



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

To: Dennis Bullen, Interim Town Manager  
From: Lee Miller - Police Chief   
Date: December 1<sup>st</sup>, 2025  
RE: Police Department Report for November 2025

### Police Department Updates

#### *Message from Chief Miller*

This past month has largely been spent operating out of the trailer and the lobby. The landlord has completed his remediation work within the police department; however, when two rooms were tested, they still came back positive for mold. While he initially took appropriate steps to contain the affected areas, many of the safety barriers were later removed. Unfortunately, the cleaning did not meet our expectations, and our staff had to re-clean portions of the area to ensure it was safe. The court also raised concerns due to the lack of proper safety barriers.

If our independent test results come back clear, I am hopeful we will be able to move back into the building for the time being. If not, we will be facing a much larger and more serious issue. Moving forward, my plan is to present the council with several relocation options, as I do not believe our current facility is a viable long-term solution.

On another note, I have been recently appointed to the Safe a Life Board of Directors. I have been attending meetings since beginning my role as Police Chief. I believe it is important for us to have a presence in this area and to support a group that is doing meaningful work to expand resources and funding for individuals in recovery.

I also welcome the opportunity to sit down individually with any new councilors who would like to learn more about the police department, our operations, and the reasons behind our practices. I value open communication and would be happy to answer any questions or provide insight at any time. Please don't hesitate to reach out.

#### *Policies and Administrative*

As reported in the media, the February officer-involved shooting has been determined to be **justified** by Attorney General Frey. A copy of that report is attached to this month's report. In the

#### *Policies and Administrative Cont.*

coming month, I will also share the findings of our **Critical Incident Review Committee**, which focuses not on justification, but on evaluating **policy, training, tactics, and operations**—highlighting both strengths and areas for improvement. I was only one month into this role at the time of the incident, and I am pleased to report that many of the committee's recommendations were already addressed or completed before the report was finalized.

The committee includes Chief Chris Bailey (Hampden PD), Lt. Brian Harris (Maine State Police), Emily Gever (mental health professional), Dennis Bullen (community representative), and Professor Cornel Plebani (law enforcement and mental health professional), ensuring a broad range of professional and community perspectives. The group received a detailed multi-hour briefing from David Caron, the lead investigator, and reviewed departmental policies and training records. This is standard practice in officer-involved shootings and required to complete. One major recommendation—the **implementation of body cameras**—has already been completed. We remain committed to transparency and continuous improvement, and the committee's full findings will be shared once finalized and included in our end-of-year summary.

#### *Grants*

I have submitted two grants: one for OUI enforcement and another to support Drug Recognition Expert (DRE) training for Officer Morales, who has been accepted into the program for 2026. Once we receive the OUI grant award, we will be able to finalize details that will allow officers to work overtime details specifically focused on OUI enforcement in Lincoln.

We have also received the funding for our new radios for both officers and vehicles, thanks to the Firehouse Subs grant, which provided over \$30,000 to update our radio system. Most of these radios have already arrived and are being installed. All portable radios have been issued to our officers, and some of the older units will be redistributed to other departments.

## *Grants cont.*

We also received approval to use our JAG funds. Each year, these funds are awarded based on our NIBRS reporting, which reflects our annual crime statistics. These funds were used to purchase a new LIDAR unit—a laser-based speed detection device that is more precise than traditional radar and can be aimed at a specific vehicle. This equipment will be especially useful on busier roads, such as West Broadway.



Additionally, our speed enforcement grant was approved, which includes funding for two new radar units. This allows us to standardize the same radar system in every patrol vehicle for consistency and reliability. When I arrived, we had at least three different types of radars, several of which were unreliable and should not have been in service. This grant will also fund overtime details for officers conducting speed enforcement in Lincoln.

Finally, I am currently awaiting decisions on several additional grant applications through the Penobscot County EMA, which are expected to be awarded within the next couple of months.

## *Trainings*

This month, our training efforts focused on self-defense, which is a critical component of our job and a required annual certification through the Maine Criminal Justice Academy. Each year, officers must complete mandatory training to maintain their certification. One of these required topics is our self-defense program known as **MARC** (Mechanics of Arrest, Restraint, and Control), which was instructed this month by Officer Winslow. In addition to hands-on



## *Training Cont.*

training, some required topics are completed through our online training platform.

I also attended the Fall Maine Chiefs Conference in Auburn. This conference provided valuable leadership training and the opportunity to meet with other police chiefs and senior law enforcement officials. These networking opportunities are extremely important, as they allow us to share ideas, learn from one another, and build relationships that ultimately benefit our department and our community.

We have continued our distance learning program through Daigle Law Group, which provides monthly supervisory training. Each month, I assign a course to our supervisors that addresses key leadership topics and issues relevant to law enforcement. I strongly believe leadership training must be continuous, as policing and supervision are always evolving. This month's training focused on effective leadership for supervisors, with emphasis on how policy, training, and supervision impact the outcomes of significant use-of-force incidents.

In the coming month, we will be finishing up all remaining annual training requirements to ensure every officer remains fully compliant with Maine Criminal Justice Academy standards.

## *Patrol Highlights*

During the month of November, patrol handled 12 cleared adult arrests, including cases involving domestic violence and operating under the influence (OUI). One notable incident involved a Class B aggravated domestic assault; the subject remains in custody due to the severity of the offense.

Officer Winslow had an exceptionally busy day, handling back-to-back OUI arrests. OUI cases are often more complex than they appear, as these are frequently contested in court. Officers must ensure every step is done correctly, from documenting probable cause during field testing to administering the Intoxilyzer test at the station according to proper procedures. These cases can occupy an officer for several hours, including the time needed to complete detailed reports. In many situations, officers handle these incidents alone, which further extends the time commitment.

## *Staffing*

We are excited to announce that we have hired a new officer! Tony Manna will be starting his law enforcement career with us on December 15th. He will begin training with our department immediately and continue preparing for the Basic Law Enforcement Training Program (BLETP) academy in February. While the academy typically begins in mid-January, the start date has been moved back two weeks this

year to allow more cadets to attend. The class can accommodate approximately 86 cadets.

We also had another candidate in the hiring process who did not pass the background check. It is crucial for us to ensure that every officer we bring on board meets the highest standards of integrity and professionalism, which is essential to maintaining the trust and quality of our department.

Additionally, we are proud to recognize Officer N. Milner and Officer House, who will be graduating from the academy on December 19th at 10:00 a.m. Upon returning, they will begin their field training program, which will continue through April. We do not place officers on the road until they have completed this rigorous training, ensuring they are fully prepared. This process aligns with the standards followed by other law enforcement agencies.

Over the next month, we will also be conducting evaluations for our department as we look ahead to 2026 and discuss officers' professional goals. Evaluations are an important tool for growth, providing clarity on expectations and helping identify areas for improvement. Supervisors will work closely with officers to ensure ongoing development and support.

### **Community Outreach**

This month, we launched an exciting new initiative called **Sand for Seniors**. We partnered with **Aubuchon Hardware**, who generously donated the buckets, and so far, we've distributed 8 or 9 to seniors in need.



### **Community Outreach Cont.**

I also visited the **food cupboard** last week and spoke with the staff about strengthening our partnership. Together, especially with Katie from **CHCS**, we're working to ensure that if we encounter residents facing food insecurity, we can provide them with food directly from the station. Additionally, we're collaborating on our **"Parking Tickets for Food"** program. Under this initiative, residents who receive a parking ticket can choose to pay with a food donation instead of a fine, and all contributions will be donated to the food cupboard.

### **Law Enforcement in Action: how we do the job**

A few months ago, I mentioned this topic in my monthly report, and with several new councilors on board, I thought it would be a good time to revisit. I'd like to take a moment to discuss the hiring process and what it takes to become a police officer.

It's no secret that hiring in law enforcement has changed significantly over the years. Back in the late '90s and early 2000s, agencies often received over 100 applications for a single position. Today, we're lucky to get just a handful.

So, what is a *conditional offer*? Simply put, it allows us to take the next steps in evaluating a candidate more thoroughly. Once the offer is made, candidates sign several forms that grant us permission to collect background information. They also complete a detailed 20-page Personal History Statement, a Pre-Polygraph Questionnaire, and a Conditional Offer Letter outlining the rest of the process.

Given how busy Detective Jacobs is, we use a background investigation company to help speed things up. The company is owned by a former law enforcement professional and does excellent, thorough work—often more cost-effectively than if we were doing it in-house.

If the background check is successful, the next step is the polygraph exam. This is a tool to verify truthfulness and identify any disqualifying conduct. We understand that people make mistakes—what we're looking for is honesty and accountability.

Next is the psychological evaluation. It's a two-day process: the first day involves a written assessment to evaluate mental fitness for the job, and the second day includes a face-to-face interview with a licensed psychologist to review the results.

After passing the psychological exam, candidates complete a physical and are eligible to start working. At that point, they can be placed on the list for the police academy, which runs twice a year—once in August and once in January.

### ***Law Enforcement in Action: how we do the job Cont.***

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While waiting for the academy, we try to get new hires through Phase I and Phase II of the part-time law enforcement course. Once those are complete, they can begin working on the road under the supervision of a Field Training Officer (FTO). Our FTO program lasts about three to four months.

The police academy itself is 18 weeks long, Monday through Friday. Upon graduation, officers earn their "blue pin," marking them as full-time certified officers.

From the initial background investigation to being fully on the road, the entire process can take well over a year. And even after that, it often takes about three years for an officer to feel truly confident handling the wide variety of calls we deal with.

Even after 20 years in this profession, I still occasionally come across a call that makes me pause and scratch my head. That's the nature of this job—it keeps us learning every day.

**Monthly Stats: Law Incidents: 354, Traffic Stops: 74, Total Criminal Violations: 12**