



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: October 7th, 2025
RE: Police Department Report for October 2025

Police Department Updates

Message from Chief Miller

As we move into fall, the Lincoln Police Department continues to make steady progress. With tax bills going out, we hope to soon begin utilizing our approved budget as intended—to advance our department and further develop as a professional law enforcement agency. We currently have several important projects underway, and once funding is fully available, we look forward to implementing many of these initiatives that will strengthen our operations and community services.

October is Domestic Violence Awareness Month, and we are proud to continue our partnership with Partners for Peace. Earlier this year, we supported their STOP Grant application aimed at increasing resources and outreach for rural communities like Lincoln. This month, we are working together to bring a Domestic Violence Awareness Walk and Vigil to our town on October 9th. The event will feature the Clothesline Project from 12:00 PM to 5:00 PM, followed by a walk and vigil from 5:00 PM to 6:00 PM.



This is a meaningful opportunity to show support for survivors, raise awareness, and reaffirm that the Town of Lincoln stands firmly against domestic violence. We encourage everyone to attend and be part of this important community effort.

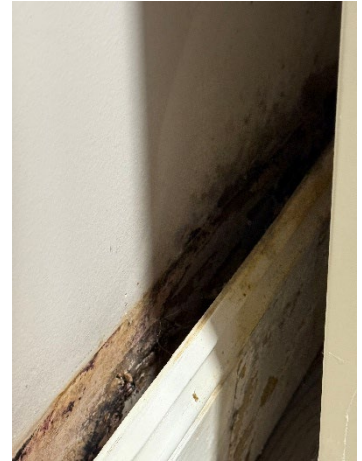
Policies and Administrative

The police department will have a modified appearance over the next few weeks as the landlord works to remove mold from our building. I've completed first reports of injury for all police department employees, and at this time, we have one person who may be experiencing symptoms related to the issue.

The town manager has decided to allow the landlord an opportunity to address the mold problem, but we

Policies and Administrative Cont.

will also have an independent party conduct testing to ensure the remediation is done properly. The Department of Labor is now involved as well, and we're hopeful the landlord follows all safety and environmental guidelines to prevent any exposure during the cleanup process. In looking at some other issues with the building we have several other code violations including electrically and bathroom vents that aren't vented properly.



I've been doing everything possible to minimize our exposure to liability. That said, this situation highlights the need for a long-term plan. The current building is not suitable for our department beyond the end of our lease in July. I would strongly encourage the council that we need to be exploring future options, and I'll bring forward potential solutions in the coming months.

On another note, I was able to troubleshoot the radar trailer that had been at Public Works when I started. Initially, we thought the issue was a bad battery, but it turned out to be a faulty chip, which I replaced. It's now operational, and we plan to use it through the fall. One great feature of this radar trailer is its ability to collect traffic data. When residents report speeding concerns, we can deploy it to monitor vehicle speeds and identify whether a problem actually exists and at what times. This allows us to better target enforcement efforts and allocate resources effectively.

We finally have our new vehicles, which are currently at the upfitter having equipment installed. The old detective vehicle has been turned over to Public Works, as it would not pass inspection and wasn't worth the cost to repair. Over the next month, we expect to complete the upfitting process for the new fleet. We've also received several new Stalker radar units through grant funding, with a few more expected soon. This means every vehicle will be equipped with the same

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high-quality radar system. Stalker is an industry leader and has proven to be reliable over the years, unlike the mix of radar units we had previously, some of which were outdated or unreliable.

The after-action review of the officer-involved shooting from February is nearing completion, and the committee is scheduled to meet next week. The Attorney General's Office requested and was granted a six-month extension, so their report should be released by the end of November. Once it's published, I will share it with the council. To clarify the difference between the two reports: the Attorney General's report determines whether the use of force was legally justified, while the department's after-action report evaluates our policies, training, and response—identifying what we did well and what areas may need improvement.

Lastly, we have added a new mandatory policy on anti-trafficking and sexual exploitation, as required by recent legislation. This has been added to our list of state-mandated policies to ensure full compliance.

Grants

We recently submitted a grant request to install additional cameras within the police department building. The proposed cameras will be placed in the evidence room and the conference room, which currently serves as our temporary interview space. Unfortunately, our building does not have a dedicated interview room — a critical component for any professional police department. When the facility was originally designed several years ago, this space should have been included. While our current setup is limited, this upgrade will allow us to properly record interviews and maintain the integrity of evidence and investigations.

We also completed our Cardiac Testing Grant project, which was done in collaboration with several neighboring towns. I'm pleased to say it was a tremendous success. Personally, the testing identified arterial buildup that I was unaware of — a condition that, due to my family history, puts me at high risk. This early detection will allow me to take proactive steps to address it. Without this grant, it's likely I wouldn't have discovered the issue until much later in life. It's remarkable how a simple preventative program can have such a meaningful impact on our health and safety. All of our officers took part in the testing, and we extended the opportunity to the fire department as well.

Grants Cont.

We've also submitted a Highway Safety Grant application focused on speed enforcement. This program will run from October through next September and will fund overtime details aimed at reducing speeding and promoting safer roadways. In addition, we're developing a "Drive Sober or Get Pulled Over" campaign that will run during the same timeframe.

Although we haven't yet received the official award letter, the franchise owner of Firehouse Subs informed me that our July grant application has been approved. This is the second time we've applied, and this time we were successful. The award totals approximately \$34,000 and will fund new portable radios for all officers, new radios in each cruiser, and a repeater in the SRO's vehicle to improve communication coverage at the schools — which has been a challenge. While the grant doesn't cover installation, we budgeted funds to handle that portion. This is a major win for our department and will significantly improve officer safety and operational communication.

Lastly, our annual JAG (Justice Assistance Grant) award was approved again this year. This grant is based on our reported criminal statistics that are submitted to the state and then forwarded to the federal government. We received approximately \$1,700, which will be used to purchase a LIDAR device. Unlike traditional radar, LIDAR uses laser technology to target individual vehicles — a great advantage in high-traffic areas like West Broadway. This tool will enhance the accuracy and effectiveness of our traffic enforcement efforts.



New Laws and Updates

The juvenile code has recently changed, particularly regarding motor vehicle laws. Previously, OUI and felony traffic violations went to Juvenile Court. Now, most criminal violations involving juveniles will be handled in juvenile court.

I also want to address Question 2 on the ballot, which refers to the proposed red flag law. This law is similar to the yellow flag system that law enforcement currently uses, which has been working effectively. Since September 30th, there have been 1,106 yellow flags issued statewide.

A yellow flag is a process used to temporarily remove weapons from a person who has been determined to pose a risk due to their current mental state. The primary difference between a yellow flag and the proposed red flag is that yellow flags are initiated by law enforcement when the individual is already in protective custody. In contrast, the red flag would allow anyone to petition for the removal of weapons from someone, which may seem harmless at first but could create safety risks from a law enforcement perspective.

New Laws and Updates Cont.

Allowing anyone to request a red flag could heighten tension and potentially put officers in unnecessary danger.

The red flag provisions could, however, be applied under the current yellow flag system under controlled and safer conditions. Of the 1,106 yellow flags issued statewide, only 28 occurred in 2021 and 2022, shortly after the law was first enacted following the Lewiston mass shooting. Updates to the law have since helped law enforcement intervene effectively in such situations.

In Lincoln specifically, there have been 9 yellow flags—5 this year and 4 last year. Comparatively, towns of similar size have had the following: Hampden 12, Old Town 5, Orono 2, Veazie 3, and Newport 2. Larger cities like Bangor have had 27, and Brewer 12. These numbers demonstrate that our officers are doing an excellent job identifying situations where intervention is necessary.

Based on this experience, my recommendation is that we continue to operate under the current law, as it is working effectively and safely.

Trainings

Britny is now certified as a car seat technician, which is a valuable resource for the town. I had her complete this training as she works Monday through Friday, making her availability ideal for the community. Sgt. Mason recently returned from ASP instructor training, providing us with a much-needed resource. Having an instructor in this area ensures our staff remains properly trained and helps us maintain accreditation standards.

We also completed our annual night shoot over the course of a few days. This training allows our staff to practice in a variety of scenarios. For example, we used a junk vehicle at the range to simulate shooting through a window, giving officers realistic experience in situations they may encounter in the field.

This month, we are scheduled for CPR training, and the state will be updating our Intox equipment. This means all staff will need to be trained on the new system, ensuring we remain current and fully prepared.

Detective Office

The Detective Office has recently been handling several scam investigations involving vulnerable older adults. A few weeks ago, I published an article in the Lincoln News reminding residents to stay alert to fraudulent activity. In one particular case, the financial loss was substantial. Homeland Security is assisting with the investigation and providing support in analyzing digital evidence. These types of scams are often long-term schemes, with suspects gradually working to obtain personal and financial information from victims.

Detective Jacobs has also been managing multiple investigations involving crimes against children. Over the past month, he has attended several Child Advocacy Center interviews as part of these ongoing cases.

Staffing

Officer N. Milner and Officer House are currently about one-third of the way through the academy. They are in the middle of range weeks, which include training in firearms, vehicle pursuits, and OUI enforcement.

We currently have one conditional offer extended to an out-of-state candidate who is an academy graduate. He is in the background process, and if he successfully completes the background check, polygraph, and psychological evaluation, he could be hired and then enter the waiver process to obtain a Maine Law Enforcement license.

Additionally, we have several other candidates as we ramp up recruiting efforts, with interviews scheduled to begin within the next week.

Community Outreach

The Town of Lincoln's new website officially launches on October 5th, and I've had the opportunity to work closely with the developer to make significant improvements to the Police Department's section. You'll notice several great new features and a more user-friendly design!

As part of our commitment to transparency, we've added a section where the public can view many of our department policies. In the coming months, certain policies will be required to be made public, so this addition puts us ahead of the curve. The new site also allows residents to sign up for property watches, submit tips online, and easily access a variety of helpful information to better connect with Town services.

Community Outreach Cont.

We're also very pleased to welcome Katie Wing from Community Health and Counseling. While we initially anticipated she would be available once a week, she is now providing weekly support services. This is an incredible resource for our community—Katie is able to follow up on mental health-related and other calls that require additional support, connecting residents with the resources they need. We're very fortunate to have her as part of our team!

Law Enforcement in Action

One of the things I've implemented since joining the department is "stay interviews." Rather than only conducting exit interviews after someone leaves, stay interviews help us understand why our employees choose to work here and what keeps them here. I make it a point to personally speak with each employee to hear their input and perspectives.

Toward the end of the year, through Power Ready, we'll also be conducting evaluations of our supervisors—and of me. It's important that we know what we're doing well and where we can improve. This kind of honest feedback should really be happening in any good organization, because understanding what matters to our employees and how we can keep them is essential.

If I'm not doing a good job, someone should feel comfortable saying so. There's nothing more frustrating than working for a boss who doesn't support their employees or work to improve the culture of the department. Sometimes leaders aren't even aware of how their actions affect others—but without employee feedback, those issues can't be addressed.

When we have good employees who are happy and feel valued, they work harder for their team and, in turn, for the town. That's what drives productivity and builds a stronger, more positive workplace. Listening to our employees isn't just important—it's necessary.

Monthly Stats: Law Incidents: 363, Traffic Stops: 125, Total Criminal Violations: 7