

Police Department

By Lee Miller, Chief of Police



Message from the Chief

As I reflect on this past fiscal year, I am incredibly proud of what the Lincoln Police Department has accomplished. While every year brings new challenges, it also creates opportunities to improve, grow, and strengthen the trust we have with the community we serve.

Since becoming Chief, my vision has been simple: build a department grounded in Integrity, Competency, and Fairness. Those three values are more than words—they guide every decision we make, every interaction we have, and every service

we provide. I believe our community deserves a police department that is honest in its actions, highly trained in its profession, and fair in the way it treats every person.

This past year, our officers continued to demonstrate those values every day. From responding to emergencies and investigating crimes to assisting citizens through difficult moments, they have consistently shown professionalism, compassion, and dedication. They have embraced training, worked through difficult situations, and continually adapted to the ever-changing demands of law enforcement. I could not be more proud of the team we have built and the commitment they show to this community.

One of the highlights of the year was earning accreditation through the Maine Law Enforcement Accreditation Program. Achieving accreditation reflects our commitment to accountability, professionalism, and nationally recognized best practices. It is an accomplishment that required dedication from every member of our department and demonstrates our commitment to continuous improvement.

Community engagement has remained a cornerstone of our mission. Whether through National Night Out, school supply drives, safety presentations, community events, or simply taking the time to talk with residents, we continue to strengthen the relationships that are essential to effective policing. We firmly believe that the best policing happens when a department and its community work together.

I also want to recognize the outstanding partnerships we have with the Penobscot Regional Communications Center (PRCC), neighboring law enforcement agencies, the Penobscot County Sheriff's Office, Maine State Police, our fire and EMS partners, schools, businesses, and the many organizations that work alongside us to keep Lincoln a safe place to live, work, and raise a family. Public safety is truly a team effort.

Most importantly, I want to thank the dedicated men and women of the Lincoln Police Department. Their professionalism, integrity, compassion, and commitment to serving others do not go unnoticed. They are the reason this department continues to move forward, and they represent our community with pride every single day.

As we look to the future, we will continue building upon the progress we have made. We will never stop looking for ways to improve, to learn, and to better serve our community. We will remain committed to our core values of Integrity, Competency, and Fairness, ensuring that every decision we make reflects the trust the citizens of Lincoln have placed in us.

Serving as the Chief of Police for the Town of Lincoln is an honor and a responsibility that I do not take lightly. Thank you to the citizens of Lincoln for your continued trust and support. We look forward to continuing to serve you with professionalism, dedication, and pride.

Respectfully,


Lee Miller



Mission Statement

To ensure public safety and build trust in the Lincoln community through proactive policing, community engagement, and integrity-driven service.

Vision Statement

A safe and thriving Lincoln community built on competency, fairness, and strong partnerships between law enforcement and residents.

Core Values

Integrity - Competency - Fairness

Police Department Staff



Chief Miller



Britny Worster



Sgt. Daren Mason



Sgt. Mike Winslow



Det. Stu Jacobs



Officer Rebecca Peters



Officer Mariah Morales



Officer Kris Milner



Officer Nic Milner



Officer Anthony Manna



Officer Dylan Denlinger



Officer Garet Smith



Reserve Officer
Taylor Haines



Reserve Officer
Verne McMoarn



New Hires!

Officer Anthony Manna

Prior to joining law enforcement, Anthony spent many years in the food service industry, where he developed a strong work ethic and a commitment to serving others. He now brings that same dedication to his career in law enforcement and to serving the Lincoln community. Anthony graduated from the Maine Criminal Justice Academy in June 2026 and is currently working through the department's Field Training Program. He is grateful for the opportunity to be part of the Lincoln community and looks forward to continuing to grow as an officer while making a positive impact through public service.



Officer Dylan Denlinger

Officer Denlinger was born and raised in Pennsylvania and came to Maine to attend Husson University, where he graduated in 2025 with a bachelor's degree in Conservation Law and a minor in Biology. He currently resides in Burlington with his family.

A lifelong outdoor enthusiast, Officer Denlinger enjoys spending his free time hunting, fishing, and taking advantage of everything Maine has to offer. He has wanted to become a police officer since childhood, driven by a desire to serve others, make a difference, and give back to the community.



Officer Denlinger graduated from the Maine Criminal Justice Academy in June and recently completed his field training with the Lincoln Police Department. He is now working independently as a patrol officer and looks forward to continuing to serve the Lincoln community. Please join us in congratulating Officer Denlinger on completing his field training and this important step in his law enforcement career.

New Hires Continued!

Reserve Officer Taylor Haines



Officer Haines brings a strong background in public safety and service to the department. He currently serves full-time as a Fire Lieutenant with the Old Town Fire Department and is a graduate of Husson University, where he earned a degree in Criminal Justice.

Although Officer Haines came to the department with significant public safety experience, he is completing the same comprehensive field training process required of our full-time officers. This ensures that every officer serving the Lincoln community is trained to the same standards and understands the department's policies, expectations, and approach to policing.

The addition of Officer Haines strengthens our reserve program and provides the department with additional staffing flexibility for community events, special details, and patrol coverage. We are pleased to have Taylor as part of the Lincoln Police Department and look forward to his continued service to our community.

Officer Gareth Smith

Officer Smith is 26 years old, married, and the proud father of one son. A local resident, he graduated from Lee Academy in 2018 and continued his studies in Criminal Justice through Region 3 and Eastern Maine Community College.

In April 2023, Officer Smith enlisted in the United States Army, serving as an 11B Infantryman. During his military service, he received extensive training in weapons handling, tactical operations, combat lifesaving, leadership, and arms room management.



Following his honorable military service, Officer Smith returned home and joined the Lincoln Police Department as a Patrol Officer. He will begin the Basic Law Enforcement Training Program at the Maine Criminal Justice Academy later this month.

We are excited to have Officer Smith as part of our team and look forward to seeing him continue his law enforcement career serving the Lincoln community.

Employee Recognition

In June, Detective Stu Jacobs celebrated an extraordinary milestone—50 years in law enforcement, capping more than five decades of public service that began with the Old Town Fire Department.

Stu spent much of his distinguished career with the Maine State Fire Marshal's Office, where he built a reputation as one of the finest investigators in the field. Throughout his career, he has been known for his ability to look beyond the obvious, think outside the box, and remain persistent in the search for the truth.

That same passion and determination continue today at the Lincoln Police Department. Detective Jacobs approaches every investigation with the same drive that has defined his career, digging deeper, following every lead, and continuing to search for answers even in the most challenging cases. His experience, investigative instincts, and persistence remain tremendous assets to the department and the community.

After 50 years in law enforcement, Stu continues to bring the same dedication, curiosity, and commitment to every case. His knowledge and experience are invaluable to the Lincoln Police Department, and his career represents an exceptional legacy of service to the people of Maine.



Internship program

When I arrived in Lincoln, one of my goals was to establish an internship program within the Police Department. I am proud that we were able to launch that program this past summer and begin providing college students with meaningful, hands-on exposure to the law enforcement profession.

Since 2015, I have worked extensively with college interns, with approximately 3,000 hours of volunteer and internship service contributed through programs I have helped oversee. Over the years, I have seen firsthand the value these programs provide—not only to the students, but also to the departments and communities they serve.

My longstanding partnerships with Eastern Maine Community College and Husson University have been instrumental in recruiting students interested in careers in criminal justice and law enforcement. Several former interns have gone on to become full-time police officers, including at least three who were later hired by agencies where I was serving. Others have gone on to successful careers with law enforcement agencies throughout the region.

Interns also provide valuable assistance to the department. They help with projects such as document scanning, records organization, and other administrative tasks that improve efficiency and allow staff to focus on other responsibilities. At the same time, interns have opportunities to participate in ride-alongs, observe different aspects of police operations, and gain a realistic, behind-the-scenes understanding of what a career in law enforcement involves.

Since establishing the internship program at the Lincoln Police Department, we have welcomed three interns: Josiah Burns, Cole Andrei, and Jackson Tilton, who is currently completing his internship with us.

The goal is to continue growing this program and developing relationships with area colleges. Internships are an opportunity to invest in the next generation of law enforcement professionals while also introducing talented young people to the Lincoln Police Department and the community we serve.



Cole Andrei



Jackson Tilton

Training & Professional Development

Training remains one of the Lincoln Police Department's highest priorities. Law enforcement continues to become increasingly complex, and our officers must be prepared to make sound decisions in situations that are often stressful, rapidly evolving, and legally challenging. Our goal is not simply to meet minimum training requirements, but to develop knowledgeable, confident, and well-rounded officers who are prepared to serve our community professionally.



Mandatory Training

We are currently in the first year of the Maine Criminal Justice Academy's two-year mandatory training cycle. Each year, Maine law enforcement officers are required to complete designated training established by the Academy, including annual Case Law and New Law Updates addressing changes in state and federal law. Firearms proficiency and qualification also remain recurring training requirements. During the previous training cycle, mandatory topics included:

- Trauma-Informed Training
- Officer Wellness
- Mechanics of Arrest, Restraint and Control (MARC)

This year, officers will complete required training that includes:

- Case Law and New Law Updates
- Firearms Training
- Recognizing and Responding to Survivors of Human Trafficking
- Elder Exploitation, Fraud and Abuse
- Mechanics of Arrest, Restraint and Control (MARC)

Meeting these requirements is important, but they represent only one part of our overall training program. Our goal is to ensure officers continue developing well beyond the minimum standards required for certification.

Building Our In-House Training Capabilities

One of our priorities has been to increase the Department's ability to provide high-quality training internally. Specialized law enforcement training can be expensive and is not always readily available in our region. Developing qualified instructors within the Department allows us

to provide training more frequently, reduce travel and overtime costs, and tailor instruction to the situations our officers encounter.

During the year, in-house training included:

- Mechanics of Arrest, Restraint and Control (MARC)
- TASER Certification and Recertification
- Night Firearms Training
- Baton Training
- Department Safety Day Training

We will continue identifying opportunities to develop officers as certified instructors. Every instructor certification we add increases the Department's ability to provide quality training internally and reduces our reliance on outside resources.

Mental Health & Crisis Response

Mental health and crisis response continue to be important areas of professional development. The Department is working to increase the number of officers who have completed the 40-hour Crisis Intervention Team (CIT) program.

Currently, approximately 30% of the Department is CIT-certified, and our goal is to significantly increase that number.

CIT provides officers with additional tools for recognizing behavioral health crises, communicating with individuals in crisis, de-escalating situations, and connecting people with appropriate resources. These skills have become increasingly important in modern policing as officers regularly encounter individuals experiencing mental health, substance use, and other behavioral health crises.

Beyond the Academy

The Basic Law Enforcement Training Program (BLETP) provides approximately 720 hours of instruction and establishes an important foundation for new police officers. However, graduation from the Academy represents the beginning of an officer's professional development—not the end.

As officers gain experience, we want to provide opportunities for advanced training in areas such as:

- Interview and Interrogation
- Drug Recognition and Impaired Driving Enforcement
- Advanced Roadside Impaired Driving Enforcement (ARIDE)
- Crisis Intervention

- Criminal Investigations
- Leadership and Supervision
- Instructor Development

Officers are also encouraged to develop specialties as they gain experience and identify areas where they can contribute additional expertise to the Department. Building these specialties strengthens individual officers while also increasing the capabilities of the entire organization.

Specialized Training Completed

During 2025–2026, members of the Department completed specialized training and certifications in a variety of areas, including:

- Intoxilyzer Coordinator Certification
- Drone Operator Training
- Methods of Instruction (MOI)
- Advanced Roadside Impaired Driving Enforcement (ARIDE)
- Drug Recognition Expert (DRE)
- TASER Instructor
- Field Training Officer
- MARC Instructor
- Baton Instructor

These certifications represent an investment not only in the individual officer, but in the Department as a whole. Developing expertise internally allows those officers to share their knowledge with others and strengthens our overall training program.

Policy Training & Accountability

Training does not only occur in a classroom or on the range. During the year, the Department implemented monthly policy quizzes to reinforce officers' knowledge and understanding of departmental policies and procedures.

These short, recurring reviews help keep important policies fresh, identify areas where additional instruction may be needed, and reinforce the expectation that every officer understands the policies governing their responsibilities and decision-making.

This approach also supports our Department's core values of Integrity, Competency, and Fairness by connecting policy, training, performance, and accountability.

Looking Ahead to 2027

Professional development will continue to be a major focus for the Lincoln Police Department in 2027.

The Department plans to expand its use of training resources through the Daigle Law Group (DLG), including Path of the Guardian. This program provides ongoing training on contemporary law enforcement practices, legal standards, decision-making, accountability, risk management, and other issues facing today's police officers.

We also plan to utilize DLG resources to strengthen supervisory and leadership development within the Department.

Developing supervisors is critical to the long-term success of any law enforcement organization. Supervisors must be prepared not only to manage critical incidents, but also to lead employees, communicate expectations, document performance, provide meaningful feedback, address problems early, and ensure that policies and expectations are applied consistently.

Professional Development Series

Another goal for 2027 is the creation of a Department Professional Development Series. Rather than relying exclusively on occasional full-day training programs, the series will provide shorter, recurring training opportunities throughout the year covering a variety of topics. This will allow us to continually reinforce important concepts while introducing officers to new information, emerging issues, and specialized areas of law enforcement.

Topics may include case law, report writing, investigations, leadership, officer safety, de-escalation, impaired driving, policy review, ethics, communication, legal updates, and other areas identified through supervisory review and Department needs.

Our additional training goals for 2027 include:

- Reid Interview and Interrogation Training
- Increasing the number of CIT-certified officers
- Continuing monthly policy training and quizzes
- Expanding our number of certified in-house instructors
- Rifle Instructor Training
- Additional leadership and supervisory development
- Continued impaired-driving and drug-recognition training
- Continued development of specialized skills based on Department needs

Our objective is not simply to check boxes or satisfy minimum training requirements. We want to create a culture of continuous professional development in which officers are expected, supported, and encouraged to learn throughout their careers.

Well-trained officers make better decisions, reduce risk, provide better service, and ultimately contribute to a stronger and safer community.

Community Outreach

Community engagement continues to be an important part of the Lincoln Police Department's mission. While responding to calls for service and enforcing the law are core responsibilities, building relationships, supporting those in need, and being actively involved in the community are equally important to earning and maintaining the public's trust.

Over the past year, our officers and staff participated in numerous events, programs, and partnerships designed to strengthen those relationships and provide meaningful support to the people we serve.

National Night Out – In August 2025, the department hosted Lincoln's first-ever National Night Out. The response exceeded expectations, with families, children, residents, businesses, and community partners coming together for food, games, music, and conversation. The event demonstrated what can be accomplished through strong community partnerships and was successful enough that we brought it back for a second year in August 2026.



Loon Festival – Officers maintained a strong and approachable presence throughout Loonfest, assisting with the parade and other activities while interacting with residents and visitors. The event was also an excellent example of collaboration among the Police Department, other Town departments, volunteers, and community members.



Sand for Seniors – The department launched its Sand for Seniors program in partnership with Aubuchon Hardware, which donated buckets for the initiative. The program provides buckets of sand to senior citizens to help reduce slips and falls during the winter months. What began with eight or nine deliveries grew to more than a dozen buckets distributed to local seniors.

Holiday Outreach – Department members participated in several holiday traditions, including Breakfast with Santa, Toys for Tots, and the Christmas Light Parade. The Toys for Tots effort was particularly successful, with the community and area first responders helping collect 742 toys, more than 150 stocking stuffers, and six bicycles for local children and families.



Wreaths Across America – The department was represented at the Wreaths Across America wreath-laying ceremony, joining the community in honoring and remembering our nation's veterans.

Stuff the Cruiser & School Food Pantry – Our Stuff the Cruiser event collected more than \$800 in food and monetary donations for the school food pantry. The event was supported by students, school staff, community members, and Walmart and was another great example of the community coming together to help local families.



Food Assistance Program – Working with Community Health and Counseling Services and the Lincoln Food Cupboard, the department established a supply of food at the Police Department that can be provided when officers encounter individuals or families with an immediate need. We also worked on the "Parking Tickets for Food" initiative, allowing eligible parking tickets to be satisfied through food donations benefiting the local food cupboard.

Child Passenger Safety – Administrative Assistant Britny Worster became a certified Child Passenger Safety Technician, allowing the department to assist families with proper car-seat

installation during regular business hours. Through the program, the department also gained access to free car seats for families in need, providing another direct service to some of our youngest residents.

Domestic Violence Awareness & Partners for Peace – The department continued its partnership with Partners for Peace and helped bring the Domestic Violence Awareness Walk and Vigil and Clothesline Project to Lincoln. We also supported efforts to obtain additional resources for rural communities, which ultimately resulted in funding for an advocate dedicated to serving our region.

Community Health & Crisis Resources – Our partnership with Community Health and Counseling Services expanded the department's ability to connect people experiencing mental health concerns, homelessness, and other challenges with appropriate services rather than relying solely on a law enforcement response. We also developed a relationship with the area's Public Health Nurse to assist residents with needs ranging from fall prevention and wellness concerns to helping elderly residents remain safely in their homes.

Scam Prevention & Senior Education – With residents losing significant amounts of money to increasingly sophisticated scams, the department expanded its prevention efforts. Detective Jacobs worked on multiple fraud investigations, information was shared through local media, and the department organized a community scam-prevention presentation to teach residents how to recognize scams, protect personal information, and safeguard their money.

Special Olympics Law Enforcement Torch Run – Officers continued the department's participation in the Law Enforcement Torch Run in support of Special Olympics Maine, joining law enforcement officers from across the state to raise awareness and support for Special Olympics athletes.

Schools & Youth Engagement – The department continued working closely with our local schools and students through the School Resource Officer program, attendance at school and athletic events, the Walking School Bus, and involvement with the Region III Public Safety program. These interactions provide opportunities for students to get to know our officers outside of an enforcement setting while strengthening communication and relationships between the department, students, parents, and school staff. Our continued work with school administrators has also helped strengthen the partnership between the schools and Police Department.

Community Communication & Accessibility – Outreach also means making it easier for residents to communicate with their Police Department. During the year, we launched a new website where residents can access department policies, request property checks, and submit anonymous tips. We also implemented TextMyGov to provide residents with direct notifications about road closures, major incidents, public safety concerns, and other important information. In addition, residents can now submit complaints or compliments regarding officers online, providing another avenue for feedback and accountability.

These programs represent more than individual events. They reflect an ongoing effort to make the Lincoln Police Department accessible, responsive, and connected to the community we serve. Whether helping a senior remain safe during the winter, providing food to a family in need, educating residents about scams, supporting children during the holidays, or simply spending time talking with families at National Night Out, each interaction helps build relationships and trust.

Community policing does not happen from behind a desk or only when someone calls 911. It happens when officers and staff are present, approachable, and willing to become part of the community they serve. We will continue looking for opportunities to strengthen those relationships and find new ways to support the people of Lincoln.

Detective Office

Detective Stewart “Stu” Jacobs serves as the Lincoln Police Department’s Detective and brings decades of investigative and law enforcement experience to the position. Since joining the Lincoln Police Department in 2022, Detective Jacobs has become an important resource for both the department and the community, handling many of our most complex investigations while providing investigative support to patrol officers.

The Detective Office serves a much broader function than simply investigating major crimes. Detective Jacobs routinely handles felony investigations, financial crimes, thefts, fraud and scams, crimes against children, weapons offenses, sex offender compliance investigations, DHHS and Adult Protective Services referrals, search warrants, subpoenas, forensic evidence, and cases requiring extensive coordination with prosecutors and outside agencies.



Many of these investigations take weeks or months to complete and require substantial follow-up that is not always reflected in the department's overall call-for-service numbers. During the year, Detective Jacobs was frequently carrying approximately a dozen significant investigations at one time, including sexual assault cases, high-value thefts, weapons offenses, and other felony-level investigations.

Annual Activity Summary

Complaints Initiated by Detective's Office: 116

Theft, Fraud & Scam Investigations

The Detective Office investigated approximately 15 theft, fraud, and scam-related cases during the year. Several additional cases remain active or are pending review or prosecution by the Penobscot County District Attorney's Office.

One of the most significant investigations involved an alleged theft from an estate. Detective Jacobs worked the case for several months, utilizing subpoenas and search warrants involving financial institutions in Massachusetts. The investigation traced more than **\$300,000 in estate funds** into a suspect's personal account and resulted in a Class B felony theft warrant. The suspect was ultimately located and arrested in Massachusetts, and some of the property reported missing from Lincoln was also recovered.

The Detective Office also handled several sophisticated scam investigations involving vulnerable older adults. Some of these cases involved substantial financial losses and complex digital evidence. In one investigation, Homeland Security assisted the department with the analysis of digital evidence. These cases are particularly challenging because offenders may operate outside Maine or outside the country and often spend significant periods of time developing relationships with victims before obtaining financial or personal information.

Recognizing that enforcement alone will not prevent these crimes, Detective Jacobs also participated in public education efforts aimed at helping residents identify scams before becoming victims.

Property Crime Investigations

Detective Jacobs investigated several significant property crimes during the year. In one case, follow-up investigation allowed property believed to have been stolen to be identified and returned to its rightful owner. In another, Detective Jacobs coordinated with multiple outside agencies and executed a search warrant on a storage unit in Holden, resulting in the recovery of stolen property.

These investigations demonstrate the importance of regional cooperation, as stolen property and suspects frequently cross municipal and county boundaries.

Weapons Offenses

Lincoln is home to four federally licensed firearms dealers. When a person is denied a firearms purchase through the National Instant Criminal Background Check System (NICS), appropriate referrals may be made to the Police Department for investigation.

During the reporting period, the Detective Office investigated **eight firearms-related cases**, with several forwarded to the District Attorney's Office for review and consideration of criminal charges or arrest warrants.

Sex Offender Registry / SORNA Compliance

The Detective Office is responsible for investigating violations involving registered sex offenders and ensuring compliance with state registration requirements and applicable local ordinances.

Two cases during the year involved registered sex offenders who failed to report as required.

One case resulted in an arrest warrant for a registrant believed to have relocated outside Lincoln, while another subject was arrested for failing to report to the Police Department.

The Detective Office also reviews newly registered offenders moving into the community to ensure compliance with Lincoln's sex offender residency ordinance and applicable state registration requirements. During the year, Detective Jacobs conducted additional follow-up regarding the relocation timeline of a registered offender to determine whether registration requirements had been violated.

Crimes Against Children / DHHS / APS Referrals

Investigations involving children and vulnerable adults remain some of the most sensitive and time-intensive cases handled by the Detective Office.

Three investigations originated from referrals involving the Department of Health and Human Services or Adult Protective Services. The department also participated in **10 referrals involving forensic interviews at the Children's Advocacy Center in Bangor**.

Detective Jacobs attended multiple Child Advocacy Center interviews during the year while investigating crimes involving children. These cases frequently require coordination with DHHS, prosecutors, medical professionals, forensic interviewers, and other law enforcement agencies.

Records and Background Checks

Detective Jacobs completed **42 records checks**, primarily involving residents applying for or renewing concealed weapons permits. He also works with the Maine State Police Licensing Division on records reviews associated with state-issued permits.

Case Status

Felony Cases Pending Trial: 10

Felony Cases Under Review by the District Attorney's Office: 4

These numbers represent significant investigations that have progressed beyond the initial investigative stage and required extensive documentation, evidence collection, legal review, and coordination with prosecutors.

Additional Responsibilities and Contributions

Grand Jury Presentations

Detective Jacobs is responsible for presenting Lincoln Police Department felony cases to the Penobscot County Grand Jury. This requires preparation and familiarity with cases originating not only from the Detective Office but also from patrol officers throughout the department.

Search Warrants, Subpoenas & Interagency Investigations

Many complex investigations require cooperation well beyond Lincoln. During the year, Detective Jacobs worked with local, state, and federal partners, including agencies in other states, Homeland Security, the Maine State Police, the Maine Warden Service, the Office of State Fire Marshal, and other municipal law enforcement agencies.

This cooperation has resulted in arrests, recovery of stolen property, analysis of digital evidence, and the development of cases that would be difficult for a small municipal department to investigate independently.

Evidence Management

The department made substantial improvements to evidence management during the year. Evidence is now tracked through the Spillman Records Management System evidence module, strengthening documentation, accountability, and chain-of-custody procedures.

The department also completed a major upgrade to its physical evidence room. Following installation of the new storage system, a complete audit of the evidence inventory was conducted, and Detective Jacobs worked extensively on reorganizing and securing the evidence room. These improvements strengthened the department's evidence-management practices and supported our accreditation efforts.

Crime Lab Submissions

Detective Jacobs coordinates the submission and tracking of forensic evidence sent to the Maine State Police Crime Laboratory and the Health and Environmental Testing Laboratory (HETL). Proper evidence handling, documentation, and chain of custody are critical to ensuring evidence remains admissible and available for prosecution.

TruNarc Drug Identification

The department continued utilizing its TruNarc field drug identification system, allowing suspected controlled substances to be presumptively identified without opening the packaging. Six criminal cases during the reporting period involved the use of TruNarc.

The technology provides officers and investigators with timely information while improving safety when dealing with potentially dangerous controlled substances and reducing unnecessary handling of suspected drugs.

Investigative Approach

The Detective Office continues to move beyond a strictly reactive approach to investigations. Information developed by patrol officers, community members, other agencies, technology, and investigative follow-up is increasingly being used to identify criminal activity and emerging concerns before additional crimes occur.

One example involved working with the Maine Warden Service to deploy a remote camera during an investigation. The camera transmitted directly to Detective Jacobs, allowing officers to identify a suspect and respond quickly when the individual returned to the area.

The Detective Office is a significant force multiplier for the Lincoln Police Department. Detective Jacobs' experience allows complex investigations to be managed locally while also providing patrol officers with an experienced investigator they can rely on for guidance, case development, search warrants, evidence issues, and investigative strategy.

As criminal investigations become increasingly complex—particularly those involving financial crimes, digital evidence, vulnerable victims, and offenders operating across jurisdictional boundaries—the Detective Office will continue to play an essential role in the department's ability to thoroughly investigate crime, support victims, hold offenders accountable, and protect the Lincoln community.

Grant Funding and Awards

The Lincoln Police Department continues to actively pursue state, federal, nonprofit, and private grant opportunities to improve public safety, enhance officer safety, provide professional training, and reduce the financial burden on local taxpayers.

Grant funding has allowed the department to make significant improvements that would otherwise need to be funded through the regular operating or capital budget. Each grant requires more than simply submitting an application. Once awarded, grants require purchasing oversight, financial tracking, compliance with funding requirements, documentation, and final reporting to ensure funds are properly managed.

During this reporting period, the department has been very successful in securing outside funding.

Congressional Public Safety Funding – \$565,000

The Lincoln Police Department was awarded **\$565,000 in Congressional funding** to support the purchase and implementation of public-safety equipment and technology.

This is a significant award for the department and the Town of Lincoln. We are currently working through the federal grant process and completing the required steps necessary to access and implement the funding.

Because this project remains in development, specific equipment and implementation details will be provided as the process moves forward.

Firehouse Subs Public Safety Foundation Grant – Approximately \$34,000

The department was awarded approximately **\$34,000 through the Firehouse Subs Public Safety Foundation**.

The funding was used to replace and significantly upgrade the department's radio equipment, including portable radios for officers and radios for patrol vehicles.

Reliable communication is one of the most important officer-safety tools available to law enforcement. This grant allowed the department to replace aging equipment, improve communication capabilities, and standardize equipment across the department without placing the full cost on Lincoln taxpayers.



By later in the year, portable radios had been issued to officers and vehicle radios were being installed.

State Evidence Room Grant – \$25,000

The Lincoln Police Department was one of only six agencies statewide selected to receive a **\$25,000 competitive grant** to renovate and improve our evidence-storage system.

The primary focus of the project was improving the secure storage of firearms and other evidence while strengthening organization, accountability, and compliance with professional and accreditation standards.

The project has been completed, with approximately **\$23,931** in grant funding utilized. The improvements have substantially strengthened evidence security and the overall operation of the department's evidence function.



Maine Highway Safety Grants – Speed, OUI, DRE and Equipment

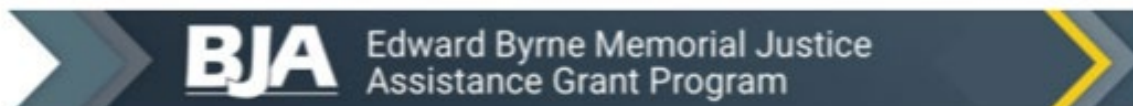
The department secured more than **\$17,000 in Maine Highway Safety funding** to support speed enforcement, OUI enforcement, Drug Recognition Expert training, and traffic-enforcement equipment.

Funding has helped purchase additional radar equipment while also providing reimbursement for officer overtime dedicated specifically to traffic-safety enforcement. The speed-enforcement grant included funding for two additional radar units, helping the department standardize equipment across patrol vehicles.

Additional funding supported OUI enforcement and reimbursement associated with Officer Morales' Drug Recognition Expert training.

One challenge in fully utilizing enforcement grants has been staffing. Officers already work significant overtime maintaining minimum patrol coverage. As staffing improves, we will be better positioned to utilize these grant-funded enforcement details without further overextending personnel.

Edward Byrne Memorial Justice Assistance Grant (JAG)



The Edward Byrne Memorial Justice Assistance Grant Program provides federal criminal justice funding to eligible state and local law enforcement agencies.

FY24 Award: \$1,868.40

The department continues to participate in the annual JAG program. During this reporting period, JAG funding was also approved for the purchase of a mobile communication box to use in incidents.



Patrick Leahy Bulletproof Vest Partnership Grant – \$2,637.99

The department received **\$2,637.99** through the Patrick Leahy Bulletproof Vest Partnership Program.

This federal program reimburses eligible law enforcement agencies for up to 50 percent of qualifying body-armor purchases. Ballistic vests have a limited service life and are individually fitted to each officer, making replacement an ongoing departmental expense.

This funding helps ensure officers have current and properly fitted protective equipment while offsetting those costs for the Town.

Maine Municipal Association – MLEAP Accreditation Grant – \$5,000

The department received a total of **\$5,000 through the Maine Municipal Association** to assist with our participation in the Maine Law Enforcement Accreditation Program.

The grant was provided in two installments, with **\$2,500 received during the accreditation process and the remaining \$2,500 available following successful accreditation.**

The Lincoln Police Department successfully achieved accreditation in 2026.

Accreditation requires compliance with 164 professional standards addressing policy, training, evidence management, supervision, accountability, use of force, and department operations. In addition to strengthening professional practices, accreditation provides a **25% reduction in the department's law-enforcement liability insurance premium.**

Maine Municipal Association Risk Reduction Grant – \$2,500

The department received a **\$2,500 Risk Reduction Grant** through the Maine Municipal Association.

Funding was used to expand and improve the Police Department's camera and security system. Improvements included additional camera coverage throughout the facility and monitoring capabilities allowing employees to observe individuals entering and exiting the building.



Additional interior coverage, including areas associated with evidence storage, further strengthens building security, employee safety, accountability, and evidence protection.

Walmart Community Grants

Walmart has continued to be an important community partner for the Lincoln Police Department.

During the reporting period, the department received a **\$2,200 Walmart grant** supporting National Night Out. The funding allowed us to purchase equipment and supplies that can be reused in future years, helping make the program sustainable.



The department also received a **\$1,500 Walmart Spark Good Grant** supporting community-outreach programs and events.

These grants allow us to provide community programming while minimizing the use of local tax dollars.

Hero Fund / Community Foundation Grant – \$1,500

The department received a **\$1,500 community safety grant** that was used to purchase Guardian Angel wearable safety lights for officers.

These devices attach to an officer's uniform and provide increased visibility while officers are directing traffic, working crashes, or operating along roadways at night. They can also provide supplemental lighting when needed.

The devices were subsequently purchased and issued to department personnel.

Harold Alfond Center for the Advancement of Maine's Workforce

The department continues to utilize funding opportunities available through the Harold Alfond Center for the Advancement of Maine's Workforce to help offset professional-development and training expenses.

The program can provide up to **\$1,200 per eligible employee** for qualifying training opportunities. For a law enforcement agency in which mandatory and specialized training is a substantial ongoing expense, this program offers another way to invest in our employees while reducing local costs.



**HAROLD ALFOND CENTER
FOR THE ADVANCEMENT OF
MAINE'S WORKFORCE**

Continued Grant Development

The department will continue to identify and pursue grant opportunities related to officer safety, training, equipment, technology, traffic safety, community programming, and other public-safety needs.

Not every application will be successful. In some cases, persistence is important. The Firehouse Subs grant is a good example: after an earlier unsuccessful application, the department reapplied and ultimately received approximately \$34,000 in funding.

Our goal is to use grants responsibly as a supplement to the department's operating budget. Grant funding cannot replace appropriate municipal funding, but it can allow us to make improvements sooner, provide better equipment and training, and reduce the amount ultimately funded by Lincoln taxpayers.

Summary of Calls

During this period, the department responded to 4,155 calls for service—an increase of 19% from last year and 23% from 2024. Many of these calls involved complex investigations, some of which could have been prevented. We strongly encourage residents to remain vigilant by securing their homes, businesses, and vehicles; driving safely and attentively; and never operating a vehicle under the influence. Promptly reporting suspicious activity plays a critical role in helping us respond effectively and keep the community safe. In an emergency, residents should always contact the department by dialing 911 or 794-2221.

Calls for services

2025	Incidents	Traffic Stops	Tickets	Criminal Violations	2024	Incidents	Traffic Stops	Tickets	Criminal Violations
July	320	128	12	17	July	295	55	11	22
August	337	66	7	15	August	295	65	10	15
September	363	125	13	7	September	300	92	18	24
October	343	101	7	5	October	279	55	7	17
November	356	82	10	12	November	271	47	8	15
December	539	90	9	12	December	255	48	4	10
January	333	107	11	20	January	271	74	16	12
February	314	89	9	14	February	266	55	9	11
March	308	94	16	10	March	301	65	14	20
April	319	124	26	8	April	263	103	21	12
May	330	72	9	10	May	313	105	14	15
June	293	66	10	13	June	306	82	10	8
	4155	1144	139	143		3415	846	142	181

ANNUAL ANALYSIS OF USE OF FORCE INCIDENTS – 2025

A comprehensive review and analysis of all Use of Force incidents involving the Lincoln Police Department during calendar year 2025.

TOTALS

In 2025, officers were involved in 15 incidents requiring a use of force, resulting in a total of 19 documented uses of force. All uses of force were determined to be appropriate, within department policy, and compliant with State of Maine law.

For comparison:

- **2024:** 12 uses of force
- **2023:** Not reported
- **2022:** Not reported
- **2021:** Not reported

DAY OF WEEK / SHIFT

The highest number of Use of Force incidents occurred on **Mondays**, with five incidents recorded.

By shift, incidents were most common during:

- **Days (0700–1500):** 6 incidents
- **Evenings (1500–2300):** 6 incidents
- **Overnights (2300–0700):** 3 incidents

INJURIES

Three suspect injuries were reported in 2025. Two were minor injuries associated with Taser deployments, and one involved a deadly force incident.

One minor injury to an officer was documented when an officer was punched in the face during an incident. The officer did not require medical treatment.

OFFICER AGE AND YEARS OF SERVICE

The average age of officers involved in Use of Force incidents was **38 years**, which mirrors the department-wide average age as of December 31, 2025.

The average years of service within the department is **14 years**, while officers assigned to

patrol average **8.3 years** of service.

TYPE OF INCIDENT

The most common incidents resulting in a use of force involved subjects experiencing **mental health crises or requiring protective custody**, accounting for seven incidents.

Several incidents involved a single officer, as only one officer was on duty at the time. Increased staffing during these events may have improved officer safety and potentially led to safer resolutions.

Alcohol and/or drug involvement was present in **13%** of Use of Force incidents. Mental illness was a factor in **67%** of incidents.

In 2025, the department made **63 physical custody arrests**. Of those arrests, five involved a use of force beyond standard handcuffing procedures, representing approximately **8%** of all physical custody arrests.

TYPE OF FORCE USED

The most frequently used types of force were:

- **Compliance holds:** 58%
- **Pointed firearm:** 26%
- **Taser deployment:** 15%

SUSPECT INFORMATION

Males were involved in eight incidents (53%), and females were involved in seven incidents (47%). The average age of involved subjects was **28 years**.

Race:

- **White:** 15 incidents (100%)

CONCLUSION

The Lincoln Police Department has made significant improvements in the tracking, documentation, and review of Use of Force incidents. When I began my role in January 2025, Use of Force incidents were not consistently documented, formal reports were not completed, and no standardized review process existed to evaluate whether force was justified. That has since been corrected.

The department now has a comprehensive reporting and review system in place. Beginning in 2026, new software will further streamline documentation and ensure consistent compliance

with best practices and accreditation standards.

In addition, officers successfully de-escalated and documented at least **30 incidents** in 2025 where no force was used, potentially preventing additional Use of Force events.

The department will continue to emphasize mental health response training, with the goal of achieving **100% Crisis Intervention Team (CIT) certification**. Currently, **30%** of officers are CIT certified, and **90%** are trained in either CIT or Mental Health First Aid.

As of the end of 2025, the department has one vacancy, two officers in field training, and one officer scheduled to attend the police academy in February

ANNUAL OSHA / MMA SAFETY INCIDENT ANALYSIS – 2025

Lincoln Police Department

In accordance with OSHA injury and illness recordkeeping requirements (29 CFR Part 1904) and Maine Municipal Association (MMA) loss control standards, I conducted a formal review and analysis of all work-related injuries, illnesses, and motor vehicle incidents involving the Lincoln Police Department for calendar year 2025.

OSHA-Recordable and Non-Recordable Incidents

During 2025, the department experienced two non-recordable minor injury incidents. One incident involved an officer being struck in the face during a use-of-force encounter. The second involved potential exposure to mold within the police department facility, affecting eleven officers. These incidents did not result in lost work time beyond OSHA thresholds but were documented internally for safety tracking and risk management purposes.

In addition, three OSHA-recordable injuries were documented and entered on the OSHA 300 Log, in compliance with Bureau of Labor Standards requirements. One recordable injury occurred when an officer slipped on ice while walking around a patrol vehicle, resulting in lower back pain. This incident led to two days away from work and five days of restricted duty. A second OSHA-recordable injury occurred during firearms training when an officer sustained a hand injury while shooting, resulting in one day away from work. The third recordable injury occurred while attending baton instructor school and required medical evaluation but resulted in no days away from work and no restricted duty.

Motor Vehicle Incidents

There were no motor vehicle crashes or crash-related claims involving Lincoln Police Department vehicles in 2025.

Historical OSHA Data

Available historical injury data is limited and based on prior OSHA 300 Log entries.

Year	Non-Recordable Injuries	OSHA-Recordable Injuries	Motor Vehicle Crashes
2024	Data unavailable	1 (4 days away, 0 restricted)	Data unavailable
2023	Data unavailable	2 (0 days away, 0 restricted)	Data unavailable

Incident Analysis

A review of all OSHA 301 First Reports of Injury indicates that 40% of the incidents in 2025 were training-related. The remaining incidents were evenly distributed among a slip-and-fall injury, potential workplace environmental exposure (mold), and an injury sustained during a use-of-force incident. Notably, no injuries were associated with vehicle operations, and no crash claims were reported during the calendar year.

Corrective Actions and Preventive Measures

Preventive measures related to slip-and-fall hazards remain a priority. Officers are encouraged to exercise caution during icy conditions and utilize issued traction devices when weather conditions warrant. The mold exposure concern within the facility has been addressed through air quality mitigation measures. Due to deficiencies in the original remediation performed by the landlord, the department will continue to monitor indoor air quality in coordination with appropriate municipal and MMA loss control resources.

No additional corrective actions are required at this time.

Ongoing Safety Management

I have assumed responsibility for the City-wide Safety Committee and will continue to work toward compliance with MMA's SHAPE Program. Efforts will remain focused on proactive hazard identification, injury prevention, and continuous improvement of safety practices within the police department and across all municipal departments.

Looking Ahead: 2026–2027

As we close this fiscal year and look ahead to the remainder of 2026 and into 2027, I believe the Lincoln Police Department is in a much stronger position than it was when I arrived. We have accomplished a great deal, but there is still work to do.

When I became Chief, the department was short approximately five to six officers—nearly half of our authorized staffing. Today, we are one officer short of being fully staffed. That progress did not happen overnight, and it was important to me that we did not lower our standards simply to fill positions. Hiring the right people matters. We are looking for individuals who have the character, work ethic, and commitment to fit within our department and serve this community for years to come.

Hiring an officer is also only the beginning. It can take up to a year from the start of the hiring process until a new officer has completed the Maine Criminal Justice Academy, field training, and is prepared to work independently. In reality, developing a confident and experienced police officer takes several years. My goal is to have the department fully staffed, trained, and completely operational by the end of the summer of 2027.

From the beginning, one of my primary goals has been to build a department where employees have the training, equipment, compensation, leadership, and support necessary to be successful. Lincoln has historically been a place where young officers could gain valuable experience before moving on to other agencies. I want to change that. Lincoln should not simply be a training ground for other police departments. It should be a department where good officers come to build their careers and where experienced officers want to stay.

We have a lot to offer. Lincoln is a busy and growing community that provides officers with opportunities to gain experience in nearly every aspect of municipal law enforcement. But if we expect good employees to remain here, we must invest in them. That means competitive wages, quality training, dependable equipment, opportunities for professional growth, strong supervision, and a workplace where employees know they are valued and supported.

This year demonstrates the progress we are making toward that goal. We achieved Maine Law Enforcement Accreditation, significantly improved our evidence and facility security systems, expanded our in-house training capabilities, invested in new officers and specialized training, strengthened community outreach, improved investigative capabilities, secured significant outside grant funding, and continued modernizing the way we operate. At the same time, our officers continued to respond to calls, investigate serious crimes, work nights, weekends, and holidays, and provide police services around the clock.

None of those accomplishments happened because of one person. They happened because of the people who work here. **We have a great staff**, and I am proud of the direction this department is heading.

The next phase is about stability and sustainability. It is not enough to recruit good people—we need to retain them. It is not enough to purchase equipment—we need to maintain and replace it responsibly. It is not enough to achieve accreditation—we need to live by those standards every day. And it is not enough to provide training when it is required—we need to create a culture where professional development is continuous throughout an officer's career.

There will always be challenges ahead. Law enforcement continues to change, the expectations placed upon police officers continue to grow, and the cost of providing professional public-safety services continues to increase. We cannot solve every challenge at once, but we can continue moving forward deliberately and responsibly.

My commitment going into the next fiscal year remains the same as it was when I arrived: **build a professional, well-trained, properly equipped, and fully staffed Police Department that the community can trust and that our employees are proud to be part of.**

We have made significant progress toward that goal this year. Now our job is to build on it.

Integrity. Competency. Fairness.

Those values will continue to guide where we go from here.

Join Our Department

Lincoln Police Department

207-794-8455 Office

207-794-2221 Dispatch

<https://www.lincolnmaine.org/policedept>

[Lincoln Police Facebook](#)

Follow us on Facebook:



Apply Today Scan the QR code

