022, which had a total of 82 juvenile arrests.

<b>ALCOA POLICE DEPARTMENT</b>				
<b>-Juvenile Arrest Totals-</b>				
<b>5 Year Trends</b>				
<b>2019</b>	<b>2020</b>	<b>2021</b>	<b>2022</b>	<b>2023</b>
53	113	44	82	53

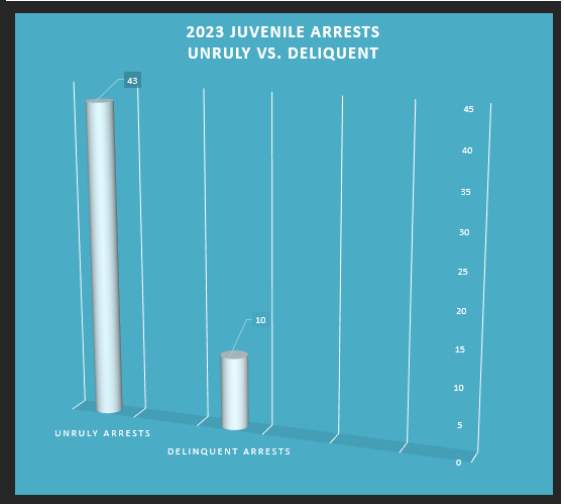
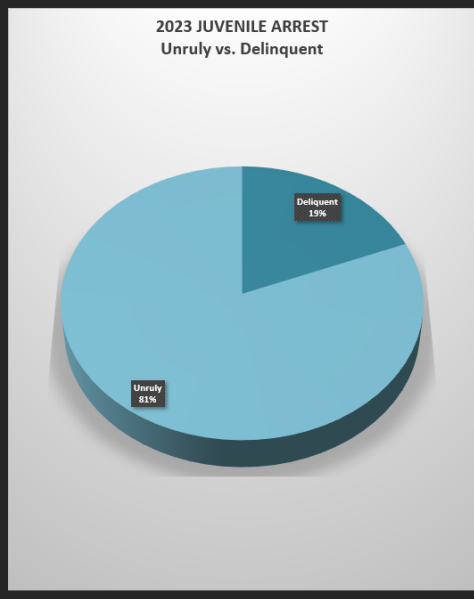
Juvenile arrests are classified within two (2) different categories, Unruly or Delinquent. In the State of Tennessee unruly offenses are referred to as "Status Offense" Cases by Juvenile Courts throughout the state. These offenses are behaviors of a juvenile that are illegal merely by virtue of a youth's status as a minor. Status offense cases are classified as unruly children and include truancy, being disobedient of the reasonable and lawful commands of a parent or guardian, committing an offense applicable only to a child, and being a runaway. In Tennessee, no lower age is specified for an "unruly child." The highest age a child's conduct can be considered a status offense is 17.

The State of Tennessee defines a delinquent offense as an action that is a crime for all people. The delinquent offense can be either a misdemeanor or a felony and include offenses against persons, offenses against property, and illegal conduct. Juvenile Court may extend jurisdiction of any convicted delinquent offense(s) up to the age of 21 of the offender.

In 2023, of the 53 arrests, 43 were for an Unruly offense and the remaining 10 were for delinquent offenses.

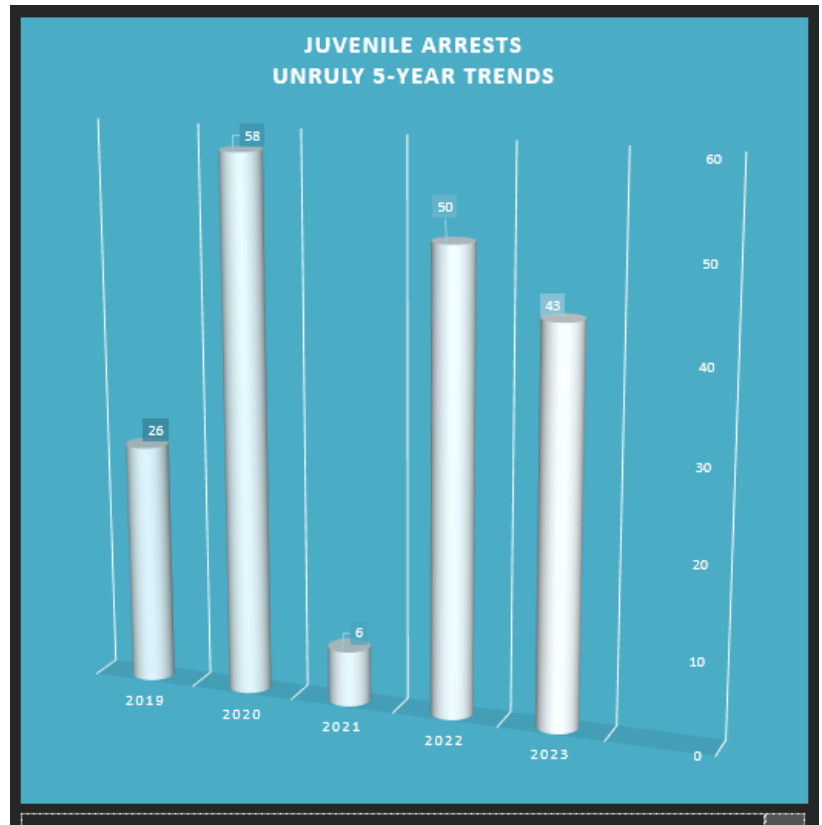
# Juvenile Operations

This equates to 81% of the 2023 juvenile arrests being classified as Unruly and 19% being classified as Delinquent.



### ALCOA POLICE DEPARTMENT -Juvenile Arrest Totals- Unruly Offenses 5 Year Trends

2019	2020	2021	2022	2023
26	58	6	50	43

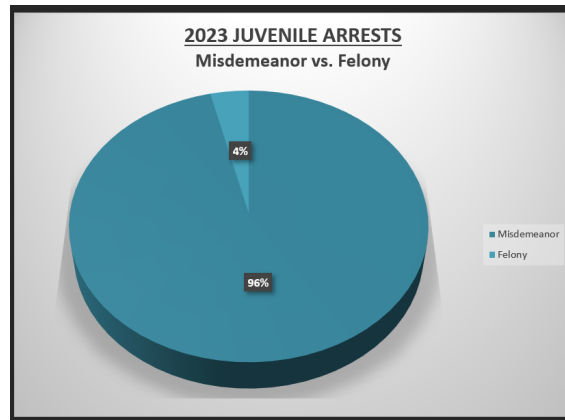


## Misdemeanor Felony Offenses

In 2023, 51 of the juvenile cases/charges were for misdemeanor offenses and 2 of the cases/charges were for felony offenses.

Examples of juvenile misdemeanor offenses are stealing property under the value of \$1,000.00, evading arrest, using a false ID, minor vandalism, etc. In general, these crimes are not violent, but can include simple assault – such as a fight at school, or domestic fight with a family member.

Examples of juvenile felony crimes can be crimes against a person or against property – such as possession of illegal drugs for resale, carjacking, armed robbery, aggravated assault, murder or attempted murder, rape, etc.



## ALCOA POLICE DEPARTMENT

### -2023 Juvenile Arrest Totals-

#### Sex

Male	Female
36	17

A more detailed breakdown of juvenile arrests to include sex along with race and ethnicity are particularized below.

## ALCOA POLICE DEPARTMENT

### -2023 Juvenile Arrest Totals-

#### Sex w/Race & Ethnicity

Male/ White	Female/ White	Male/ Black	Female/ Black	Male/ Hispanic	Female/ Hispanic	Other
23 of 53	12 of 53	7 of 53	4 of 53	6 of 53	1 of 53	0

An enumerated anatomization of the juvenile arrest data promulgated the following.

## ALCOA POLICE DEPARTMENT

### -2023 Juvenile Arrest Percentages-

#### Sex w/Race & Ethnicity

Male/ White	Female/ White	Male/ Black	Female/ Black	Male/ Hispanic	Female/ Hispanic	Other
40.4%	22.6%	13.2%	7.5%	11.3%	5.0%	0%

# Pursuits

The Alcoa Police Department recognizes the fact that vehicle pursuits are inherently dangerous and require a high level of attention and oversight from agency administrators for several reasons. One, the agency’s personnel could become injured during a vehicle pursuit. Two, a citizen or the violator could be injured in a vehicle pursuit and because of these two reasons, vehicle pursuits have the potential for high liability by the agency. Vehicle pursuits go through multiple layers of supervisory review to ensure that departmental policies are being followed, and to identify officer safety issues, potential risks to the public, training needs and potential liability issues.

## Summary of Vehicle Pursuit Data — 2023

Total number of Pursuits	16
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Number of Pursuits resulting in Death	0
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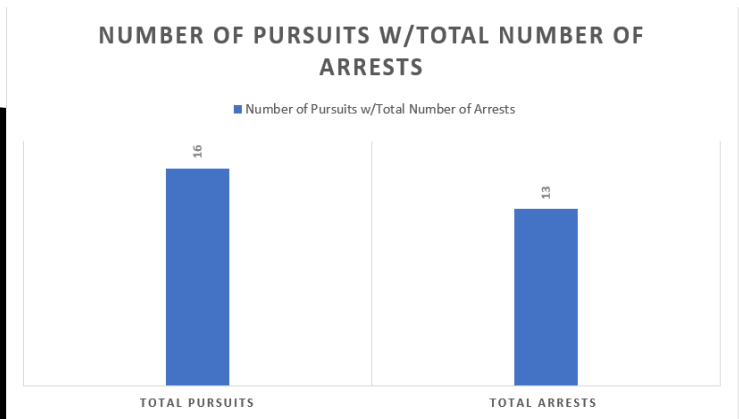
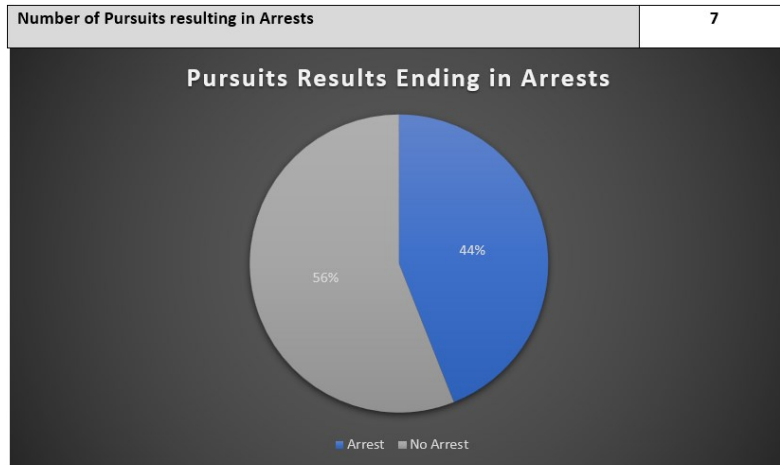
Number of Pursuits resulting in Death	0
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### Individuals Killed

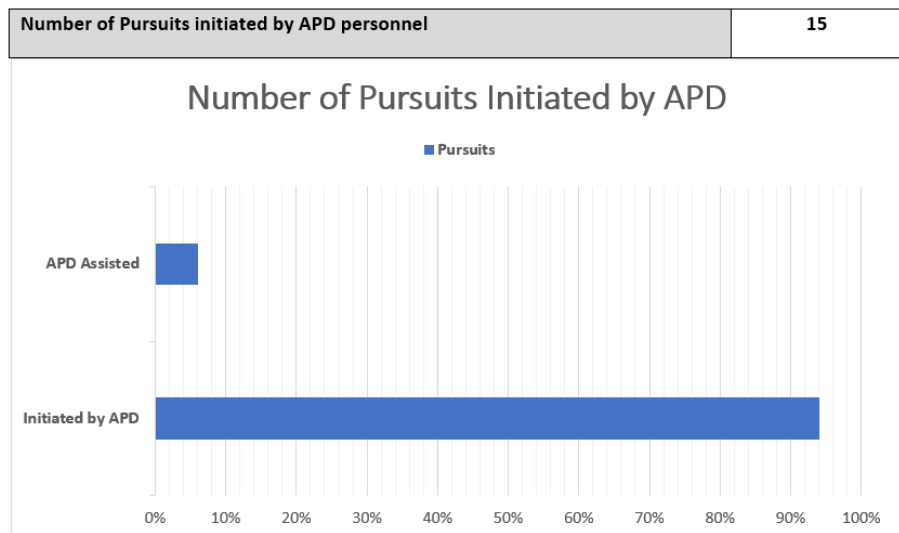
Type	Number
Police	0
Violator	0
Pedestrian	0
Other	0
<b>TOTAL</b>	<b>0</b>

There were two different vehicle pursuits that involved motor vehicle crashes out of the sixteen vehicle pursuits. This accounted for 13% of the vehicle pursuits having a motor vehicle crash. The first pursuit with a vehicle crash involved two police vehicles and the violator vehicle. These were not true vehicle crashes as the damage was caused during the application of attempted Box-In Techniques. With factoring the use of forcible stopping techniques not counting as motor vehicles crashes, only 6% of vehicle pursuits had a motor vehicle crash. Due to Blue Team reporting, these were reported in Blue Team as motor vehicle crashes rather than damage from forcible stopping techniques. The second pursuit involving a vehicle crash occurred when the violator vehicle struck two pedestrian vehicles while fleeing from police.

# Pursuits

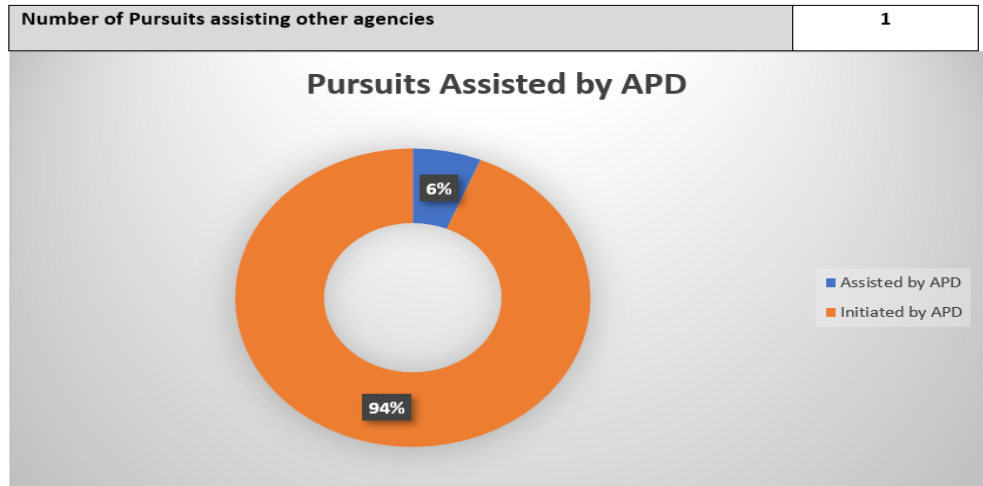


The total number of arrests for vehicle pursuits was 13 out of 16 total vehicle pursuits. Some vehicle pursuits did not have an arrest due to termination while others had later arrests through continued investigation. A review noted that only 1 vehicle pursuit had multiple arrests of 4 individuals.

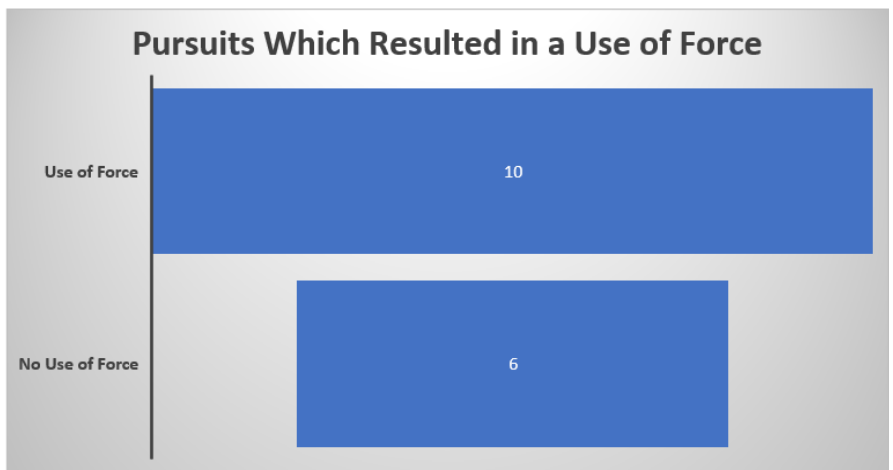


94% of vehicle pursuits in 2023 were initiated by APD officers. 1 vehicle pursuit, accounting for 6%, was initiated by BCSO and APD assisted until BCSO terminated. APD terminated the assistance and pursuit when BCSO did.

# Pursuits



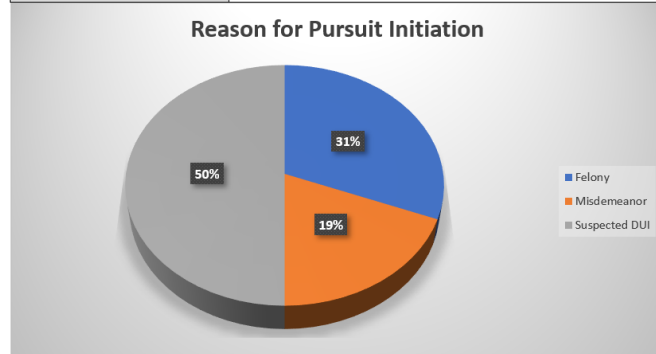
1 vehicle pursuit, accounting for 6%, was initiated by BCSO and APD assisted until BCSO terminated. APD terminated the assistance and pursuit when BCSO terminated their pursuit.



Most pursuits, 63%, resulted in a use of force. To explain this further, APD considers spike strip deployment, Box-In Technique, and the Pursuit Immobilization Technique as a use of force incident when utilized in a pursuit. There are also a high number of high-risk stops where force is used at the conclusion of a pursuit. This could be the pointing of a weapon at a suspect when being taken into custody.

# Pursuits

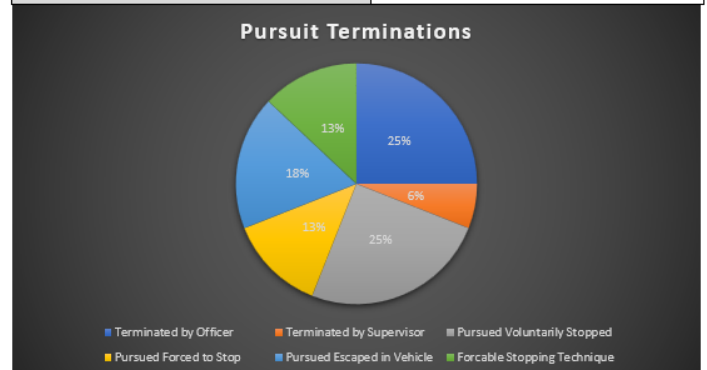
Reason Vehicle Pursuit was Initiated	
Criminal- Felony	5
Criminal- Misdemeanor	3
Suspected DUI	8
Criminal Warrant	0
Other	0



## Pursuit Terminations

Pursuits can be terminated at any time by the pursuing officer or any Supervisor when they believe the danger posed to the citizens is greater than the need to apprehend the offender. This “voluntary termination” may better protect the citizens than the continuation of a dangerous pursuit for minor offenses. The table below provides information on how pursuits were terminated.

Vehicle Pursuit Termination Method	
Terminated by Officer	4
Terminated by Supervisor	1
Pursued voluntarily stopped/surrendered	4
Pursued forced to stop/vehicle disabled	2
Pursued crashed	0
Pursued escaped in vehicle	3
Forceable stopping technique	2
Officer crashed	0
Other	0



*Welcome K9 Unar and K9 Ozzy*

K-9 Unar, a German Shepherd, was born February 14, 2022 in the Netherlands. He was imported to the United States I August 2023 to Shallow Creek Kennels in Sharpsville Pennsylvania where he was trained as a dual purpose Police K-9. In October 2023, K-9 Unar and his handler, Sgt. Ryan Moore completed a handler course consisting of 140 hours of training over four weeks at Shallow Creek Kennels.



Sgt. Moore and K-9Unar returned to the Alcoa Police Department where they began their careers together in November, 2023.

K-9 Unar is trained to detect five different illegal narcotic odors. He was also trained in tracking, building searches, area searches, criminal apprehension, handler protection and article searches to locate evidence. K-9 Unar and his handler, Sgt. Ryan



Moore continue to serve the City of Alcoa on evening shift patrol.



K-9 Ozzy, a Belgian Malinois, was born September 9, 2023 in Belgium. He was imported into the United States in October 2023 to Shallow Creek Kennels in Sharpsville, Pennsylvania where he was trained as a dual-purpose Police K-9.

In December 2023, K-9 Ozzy and his handler, MPO Johnny Meyers, completed a handler course consisting of 240 hours of training over six weeks at Shallow Creek Kennels. MPO Johnny Meyers, completed a handler

course consisting of 240 hours of training over six weeks at Shallow Creek Kennels.

MPO Meyers and K-9 Ozzy returned to the Alcoa Police Department where they began their careers together in January, 2024. K-9 Ozzy is trained to detect five different illegal narcotic odors. He was also trained in tracking, building searches, area searches, criminal apprehension, handler protection and article searches to locate evidence. K-9 Ozzy and his handler, MPO Johnny Meyers, continue to serve the City of Alcoa on evening shift patrol.

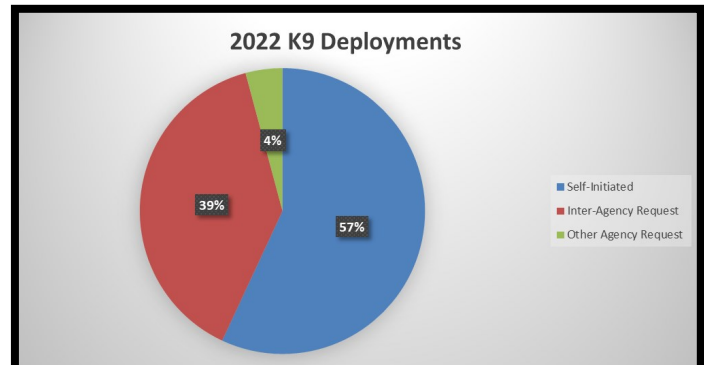
For the entire 2023 calendar year the department had only one K9 team, K9 Sergeant Moore, and his partner K9 Iza. K9 Iza is a 4-year-old dual-purpose German Shepherd, and she was partnered with Sgt. Moore (at that time Officer Moore) in the Spring of 2020. K9 Iza was purchased from Shallow Creek Kennels, Inc., located in Sharpsville, Pennsylvania and was born in Slovakia before being imported to Shallow Creek. K9 Iza is the department's second K9 purchased from Shallow Creek and the department's 7<sup>th</sup> dual-purpose K9 in the modern era.



K9 deployments are one of three possible categories: Self-Initiated, Inter-Agency Request or Other/Outside Agency Request/ Assist. Of the 72 total K9 deployments for 2022, 41 were a result of Self-Initiated activity by Sgt. Moore, 28 resulted from an Inter-Agency Request and 3 were from an Outside Agency

### Statistical Breakdown of Deployment Categories

During 2022 Sgt. Moore and K9 Iza had a total of 73, K9 usages from a total of 72, K9 deployments. The higher number of usages than actual deployments resulted from one deployment in which K9 Iza was utilized for both narcotics detection and a patrol purpose during one single deployment. Of those 73 usages, 49 were narcotics related (67.12%), 17 were patrol related (23.29%) and 7 were demonstrations or public relations related (9.59%).



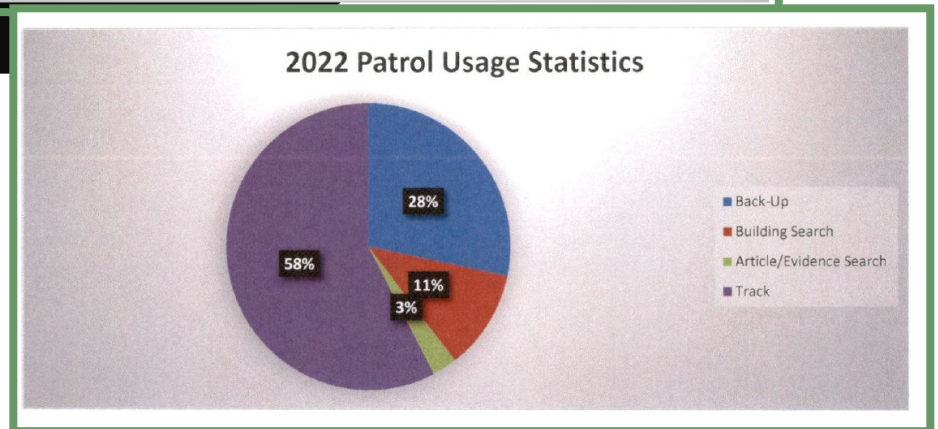
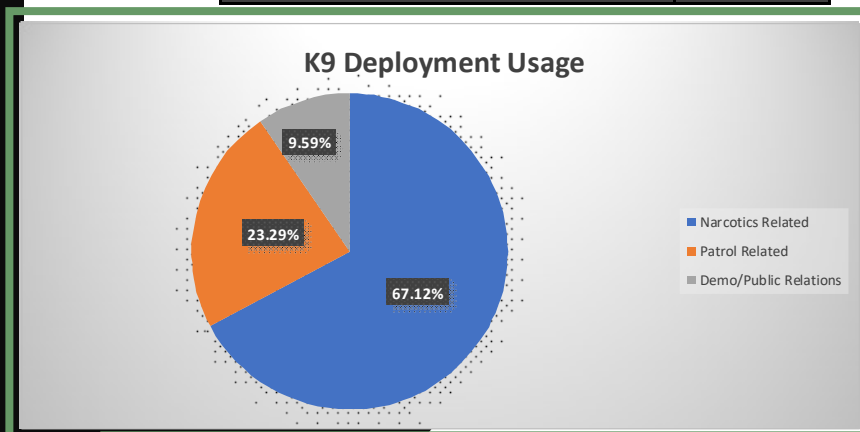
## Statistical Breakdown of K9 Deployment Usage

### --Patrol Usage and Statistical Analysis--

During 2022 Sgt. Moore and K9 Iza had a total of 16 deployments which were patrol dog related.

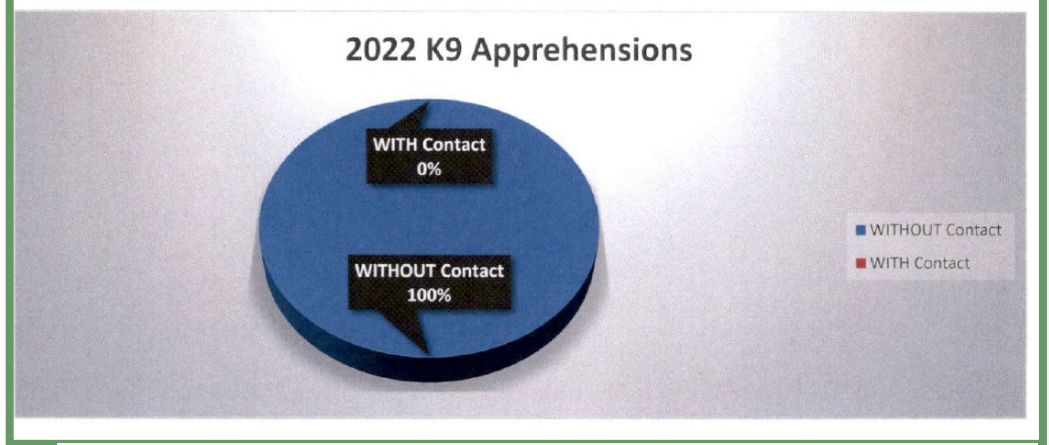
A breakdown of those 17 are as follows:

<b><u>Back-Up</u></b>	<b>10</b>
<b>Building Search</b>	<b>4</b>
<b>Article/Evidence Search</b>	<b>1</b>
<b>Track</b>	<b>1</b>



In addition to the four patrol related categories above, K9 Iza was deployed as a visual and audible deterrent to suspects in High-Risk traffic stops situations on two (2) different occasions. Both of these occasions K9 Iza was “displayed” as a Use of Force, and which was documented in accordance with the department’s Use of Force reporting and Use of Force administrative review policies and procedures. Of the 72 total deployments for 2022, K9 Iza was only used as a Use of Force on two (2) occasions, resulting in a departmental K9 being utilized as a Use of Force only 2.78% of the time. As a result of the two (2) Uses of Force involving K9 Iza she is credited with three (3) Non-Contact Patrol Apprehensions. This is a situation in which K9 Iza was deployed and utilized as a Use of Force and deterrent and the suspect(s) were successfully taken into custody without incident and K9 Iza did not have any physical contact with the suspect(s). K9 Iza had a total of 32 non-contact apprehensions in 2022 with the majority of those being narcotics related apprehensions.

**K9 Iza's Apprehensions With Contact was 0% in 2022.**

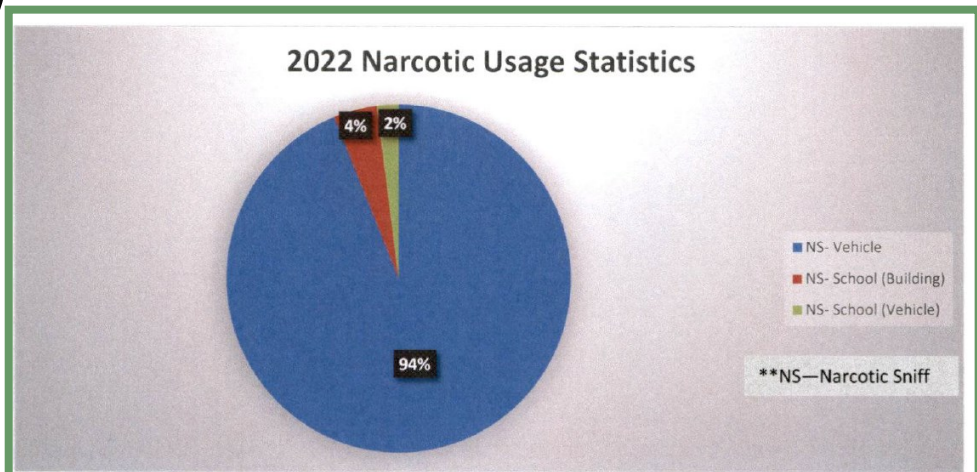


**--Narcotic Detection Usage and Statistical Analysis--**

During 2022 Sgt. Moore and K9 Iza had a total of 49 deployments which were narcotics related.

A breakdown of those 49 are as follows:

Narcotic Sniff- Vehicle	46
Narcotic Sniff- School (Building)	2
Narcotic Sniff- School (Vehicle)	1



Of the 49 narcotic related deployments in 2022, K9 Iza displayed a documented “alert” and indicated to the presence of an odor of a narcotic 46 times. In those instances, a follow-up search and investigation located illegal narcotic(s) 45 times. In only one occasion during the year did K9 Iza “alert” to the presence of an odor of a narcotic and a search, investigation and interview failed to find and/or locate any illegal narcotic(s).

Positive “alert” to the presence of an odor of a narcotic: 46

Alert w/Find	45
Alert w/out Find	1

# K9 Operations Review

## Narcotic Find and Seizure Totals

Marijuana	202.2 grams
Marijuana "dab"	0
Crack	0
Cocaine	3.5 grams
Heroin	5.71 grams
Methamphetamine	67.26 grams
Ecstasy (MDMA)	0
Other Narcotic	0
UNK Substance	5.6 grams
Narcotic Pills	24 dosage units
Paraphernalia	125 items

## Seizure Totals

Vehicle Seizures	0
Weapon Seizures	4
Money Seizures	\$1,646.00

## --K9 Demonstration/Public Relations Deployments--

During 2022 Sgt. Moore and K9 Iza had a total of seven (7) deployments which were a K9 Demonstration/Public Relations event.

A breakdown of those 7 are as follows:

Organization	Location	K9 Abilities Demonstrated
City School	Alcoa Intermediate School	Obedience
Girl Scouts	Springbrook Park	Obedience/Article Search
Summer School-COA	Springbrook Park	Obedience
Vacation Bible School	RIO East Church	Narcotic Sniff/Apprehension
Private School	Clayton Bradley Academy	Obedience/Article Search
City School	Alcoa Elementary School	Obedience
K9 Association Community Day	Everett Park	Obedience/Decoy Neutralization /Apprehension

# Accreditation



13575 Heathcote Boulevard  
Suite 160  
Gainesville, VA 20155-6693  
703-352-4225  
[www.calea.org](http://www.calea.org)

November 11, 2023

Chief David Carswell  
Chief of Police  
Alcoa Police Department  
2020 North Wright Road  
Alcoa, TN 37701

Chief Carswell:

CALEA® Accreditation serves as the *International Gold Standard for Public Safety Agencies*. This correspondence serves to recognize the Alcoa Police Department has been awarded Law Enforcement Accreditation effective November 11, 2023, for the Sixth time. This award remains in effect for four years and the agency retains all privileges associated with this status during that period.

The process of CALEA Accreditation begins with a rigorous self-assessment, requiring a review of policies, practices, and processes against internationally accepted public safety standards. This is followed with an assessment by independent assessors with significant public safety experience. Additionally, public feedback is received to promote community trust and engagement. Structured interviews are conducted with select agency personnel and others with knowledge to assess the agency's effectiveness and overall service delivery capacities. The decision to accredit is rendered by a governing body of twenty-one Commissioners following a public hearing and review of all reporting documentation.

CALEA Accreditation is a continuous process and serves as the foundation for a successful, well managed, transparent, community-focused public safety agency. To this end, an agency must maintain its accredited status by remaining in compliance with CALEA standards at all times.

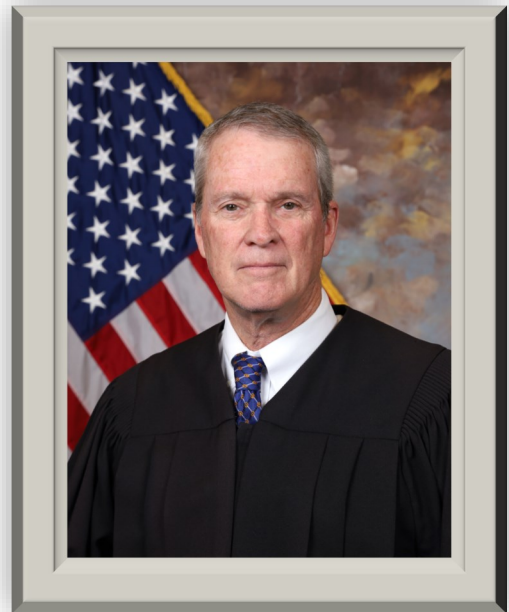
CALEA congratulates the Alcoa Police Department for demonstrating a commitment to professional excellence through accreditation. CALEA Accreditation is the *Mark of Professional Excellence* and should be displayed proudly by those who have earned this honor.

Sincerely,

W. Craig Hartley, Jr.  
Executive Director



# Judge Mike Moyers



## Welcome Municipal Court Judge Mike Moyers

Mike Moyers graduated from the University of Tennessee College of Law in 1987. He joined the Knox County Law Director's Office in 1988 under Law Director Dale Workman. He was elected Knox County Law Director in 2000 and served in that capacity until 2006, when he was elected Chancery

Court Judge for the 6th Judicial District (Knox County). He served in that role until 2021 when he retired from the bench in order to take over and manage his family's historic farm property in the Boyd's Creek community of Seymour. After spending a year in private practice with the Bernstein, Stair and McAdams. He returned to serve as Senior Deputy Law Director in the Knox County Law Director's office in January 2022.

Judge Moyers was appointed Judge by the Alcoa City Commission in 2023.

### Bar Admissions

Tennessee 1988  
US District Court, Eastern District of TN 1988  
United States Court of Appeals, Sixth Circuit, 1988,  
US Supreme Court, 1992

### Education

BA Western Kentucky University, 1984  
JD, UT College of Law, 1987

### Associations

Knoxville Bar Association  
TN Bar Association  
TN County Attorney's Association  
TN Judicial Conference  
TN Municipal Judges Conference

**Officer  
Cody Cogdill**



**Officer  
Jacob  
Coppenger**

**Welcome New  
Employees**

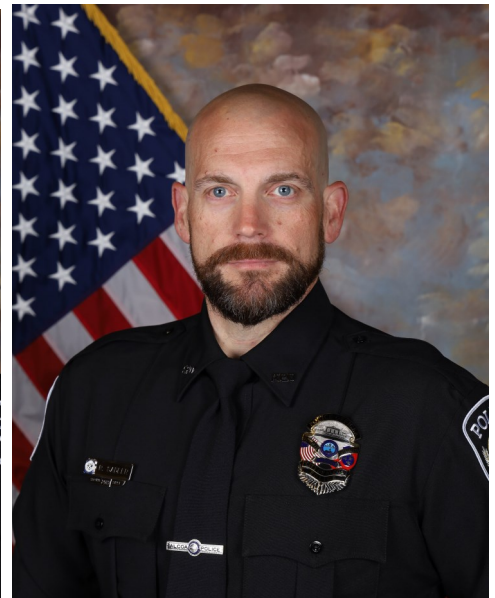
**Officer  
Samuel  
Johnston**



**Officer  
Dek Melton**



**Officer  
Isaac Morton**



**Officer  
Rodney Sadler**

**Welcome New  
Employees**

**Officer  
Jose Valadez**



**Officer  
Brandon  
Williams**





Mayor Tanya Martin presents a Proclamation to retiring Municipal Court Judge Alan Bray

*Happy Retirement  
Judge Bray*



Senator Art Swann, Judge Alan Bray and his wife Gail, Rep. Jerome Moon present a proclamation from Governor Bill Lee

# Promotions

*Congratulations to Sgt. Jay Cameron and Sgt. Jeff Parsons on their recent promotion to Sergeant.*



*Congratulations!*

Congratulations on their recent promotions

From Left Lt. Matt Caldwell, Lt. AJ Wilson, Sgt. Bobby Keller, Sgt. Jamar Walker and Sgt. Ryan Ayers



# Class A Awards



The Department Commendation was awarded to MPO Jamar Walker and Sergeant Israel Hernandez.

The Police Chief's Citation was awarded to Lieutenant Daniel Brooks



The Unit Awards were given to Lt. Dustin Stevenson, Sgt. AJ Wilson, Sgt. Israel Hernandez, Sgt. Ryan Moore, Sgt. Jay Cameron, FTO Ryan Ayers, FTO Adam West, MPO Johnny Meyers, FTO Bobby Keller, Det. Connor Underwood, MPO Jamar Walker, Officer Adam Stephens, Officer Chris Coleman and Officer Boyd Smiley.



# Class A Awards



Supervisor of the Year  
Lt. Dustin Stevenson

Sworn Officer of the Year  
MPO Johnny Meyers



Co-Worker of the Year  
Clerk Jill Bolton



Civilian of the Year Clerk  
Andrea Sherman



# Class B Awards

3rd and 4th Quarter Naloxone Lifesaving Awards were given to Sgt. Israel Hernandez, Sergeant AJ Wilson, FTO Keller (2), Officer Tanner Schroeder, Officer Chris Coleman, Officer Jesse Ewing,



Accident Reconstruction Certification was awarded to Officer(s) Boyd Smith and Adam Stephens.

# Class C Awards

Completion of FTO Training Certification was awarded to Officer(s) Madison Chapman, Jesse Ewing, Brett Coppage, Lauren Earley, Josh Warner and Cisco Vargas

# Special Olympics

The Alcoa Police Department participated in the Blount County Special Olympics today at Heritage High School. We had officers run in the torch run, as well as Motorcycle Officers escorting runners. Thank you to these Officers for their participation and help in an amazing event!



# Congratulations SRO Mark Tate

Congratulations to SRO Mark Tate! He was honored at Alcoa High School today where the annual yearbook was dedicat... See more



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

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

**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



# **We Are Hiring**

**For More Information Contact**

**Sgt. Jason Ewing  
(865) 981-4111**

**Or**

**HR Director Melissa Thompson  
(865) 380-4700**