




P O L I C E M O N T H L Y R E P O R T

To: Richard Bronson, Town Manager
From: Lee Miller - Police Chief 
Date: July 1st, 2025
RE: Police Department Report for June 2025

Police Department Updates

Message from Chief Miller

I'd like to begin by sincerely thanking the Town Council for your time, attention, and support throughout the recent budget process. Your commitment to public safety and your investment in our department are deeply appreciated by everyone at the Lincoln Police Department. If you ever have questions or need anything from us, please don't hesitate to reach out—my door is always open.

June was another strong month for community engagement. We participated in several events, including our *Castings with a Cop* day, which continues to be a great opportunity for our officers to build meaningful connections with residents. I also had the pleasure of meeting members of the Lincoln Historical Society and receiving a tour that gave me a greater appreciation for the rich history that defines our town.

As we transition into the summer season, Officer Peters has returned to patrol to help meet increased call volume and community needs. With the new budget in place, we're looking forward to implementing several key improvements, from equipment upgrades to expanded community programs. Your continued support makes this progress possible, and we are truly grateful.

Policies and Administrative

We are actively implementing our new **PowerReady training system**, which is designed to better prepare new officers before they begin solo patrol. One of the consistent challenges in law enforcement is ensuring adequate and consistent training—PowerReady addresses that head-on. The system offers structured, scenario-based instruction, ensuring officers are exposed to a wide range of call types and know how to handle each situation professionally and safely. It also includes performance ratings, allowing us to track progress and identify areas for growth.

Policies and Administrative cont....

This program continues through the officer's probationary period, giving supervisors the tools to monitor progress and provide meaningful feedback. It not only reinforces what the officer is doing well but also flags any areas that need attention. Importantly, it doesn't stop with new officers—PowerReady supports our veteran staff as well, offering a consistent method for documenting performance throughout the year.

This leads directly into better, more accurate annual evaluations. As many of us know, remembering everything over a 12-month span can be difficult. PowerReady allows us to build a clear, evidence-based picture of an officer's performance—making evaluations fair, consistent, and meaningful. This system is going to be instrumental in improving feedback, accountability, and overall culture within the department.

On the administrative side, our Administrative Assistant has been making great progress organizing our case files. We're building a more efficient and user-friendly system for managing open, closed, and legally retained cases. At the same time, our intern has been digitizing older files to make them more accessible. He's doing an excellent job and helping us free up physical storage space as well.

We're also in the early stages of launching a new department website with the help of Shawn. I'm really excited about this project. A strong web presence reflects the professionalism of our agency and improves how we connect with the community. The new site will feature useful tools like tip submissions, text alert signups, and the ability to request property checks—offering better service and more transparency to our residents.

Patrol Highlights

Our officers have been working hard this month, including ongoing efforts to keep unauthorized individuals off the mill site—a persistent challenge over the past few years. Officer Nic Milner, with help from Bruce, recently posted additional

Patrol Highlights cont...

signage around the property to reinforce the no-trespassing message. We also discovered a homeless encampment on-site and worked to safely relocate those individuals. The mill continues to be a difficult area to monitor and enforce, but we're committed to addressing the issue.

In addition to these efforts, our officers have remained active on the road, handling a wide range of law enforcement activities across the community.

We've also taken a step forward in addressing mental health-related calls. We've partnered with Community Health and Counseling Services, and going forward, counselors will periodically ride along with our officers. Their presence will help us better respond to frequent mental health calls, connect individuals to services, and ultimately reduce the time officers spend managing these complex situations. This collaboration is an important part of our commitment to providing compassionate and effective public safety.

Grants

We're excited to share that our regional Health and Wellness Grant application has been approved! While we're still waiting to find out the final award amount, we requested a significant sum to support early detection cardiovascular screenings. This grant covers both police and fire personnel, giving everyone the opportunity to participate. These screenings cost approximately \$850 per employee, so receiving this funding is a huge win for our team. We'll share more details as soon as they become available in the coming weeks.

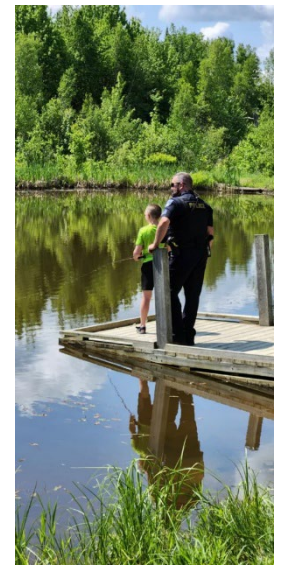
Additionally, I recently submitted a Walmart grant application to help fund our National Night Out event this August.

We're also in the process of seeking reimbursement for the new printers and radar units we've received.

Community Outreach

This month, Sgt. Winslow coordinated our Casting with a Cop event—and what a fantastic day it was! We were fortunate to have sponsorship from Walmart, Steak N' Stuff, and Whitney's Outfitters, with PK Floats generously providing the grill. Over 40 community members joined us for a fun, family-friendly event that

Community Outreach



brought people together in a positive and relaxed setting. It was a great reminder of the strong relationships we're building in Lincoln.

I also had the opportunity to meet with the Historical Society and tour their historic society house. I spoke with them about their property and supported their efforts by purchasing a few of their goods. Their knowledge of Lincoln's history is truly impressive, and I appreciated the chance to connect with such a dedicated group.

Additionally, I was honored to attend the dedication ceremony for the PFC Charles Lola and PFC Samuel Dana Training Site in Woodville. These two World War I soldiers, both members of the Passamaquoddy Tribe, displayed extraordinary bravery in France on June 18, 1918. I attended the event with Reserve Officer Verne McMoarn, who retired as a Colonel in the Army Reserves. It was a meaningful tribute and a powerful reminder of the sacrifices made by those who came before us.



Staffing

We're excited to share that we've hired two new officers and are well underway with onboarding two additional candidates. They are scheduled to attend the academy orientation on July 18th, marking an important milestone in strengthening our department. They are working on their physical fitness to ensure that they pass the PT test on the 18th. Every week our PT instructor is testing them and ensuring that they are continuing to pass.

Staffing Cont...

Looking ahead, we're continuing to actively recruit with the goal of bringing on two more officers to reach full staffing levels. Achieving this will allow us to have two officers on every shift, which is a critical step toward enhancing officer safety, improving response times, and delivering consistent, high-quality service to our community.

Reaching full staffing isn't just about numbers—it's about building a strong, resilient team that's ready to serve Lincoln with professionalism and pride.

Trainings

This month, our officers successfully completed annual firearms training under the direction of Firearms Instructor McMoarn. He ran us through a comprehensive course and did an outstanding job ensuring everyone is confident and qualified. As a result, all officers are now certified for another year.

Additionally, Sgt. Winslow and I attended a wellness training for supervisors held in Bangor. The focus of the session was on how leaders can better support their officers through a range of challenges, with an emphasis on maintaining mental health and resilience. It was a valuable training, and I was encouraged to see that many of the strategies discussed are things we are already doing—or actively working to implement—here in Lincoln.

Law Enforcement in Action how we do the Job!

Beginning July 1st, I'll be leading our department through the process of achieving accreditation through the Maine Law Enforcement Accreditation Program (MLEAP). This is a comprehensive effort involving 164 professional standards—some of which take time to implement—but it's well worth the investment. This will take us up to two years to become accredited.

Why take this on? Simply put, accreditation represents best practices in modern policing. It ensures our policies are up-to-date, legally sound, and aligned with the standards necessary to operate an effective and accountable law enforcement agency.

Accreditation also reduces liability exposure and enhances transparency—two pillars that are more important than ever in today's policing environment.

Law Enforcement in Action how we do the Job! Cont...

There's also a practical benefit: accreditation results in a 25% discount on our Police Professional Liability insurance, which is a direct financial saving for the town.

Currently, I serve as one of five police chiefs in Maine on the committee that reviews all MLEAP applications. In a previous role, I was proud to lead my department as the first agency in the state to earn MLEAP accreditation. Once accredited, agencies are reaccredited every three years to ensure continued compliance.

In addition to leading our effort locally, I also serve as a MLEAP accreditor. This role allows me to learn from other departments, bring back ideas, and contribute to the overall growth and integrity of the program.

This is a big step forward for our department and one that I believe will strengthen our service to the community.

Detective's Office

We recently completed our first spot inspection and money audit of the evidence room—an important step toward accountability and accreditation.

Each quarter, I conduct a spot inspection of the evidence room, along with a money audit to ensure proper handling and documentation of funds. The money audit involves a two-step process. First, it's important to note that no money should remain in the evidence room for an extended period. Any funds received—whether as evidence or found property—are initially secured in a secondary safe inside the evidence room. Currently, only two personnel have access to this room: Detective Jacobs and Sergeant Mason.

Within 7 to 10 business days, all funds are transferred to the Finance Department and deposited into the evidence room's dedicated bank account. During the audit, I obtain the balance from Finance, while Detective Jacobs provides the internal balance he has documented. We compare the two figures, reconcile any discrepancies, and generate a report. For the spot inspection, I select five random items, which always include a mix of drugs and firearms. Detective Jacobs and I then physically locate and verify these items. All narcotics are secured in a secondary locked container inside the evidence room. Best practice also calls for firearms to be secured similarly; currently, they are not, but transitioning to that standard is part of our accreditation goals for the coming year. Once all items are located, we document our findings and submit a formal report.

Detective Jacobs is also actively working on several ongoing investigations, and we anticipate being able to share updates on those cases in the coming months.

LD Laws and Case Law

LD 1784 – This bill, which has passed, will require law enforcement agencies to publish certain departmental policies. Fortunately, our department is already well-positioned for this change. We use PowerDMS, which ensures that our policies are current, accessible, and easy to share. We will be integrating a public-facing portal into our new website so that community members can view most of our policies. Policies involving sensitive operational details, such as tactical or investigatory procedures, will be excluded from public access, as permitted by the bill.

LD 1484 – An Act Related to Public Access of Records of Certain Disciplinary Actions of Public Employees – This bill, supported by the Maine Chiefs of Police Association, sought to clarify which types of disciplinary records should be public and which should remain confidential. Despite the Association's strong advocacy, the Judiciary Committee voted the bill "Ought Not to Pass."

LD 1671 – An Act to Establish Disclosure Requirements Regarding Law Enforcement Credibility Information – Also supported by the Maine Chiefs of Police Association, this bill seeks to establish a consistent, statewide standard for Giglio disclosures and to ensure due process protections for officers. *Giglio* refers to the legal obligation to disclose information that could impact the credibility of a law enforcement officer who may testify in court, stemming from the U.S. Supreme Court case *Giglio v. United States*. This includes prior instances of dishonesty or misconduct. The challenge addressed by this bill is that each District Attorney's office currently interprets and handles Giglio obligations differently, leading to inconsistent standards across the state. LD 1671 aims to create uniformity in how these disclosures are managed. While the bill has been carried over to the Second Session, the hope is that continued discussions with the Maine Prosecutors Association will result in a standardized process—ideally one that can be achieved without requiring a change in law.

Monthly Stats: Law Incidents: 306, Traffic Stops: 82, Total Criminal Violations: 10