

AUBURN POLICE DEPARTMENT ANNUAL REPORT

**20
25**



A message from the Chief.

As I reflect on 2025, one word comes to mind: **demand**.

The Auburn Police Department experienced a significant increase in activity across nearly every measurable category this year. Calls for service rose sharply, enforcement activity increased substantially, and our officers were asked day in and day out to do more, often in increasingly complex and challenging situations. Despite this, the men and women of this department continued to perform at a high level, demonstrating professionalism, restraint, and a deep commitment to the community we serve.

This year, our officers responded to nearly 30,000 calls for service and made more arrests than in previous years, all while maintaining a use-of-force rate of less than one-third of one percent of total calls. That number matters. It reflects not only sound policy and training, but also the judgment, discipline, and restraint exercised by our officers in dynamic and often unpredictable situations.

At the same time, we are seeing a continued and significant rise in calls involving individuals experiencing mental health crises. These calls are among the most complex and resource-intensive we handle. They require patience, communication, and compassion, and often under difficult and sometimes dangerous circumstances. While our officers have responded admirably, it is clear that law enforcement cannot and should not be the default solution to systemic gaps in mental health services. This remains one of the most pressing challenges facing our profession and our community.

From an organizational standpoint, 2025 was a year of stability and progress. We made meaningful gains in recruitment, adding new officers and positioning the department to reach full staffing in the coming year. At the same time, we recognize that many of our newer officers are still developing their experience and skills. As a result, we have placed a strong emphasis on training, supervision, and mentorship to ensure they are supported and set up for success.

Accountability remains a cornerstone of our operations. Our internal review processes, including Internal Affairs investigations and our Performance Early Warning System, continue to function as intended, identifying issues early and ensuring they are addressed appropriately. Importantly, the vast majority of citizen complaints were resolved as unfounded or exonerated, reinforcing the

professionalism and integrity of our personnel. We also saw no substantiated concerns related to bias-based policing, reflecting our ongoing commitment to fair and impartial enforcement.

Equally important is the culture within our organization. Our supervisors continue to focus on coaching and mentoring, particularly with newer officers, while maintaining clear expectations for performance and conduct. Our labor relations remain strong, built on communication, mutual respect, and a shared commitment to the mission of this department.

Policing is not an easy profession, and the demands placed on today's officers are greater than ever. Yet, despite these challenges, I continue to be impressed by the dedication and resilience of our team. They show up every day ready to serve, ready to protect, and ready to do what is right even when it is difficult.

As we move forward into 2026, our focus remains clear: continue strengthening our workforce, adapt to the evolving needs of the community, and work collaboratively with our partners to address the broader challenges impacting public safety.

On behalf of the Auburn Police Department, I want to thank the members of our community for their continued support and trust. It is a responsibility we do not take lightly.

Respectfully,



Chief Jason D. Moen
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207-333-6650 X2052



Serving a Great City.

CITY GOVERNMENT

Mayor Jeffrey D. Harmon

City Manager Phillip L. Crowell, Jr.

Ward 1 Councilor Rachel B. Randall

Ward 2 Councilor Timothy M. Cowan

Ward 3 Councilor Mathieu Duvall

Ward 4 Councilor Kelly Butler

Ward 5 Councilor Leroy G. Walker, Sr.

Councilor At-Large Belinda A. Gerry

Councilor At-Large Adam R. Platz

Student Representatives:

Mubarik Abdulahi & Brennan Edwards

DEMOGRAPHICS

County Androscoggin

Population 25,200

Square Miles 67

THE APD MISSION:

To prevent crime and protect our community

OUR VISION:

To be community focused in all that we do

OUR VALUES:

Honor, excellence, loyalty & professionalism

OUR MOTTO:

Expect excellence



Organizational Structure.



The Auburn Police Department is structured to ensure efficient, accountable, and professional delivery of law enforcement services across all operational areas. Through a combination of specialized divisions and coordinated efforts, the department maintains a high level of operational readiness while adapting to the evolving public safety needs of the community.

Administration

The Administration Division consists of the Chief of Police, Deputy Chief of Police, Executive Assistant, and Police Analyst. This division is responsible for overall department operations, including budgeting, staffing, training, strategic planning, community engagement, and organizational efficiency.

Patrol Division

The Patrol Division serves as the backbone of the Department and is responsible for responding to emergency and non-emergency calls for service, enforcing laws, and maintaining public safety throughout the city. Patrol officers are often the first point of contact for the community and handle a wide range of incidents.

The Patrol Division is comprised of:

- Four Lieutenants
- Four Sergeants
- Twenty-six Patrol Officers



Organizational Structure, cont.

Support Services Division

The Support Services Division provides critical operational and administrative support to the Department. Responsibilities include parking enforcement, court operations, accreditation management, property and evidence control, animal control, Project Lifesaver, and various community initiatives.

This division includes:

- One Lieutenant
- One Sergeant
- Parking Enforcement Officer
- Special Enforcement/Animal Control Officer
- Two Information Assistants
- Court Officer

Criminal Investigations Division (CID)

The Criminal Investigations Division is responsible for investigating major crimes and complex cases. This includes cold cases, sex offender management, victim services, youth services, school resource functions, child protective investigations, and coordination with federal and partner agencies.

CID is comprised of:

- One Lieutenant
- One Sergeant
- Four Detectives
- One School Resource Officer
- Property and Evidence Coordinator

Detectives are responsible for investigating felony offenses and other cases referred by the Patrol Division or outside agencies. Supervisors within CID oversee case assignments and provide leadership in complex and high-profile investigations.

Organizational Structure, cont.

Proactive Community Enforcement (PACE) Unit

The PACE Unit focuses on proactive enforcement strategies targeting narcotics activity, high-crash and high-violation traffic areas, and disorderly properties. Using community-oriented policing strategies, the unit works closely with CID and external agencies to address crime trends and improve neighborhood safety.

PACE is comprised of:

- One Sergeant
- One Officer

Professional Standards Division

The Professional Standards Division works in coordination with the Administration to maintain departmental policies, ensure compliance with CALEA accreditation standards, and uphold organizational accountability. This division is also responsible for recruitment and retention, background investigations, internal affairs, and in-service training.

Professional Standards is comprised of:

- One Lieutenant
- One Sergeant



Our team.



Auburn Police Department Personnel as of December 31, 2025

Administration Division

Chief of Police Jason Moen
Deputy Chief of Police Timothy Cogle
Executive Assistant Linsey Record
Police Analyst Kendra Wilson

Professional Standards Division

Lieutenant Eric Audette
Sergeant Kristopher Bouchard

Support Services Division

Lieutenant Benjamin Quinnell
Sergeant Nicholas Gagnon
Special Enforcement Officer James Davison
School Resource Officer Kenny Jones
Court Officer/Victim Liaison Maegan Kyllonen
Information Assistant Abigail Bowie
Information Assistant Christopher Stanford
Parking Enforcement Officer Joshua Perkins

Criminal Investigations Division (CID)

Lieutenant Anthony Harrington
Sergeant David Madore
Detective Andrew Shute
Detective Dennis Matthews
Detective Marshall McCamish
Detective William Soper
Support Services Technician Rebecca Bixby

Proactive Community Enforcement (PACE) Unit

Sergeant Matthew Elie
Officer Jason Croft

Patrol Division

Lieutenant Jason Moore
Lieutenant Matthew Dailey
Lieutenant Steven Gosselin
Lieutenant Justin Richardson
Sergeant Travis Barnies
Sergeant Katherine Avery-Hurd
Sergeant Nate Westleigh
Sergeant Derek Drouin
Officer John Banville
Officer Brent Bynum
Officer Daniel Chabot
Officer John Chamberlain
Officer Dominic Chasse
Officer Amirah Daugherty
Officer Sean Dyer
Officer TJ Ellis
Officer Steven Friedrich
Officer Alexandra Gallo
Officer Annemarie Iadarola
Officer John Konczal
Officer Justin Le
Officer Kenny Micomyiza
Officer Martin Moreau
Officer Dustin Pepin
Officer Trevin Ritchie
Officer Logan Rossignol
Officer Mattingly Simaan
Officer Andrew St. Pierre
Officer David Strait
Officer Cody Taylor
Officer Marie West
Officer Cameron Winslow

Crime in Auburn.

The Uniform Crime Reporting Program collects information on eight Part I criminal offenses from more than 18,000 Law Enforcement Agencies throughout the United States. These offenses are serious crimes by nature and in volume. The UCR program limits offense reporting to the eight selected crime classifications because they are most likely to be reported and occur frequently enough to provide an adequate basis for comparison.

In 2025, the Auburn Police Department successfully cleared an estimated **56.87%** of all UCR Part I crimes in the city. This already-strong clearance rate is expected to rise as several cases from 2025 remain under active investigation. We are proud of this achievement and remain committed to delivering thorough, high quality investigative work that strengthens safety and trust throughout our community.

PART 1 CRIMES	2022	2023	2024	2025
MURDER	2	0	1	0
MANSLAUGHTER	0	2	1	0
RAPE	10	10	14	12
ROBBERY	5	6	10	10
AGGRAVATED ASSAULT	24	20	30	36
BURGLARY	31	48	36	15
THEFT (LARCENY)	580	450	548	550
MV THEFT	26	35	52	43
CRIME RATE (PER 1,000)	55.6	45.4	52.0	55.2

The estimated population of Auburn in 2025 was 25,200. The department responded to 29,433 calls for service in 2025. There were 1,416 total arrests, including 705 physical, or custodial, arrests. There were 77 juvenile arrests. The crime rate for 2025 was 55.2, or an estimated 55.2 crimes per 1,000 citizens.

The Auburn Police Department is committed to being a data driven agency, using accurate, real time information to guide our decisions and improve public safety across our community. By analyzing crime trends, calls for service, traffic patterns, and community feedback, we're able to deploy our officers more efficiently, identify emerging issues earlier, and measure the impact of our efforts.

By combining data analysis with the experience and professionalism of our officers, we're able to respond smarter, work more efficiently, and continue improving the safety and quality of life for everyone who lives in, works in, and visits Auburn.

Crash Data & Traffic Enforcement.

In 2025, the City of Auburn experienced a total of 1,251 motor vehicle crashes, of which 224 involved some level of injury. A total of 32 drivers involved in crashes were cited for violations, and 32 operators were identified as operating under the influence at the time of the crash.

Approximately 31.5% of crashes occurred at intersections, highlighting these locations as a continued area of concern for traffic safety.

The most common contributing driver factors included:

- Failure to yield right-of-way (12.7%)
- Following too closely (6.6%)
- Improper backing (6.4%)
- Crash distribution by speed zone indicates:
 - 28.8% of crashes occurred in 25 mph zones
 - 27.8% occurred in 35 mph zones

These findings reinforce the need for continued enforcement and education efforts in lower-speed, high-density traffic areas.

Data-Driven Enforcement

The Auburn Police Department receives and reviews crash data on a weekly basis. This information is used to identify high-risk locations, allocate patrol resources, and conduct targeted traffic enforcement in areas with elevated crash frequency.

2025 Top Crash Locations

(Number of reported crashes)

Center Street – 232
Mount Auburn Avenue – 116
Turner Street – 96
Minot Avenue – 90
Court Street – 75
Washington Street (S) – 71
Main Street – 42
Washington Street (N) – 41
Riverside Drive – 39
Hotel Road – 36
Turner Road – 22

Traffic Enforcement Activity

The following streets recorded the highest levels of traffic enforcement activity in 2025. Totals include both verbal warnings and written citations issued by Auburn Police.

Minot Avenue – 860

Center Street – 727

Washington Street (North) – 509

Riverside Drive – 507

Court Street – 478

Turner Street – 478

Washington Street (South) – 257

Park Avenue – 218

Turner Road – 179

Mount Auburn Avenue – 126

Crash Data Summary.

Crash data and enforcement activity demonstrate a clear alignment between high-crash locations and targeted enforcement efforts. The Department's data-driven approach allows officers to focus on areas with the greatest safety risks, supporting both crash reduction and proactive traffic enforcement.

This data-driven approach reinforces the Department's focus on reducing crashes, improving roadway safety, and preventing injuries, ensuring that enforcement efforts are directed where they have the greatest impact on protecting our community.

Use of Force.

The Auburn Police Department continues to prioritize de-escalation, communication, and conflict resolution in all enforcement actions.

However, the use of force remains a necessary and lawful component of policing when required to protect officers, individuals, or the public.

The International Association of Chiefs of Police defines use of force as the "amount of effort required by police to compel compliance by an unwilling subject." The Department conducts an annual Use of Force (UOF), or Response to Resistance, review to evaluate incidents in which officers apply force. All incidents are documented, reviewed, and approved by supervisors in accordance with Department policy.

This review process allows supervisors and command staff to identify trends, assess training needs, evaluate equipment, and ensure policies remain aligned with best practices. Data collection and analysis also support transparency and accountability to the community.

Data Collection & Reporting

The Auburn Police Department utilizes the "Blue Team" reporting system to document all use-of-force incidents. Officers are required to submit a report for each instance of force, and each officer involved in an incident must complete a separate report. As a result, the number of reported uses of force may exceed the number of individual incidents.

Additionally, the Department requires reporting when a firearm, Taser, or pepper ball launcher is displayed, even if not discharged. This approach exceeds the reporting standards of many agencies and enhances transparency and oversight.

Use of Force Overview.

In 2025, officers submitted a total of 85 use-of-force reports, representing 60 individual incidents.

One notable incident involved a barricaded armed robbery situation in which multiple suspects exited a residence while officers maintained a perimeter. Officers pointed department-issued rifles at multiple individuals, resulting in 13 separate use-of-force reports due to reporting requirements for each officer and subject involved.

The Department responded to **29,433 calls for service** in 2025 and made **711 physical arrests**. Of those arrests, **36 (5%)** required some level of force. Use of force incidents represented **0.29%** of all calls for service.

Use of Force Trends & Context

- Calls for service increased by **9.6%** compared to 2024
- Physical arrests increased by **19.5%**
- Mental health-related calls increased to **1,069**, up 7.4% from 2024

A significant portion of use-of-force incidents were associated with mental health-related responses:

- **35.3%** of use-of-force incidents involved protective custody or emergency restraint situations (up from 20% in 2024)
- **Officers responded to group homes 526 times**, accounting for **49%** of all mental health-related calls



These trends indicate that increases in use-of-force reporting are closely tied to higher call volume and the growing demand for responses involving individuals in crisis.

Use of Force, continued.

Injury & Demographic Data

- **94%** of individuals involved in use-of-force incidents reported no injury
- **6%** (5 incidents) resulted in reported injuries, most commonly minor abrasions
- **5** officers reported injuries; one required medical evaluation, with no serious injuries reported

Additional data points:

- Average age of individuals involved: **28** years old
- **75%** of incidents involved male subjects; **25%** involved female subjects
- **3.3%** of use-of-force incidents involved Black individuals, representing a **67%** decrease from 2024

Summary

Use of force by Auburn Police officers remains infrequent relative to overall activity and is typically limited to situations involving resistance, public safety threats, or individuals in crisis. The data indicates that force is applied in a controlled and proportionate manner, with a low rate of injury to both citizens and officers.

The Department will continue to monitor use-of-force incidents, evaluate trends, and adjust training, policy, and supervisory practices as needed to ensure compliance with best practices and maintain public trust.

Reporting Methodology Consideration

It is important to note that **the Auburn Police Department employs a more comprehensive reporting standard than many agencies.** A separate use-of-force report is required for each officer involved in an incident, as well as for each instance in which force is applied or a weapon is displayed. As a result, the total number of reported use-of-force incidents may appear higher when compared to agencies that report only a single incident per event or that categorize weapon displays separately. This approach is intentional and reflects the Department's commitment to thorough documentation, increased transparency, and enhanced supervisory oversight.

Use of Force, continued.

Detailed Analysis

- **35.3%** of use-of-force incidents occurred during protective custody or emergency restraint situations.
- **41.2%** of incidents occurred while officers were attempting to effect an arrest, a decrease from 43% in 2024.
- **56%** of use-of-force incidents resulted in the arrest of the individual.
- **34%** of incidents were associated with Crimes Against Persons or protective custody/mental health-related calls.

Type of Force Utilized

Use-of-force incidents were categorized into multiple response types, with the following most frequently observed:

- Display of a Weapon – 37 incidents [Defined as the visible presentation or pointing of a firearm or less-lethal weapon to gain compliance or in anticipation of potential force.]
- Grounding Techniques – 22 incidents
- Officers bring a resistant subject to the ground using control and leverage techniques to safely effect custody.
- Taser / Taser Display – 11 incidents
- Armbar – 4 incidents
- Wrist Lock – 3 incidents

All other force applications occurred at minimal levels and were statistically insignificant.

Conclusion & Recommendations

The Patrol Division currently includes a significant number of newer officers, with 19 officers having five years of experience or less. While the Department utilizes Project Support You (PSY) personnel, their availability is currently limited to daytime hours. Notably, 78% of use-of-force incidents occurred during the night shift, when fewer support resources are available.

The combination of increased call volume, a higher proportion of less-experienced officers, and limited access to real-time crisis intervention resources—particularly during overnight hours—likely contributes to the observed increase in use-of-force reporting.

Use of Force, continued.

The Department continues to emphasize training and accountability. The Maine Criminal Justice Academy now requires annual, in-person training in Mechanics of Arrest, Restraint, and Control. Additionally, all personnel receive ongoing training in de-escalation and conflict resolution.

Despite the increase in total reported use-of-force incidents in 2025, the Department maintains a historically low ratio of force relative to calls for service (less than 0.3%). This supports that current policies, training, and supervisory oversight remain effective and aligned with best practices.

A significant and ongoing concern is the continued increase in mental health-related calls for service. Officers frequently respond to group homes, often to assist staff managing individuals in crisis. While the Department proactively documents concerns and makes referrals to the Department of Health and Human Services, systemic challenges—such as staffing, training, and oversight of these facilities—persist.

The Department also utilizes local ordinances to address disorderly housing conditions; however, these tools have limited effectiveness in addressing the broader challenges associated with group home operations.

Recommendations

- Continue monitoring use-of-force incidents associated with arrests to assess the impact of updated academy training requirements
- Maintain focused review of incidents related to mental health calls and group home responses
- Evaluate options to expand crisis intervention or support resources during evening and overnight hours
- Continue emphasizing de-escalation training, supervision, and early intervention practices
- Explore adopting the term “Response to Resistance (RtR)” in place of “Use of Force (UOF)” to more accurately reflect the Department’s approach to managing resistance through communication, de-escalation, and proportional response.

Bias-Based Policing

Bias-based policing refers to law enforcement actions that are influenced by personal, societal, or systemic biases—such as race, ethnicity, gender, sexual orientation, religion, economic status, age, or cultural background—rather than objective evidence and reasonable suspicion. Such practices undermine public trust, create inequities within the justice system, and may violate constitutional protections.

Understanding the impact of bias-based policing and implementing strategies to mitigate it are essential to ensuring fair, impartial, and effective law enforcement.

Impacts of Bias-Based Policing

Bias-based policing can have significant consequences for both the community and law enforcement agencies:

- **Erosion of Public Trust:** Communities that perceive biased policing may develop distrust in law enforcement, which can reduce cooperation and hinder effective crime prevention and investigation.
- **Legal and Constitutional Concerns:** Biased enforcement practices may result in violations of constitutional rights, including protections under the Fourth Amendment (unreasonable searches and seizures) and the Fourteenth Amendment (equal protection under the law).
- **Negative Social Impacts:** Individuals subjected to biased policing may experience emotional distress, fear, and diminished confidence in public institutions.

Department Commitment

The Auburn Police Department is committed to fair and impartial policing through ongoing analysis of enforcement activity and comparison with demographic data derived from the most recent U.S. Census. This approach supports transparency, accountability, and continuous evaluation of departmental practices.

Data Collection and Analysis

The Department conducts an annual review of enforcement activity using data from the following categories:

- Physical arrests
- Criminal summonses
- Traffic enforcement, including citations and warnings

In addition, citizen complaints alleging potential bias are reviewed to identify any patterns or trends. This information is reported annually to the State of Maine to ensure transparency and accountability.

Bias-Based Policing.

Enforcement Activity Overview

In 2025, the Auburn Police Department experienced a significant increase in overall enforcement activity compared to 2024. Key changes include:

- Total traffic stops increased by **43.7%**
- Verbal warnings increased by **40.6%**
- Traffic citations increased by **39.8%**
- Physical arrests increased by **20.3%**
- Criminal summonses increased by **29.3%**
- **Overall enforcement activity increased by 36.6% year over year.**

This increase reflects a higher level of proactive enforcement activity during the reporting period and is considered when evaluating enforcement patterns and outcomes across demographic groups.

The following analysis examines enforcement outcomes across demographic groups to assess whether observed increases in activity were applied consistently and in alignment with the Department's commitment to fair and impartial policing.

By evaluating key decision points—including traffic enforcement and criminal case disposition—this review provides a data-driven assessment of officer discretion and enforcement practices during the 2025 reporting period.



- **6,848** total enforcements
- **5,563** traffic stops
- **3,985** verbal warnings issued
- **1,447** traffic citations
- **431** field interviews conducted
- **705** physical arrests made
- **711** criminal summonses issued

As part of the Auburn Police Department's ongoing commitment to fair and impartial policing, enforcement data from 2025 was reviewed to assess outcomes across demographic groups.

Bias-Based Policing.

Traffic Enforcement

In 2025, Auburn residents accounted for 30.2% of operators receiving traffic citations and 28.7% of verbal warnings issued. The remaining enforcement activity involved non-resident operators traveling through the city, reflecting Auburn's role as a regional traffic hub.

Further analysis of citation data involving Black male and female drivers residing in the area indicates that enforcement patterns are consistent with overall traffic flow and regional travel patterns, providing important context when evaluating enforcement activity.

During the reporting period, officers issued 574 verbal warnings and 204 summonses to Black male and female operators. In comparison, officers issued 3,411 verbal warnings and 1,243 summonses to all other operators. When examining enforcement outcomes, the proportion of stopped drivers receiving a written citation was comparable across groups. Specifically, 26.2% of Black operators who were stopped received a summons, compared to 27.0% of White operators.

These findings suggest that, once a traffic stop is initiated, officers exercise enforcement discretion in a consistent manner across demographic groups with respect to issuing warnings versus citations.

Criminal Enforcement

A review of criminal enforcement activity indicates that Black males and females accounted for 16.3% of physical arrests and 15.3% of criminal summonses, while all other racial groups accounted for 83.7% of physical arrests and 84.7% of criminal summonses.

To further evaluate officer discretion, outcomes were examined in cases involving an arrestable offense. Among these cases, 51.3% of Black individuals were taken into custody, compared to 49.4% of White individuals. The remaining cases resulted in non-custodial dispositions, such as the issuance of a summons.

While this analysis does not control for all variables that may influence enforcement decisions—such as offense severity, prior criminal history, or situational factors—the findings indicate that the decision to proceed with a custodial arrest versus a non-custodial alternative is applied in a consistent manner across demographic groups.

Bias-Based Policing, cont.

Summary

Overall, the 2025 enforcement data does not identify material disparities in officer decision-making at key points of discretion, including the issuance of citations during traffic stops and the determination of custodial versus non-custodial outcomes in criminal cases. The Auburn Police Department will continue to monitor enforcement data and review practices to ensure alignment with principles of fairness, equity, and constitutional policing.

Methodology and Data Limitations

This review is based on enforcement data collected by the Auburn Police Department during calendar year 2025, including traffic stops, warnings, summonses, and arrest records. Data was analyzed to compare enforcement outcomes across demographic groups at key decision points, including the issuance of written citations during traffic stops and the use of custodial versus non-custodial dispositions in criminal cases.

All demographic information, including race and gender, is based on officer perception at the time of the encounter unless otherwise self-reported. Residency data reflects the address provided or recorded at the time of the stop or enforcement action.

It is important to note several limitations associated with this analysis:

- **Population Benchmarks:** This review does not adjust for differences in driving population, commuting patterns, or the proportion of non-resident operators traveling through Auburn. As a result, comparisons are based on enforcement outcomes rather than population-based rates.
- **Nature of Violations and Offenses:** The analysis does not control for the severity or type of violation or criminal offense, which may influence officer decision-making (e.g., warning versus citation, custodial versus non-custodial arrest).
- **Officer Discretion Factors:** Individual circumstances—such as prior history, behavior during the encounter, and public safety considerations—may affect enforcement decisions and are not fully captured in aggregate data.
- **Data Scope:** This review focuses on outcomes after police interaction has occurred. It does not evaluate potential differences in the initial decision to stop a vehicle or initiate enforcement action.
- **Data Integrity:** While efforts are made to ensure accurate data entry and reporting, all administrative datasets are subject to human error and reporting limitations.

This analysis is intended to provide transparency and identify broad patterns in enforcement activity. It should not be interpreted as a definitive measure of bias but rather as one component of the Department's ongoing commitment to fair and impartial policing. Notably, for the second consecutive year, **the Auburn Police Department received no complaints about bias-based traffic enforcement activities.**

Bias-Based Policing, cont.

Strategies to Mitigate Bias-Based Policing

The Auburn Police Department remains committed to fair and impartial policing through the implementation of policies, training, oversight, and community engagement. The following strategies support the Department's ongoing efforts to prevent bias-based policing:

1. **Implicit Bias Training:** Officers receive annual training designed to increase awareness of implicit bias and reinforce decision-making grounded in objectivity, professionalism, and constitutional standards.
2. **Policy and Oversight:** The Department maintains clear policies governing traffic stops, searches, and use of force. Supervisory and command-level oversight ensures that all use-of-force incidents are thoroughly documented, reviewed, and evaluated for compliance with policy and law.
3. **Community Engagement:** The Auburn Police Department actively participates in community events and outreach initiatives to strengthen relationships, build trust, and foster open communication with the public it serves.
4. **Data Transparency and Accountability:** The Department collects, analyzes, and publishes data related to enforcement activity and use of force. Ongoing review of this data supports transparency and helps identify trends that may require further evaluation or response.
5. **Body-Worn Camera Program:** Since 2022, officers have been equipped with body-worn cameras to enhance transparency and accountability. Supervisors conduct regular, randomized reviews of recorded interactions to ensure compliance with policy and reinforce professional conduct.

Collectively, these strategies reinforce the Department's commitment to equitable policing practices, strengthen public confidence, and ensure that enforcement actions are guided by fairness, consistency, and respect for all members of the community.

Conclusion

The 2025 analysis of the Auburn Police Department's enforcement activity demonstrates consistent and proportionate application of police authority across measured categories. Based on data reviewed, no identifiable patterns or trends were found that indicate bias-based profiling/disparate treatment in enforcement outcomes.

While no single analysis can capture every factor influencing individual enforcement decisions, the findings support that officers are applying discretion in a manner that is generally consistent across demographic groups at key decision points. The Auburn Police Department remains committed to fair and impartial policing and recognizes that maintaining public trust requires ongoing evaluation and transparency. The Department will continue to conduct annual reviews of enforcement data, assess practices, and implement improvements where necessary to ensure policing remains equitable, professional, and aligned with community expectations.

Internal Affairs.

Executive Summary

In 2025, the Auburn Police Department observed several notable trends in citizen complaints, internal affairs investigations, and disciplinary actions. Citizen complaints increased slightly compared to 2024, while Internal Affairs investigations rose from none in the prior year to seven in 2025. Formal discipline remained limited, while supervisory interventions—documented through Watch Log entries and counseling sessions—continued to increase. This report outlines these trends and identifies opportunities to strengthen accountability, supervision, and positive recognition.

Citizen Complaints

The Department received eight citizen complaints in 2025, an increase of two from 2024. These complaints typically involved minor policy concerns and were reviewed at the supervisory level.

Of the eight complaints:

- Three were exonerated, meaning the incident occurred but the officer's actions were lawful and within policy
- Five were unfounded, indicating that the allegations were not supported by credible evidence

All complainants were notified in writing of the outcome. Body-worn camera footage and GPS data played a critical role in resolving each case efficiently and objectively.

Internal Affairs Investigations

Seven Internal Affairs investigations were initiated in 2025, compared to zero in 2024. These investigations are triggered by formal complaints, serious policy violations, potential criminal conduct, or civil claims.

Of the seven investigations:

- One case (motor vehicle crash claim) was exonerated
- Two were unfounded
- One was sustained
- Two were closed exceptionally due to officer resignation
- One remains pending due to extended leave

All involved parties were notified in writing of investigative outcomes. Investigations are conducted by trained command staff under the direction of the Deputy Chief.

Internal Affairs, cont.

Formal Discipline and Supervisory Action

Supervisors issued fifteen formal disciplinary actions in 2025, including four suspensions. In addition, thirty-four Watch Log entries (counseling sessions) were documented. These entries reflect non-disciplinary supervisory actions focused on coaching, performance improvement, and early intervention.

The use of Watch Log entries has steadily increased:

- 2022: 8
- 2023: 18
- 2024: 31
- 2025: 34

This upward trend reflects a proactive supervisory approach and a workforce that includes a higher proportion of newer officers requiring guidance and mentorship. Officer commendations decreased from 31 in 2024 to 10 in 2025, indicating an opportunity to place greater emphasis on recognizing strong performance and reinforcing positive behavior.

Recommendations

To maintain accountability while supporting morale and professional development, the Department should continue using Watch Log entries and counseling sessions as early intervention and coaching tools; ensure supervisors consistently document commendable performance, not just deficiencies; expand both formal and informal recognition efforts to reinforce positive work; and provide ongoing training and mentorship for newer officers to support performance and decision-making.

These steps will help balance accountability with recognition, strengthen supervisory practices, and promote a positive and professional work environment.



Internal Affairs, cont.

Complaint Findings

Year	IAs	Int. Affairs Disposition	CC	Citizen Complaints Disposition
2020	3	2 sustained, 1 termination	8	5 unfounded, 1 exceptionally cleared, 2 sustained
2021	4	1 sustained, 2 unfounded, 1 exonerated	4	2 unfounded, 1 exonerated, 1 sustained
2022	4	1 sustained, 3 exonerated	5	3 unfounded, 2 exonerated
2023	1	1 sustained	7	2 unfounded, 4 exonerated, 1 sustained
2024	0	-----	6	2 unfounded, 1 exonerated, 3 sustained
2025	7	2 unfounded, 1 sustained, 1 exonerated, 2 cleared exceptionally, 1 pending	8	5 unfounded, 3 exonerated

The Auburn Police Department maintains active command-level oversight of all internal affairs processes and supervisory practices, ensuring that issues are addressed promptly, standards are upheld, and accountability remains a core organizational priority.



2025 Highlights.

- Chief Jason Moen served as President of the Maine Chiefs of Police Association.
- February 21 - APD hosted "Skate with a Cop" at Norway Savings Bank Arena.
- February 21 - Sergeant Nicholas Gagnon completed the FBI Trilogy (LEEDA leadership training series).
- February 26 - APD handed out awards at the Special Olympics Winter Games.
- March 12 - Lieutenant Matthew Dailey graduated from the 25th New England Regional Command College.
- April 3 - Officer Logan Rossignol named "Officer of the Quarter" & Parking Enforcement Officer Josh Perkins named "Civilian of the Quarter."
- April 26 - APD hosted Drug Takeback Day.
- May 7 - APD Cop Card Program launched.
- May 16 - Officers attended Special Olympics Maine's county-wide track meet.
- May 29 - Officers participated in "Tip a Cop" fundraiser for Special Olympics.
- June 4 - Team APD participated in the Special Olympics Torch Run.
- June 6 - Officer Dminic Chasse joined the department
- June 25 - APD handed out awards at the Special Olympics Summer Games.
- September 2025 - Sergeant Katherine Avery-Hurd completed the FBI Trilogy (LEEDA leadership training series).
- July 1 - APD launched "Behind the Badge" social media campaign.
- July 17 - Officer Aaron Briere named "Officer of the Quarter" & Police Analyst Kendra Wilson named "Civilian of the Quarter."
- July 21 - Motorcycle units participated in "Camp Sunshine Ride."
- July 24 - Sergeant Travis Barnies and Detective Dennis Matthews completed FBI-LEEDA's Command Leadership Institute training.
- August 5 - APD held annual "National Night Out" community safety event.
- September 1 – Sergeant David Madore earned a Bachelor's Degree in Criminal Justice from Southern New Hampshire University.
- September 4 – Lieutenant Anthony Harrington graduated from the 295th Session of the FBI National Academy.
- September 8 – Detective Terrence McCormick retired after 25 years of service.
- September 19 - Officer David Strait joined the APD.
- September 25 – Officer William Soper was promoted to Detective.
- October 1 - APD hosted "Coffee with a Cop" at Rolly's Diner.
- October 19 – Sergeant Christopher Hatfield retired after 31 years of service.
- October 31 - APD hosted a "Trunk or Treat" candy giveaway.
- November 3 - Officer Cameron Winslow named "Officer of the Quarter; Information Assistant Abigail Bowie named "Civilian of the Quarter."
- November 6 – Deputy Chief Timothy Cogle received the President's Award from the Maine Chiefs of Police Association.
- November 17 – Officer Derek Drouin was promoted to Sergeant.
- November 27 - APD officers delivered Thanksgiving meals to local families.
- December 22 – Officers Cyintama "Kenny" Micomyiza, Cody Taylor, John Konczal, and Trevin Ritchie graduated from the 18-week Basic Law Enforcement Training Program.
- December 24 - APD hosted two "Shop with a Cop" events to support local kids.
- Retired Auburn Patrol Officer Stephen P. Burns passed away. We honor his service.

Community Connections

The Auburn Police Department is very proud of our strong police/community partnerships. These partnerships are sustained and strengthened through our many community programs, events & outreach. Here are just a few of our amazing partners:



Auburn PAL Center (Police Activities League)

In 2012, the Auburn PD looked at crime data and found that 25% of all police calls were taking place within a 1/2 mile area of the city. In an effort to transform our crime statistics and provide positive experiences for at-risk youth in our city, the APD established the Auburn Police Activities League (PAL). In the spring of 2013, the Auburn PAL Center opened at 24 Chestnut Street, right at the heart of the half-square mile area identified by crime data. The Center provides educational and athletic activities for kids after school and during the summer, not to mention positive interaction with police officers.

On September 5, 2025, the City of Auburn opened the **incredible** new PAL Community Center! This beautiful, state-of-the-art facility features a gym, a teen space, Anita's Closet, showers and lockers, and so much more.



Coffee With a Cop

Each year, Auburn PD officers and staff host "Coffee with a Cop" in a local restaurant or café. This is an unscripted, casual opportunity for our officers to connect with residents over a cup of coffee and some conversation. Watch our facebook page and website for upcoming "Coffee with a Cop" events.



Special Olympics Maine

The APD has a strong relationship with the Special Olympics Maine. Each year officers partner up with athletes for sporting events such as golf, swimming, skiing, bowling, and more. The athletes look up to our law enforcement professionals and see them as not just role models, but also as good friends. The APD helps with an ongoing effort to raise money for the organization to ensure that the athletes can participate in programs. One of the largest such efforts is the annual Law Enforcement Torch Run, which is also conducted nationwide. Other special events such as 'Tip-A-Cop' are held at various restaurants, which is a great way to get law enforcement into the community while also raising money for such a great cause.



Neighborhood Watch

Together with some very motivated citizens, the APD has an active Neighborhood Watch group in New Auburn. This connection with our residents increases community awareness and participation. Neighborhood Watch helps make Auburn a safer place and builds a strong sense of community pride.



National Night Out

Each year, on the first Tuesday evening of August, the Auburn PD joins law enforcement agencies across America in hosting "National Night Out: Auburn's night out against crime." NNO enhances the relationship between residents and law enforcement while bringing back a true sense of community. It also provides a great opportunity to bring police and neighbors together under positive circumstances.

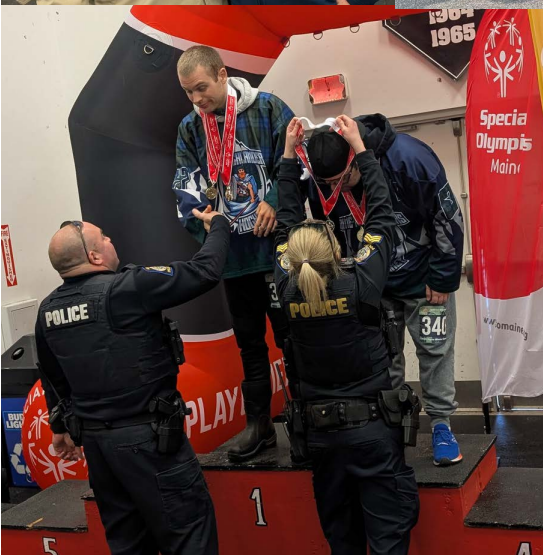
Community Connections.



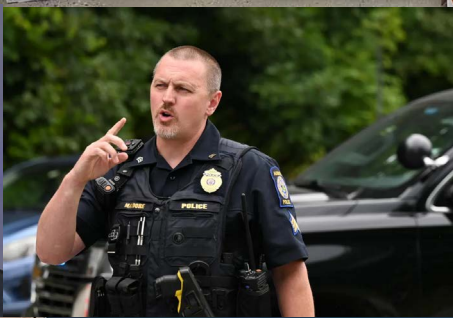
Sun Journal photo, Russ Dillingham



Sun Journal photo, Russ Dillingham



Community Connections.



Awards & Recognition.



The Auburn Police Department recognizes the outstanding performance, dedication, and service of its members and community partners. In 2025, the following awards honored individuals who demonstrated exceptional professionalism, leadership, and commitment to public safety in 2024.

Certificates of Appreciation

Andrew St. Pierre
Kristopher Bouchard
Martin Moreau
Christopher Hatfield
Dennis Matthews
John Banville
Tyler Barnies
Brent Bynum
James Davison
Sean Dyer
Matt Dailey
Katie Avery

Civilian Commendation Rebecca Bixby

Police Commendations

Justin Richardson
Matt Elie
Steven Friedrich
Timothy Cogle
Cameron Winslow
Aaron Briere
Sean Dyer
George Monteith
Nicholas Gagnon

Distinguished Service Awards

Timothy Robinson
Travis Barnies
George Monteith

Distinguished Service Awards, cont.

Sean Dyer
James Davison
Logan Rossignol
Nicholas Gagnon
Jason Moore
Derek Drouin
Martin Moreau

Rocky Bonney Life Saving Award

Aaron Briere

Rookie of the Year Aaron Briere

Civilian of the Year Maegan Kyllonen

Officer of the Year Marshall McCamish

Supervisor of the Year

Anthony Harrington

Norman Philbrook Purple Heart Award

Matthew Elie

The following members of our team, sworn and non-sworn, were also recognized for their years of service:

William Soper - 5 years
Sean Dyer - 5 years
James Davison - 10 years
Matthew Dailey - 20 years
Eric Audette - 30 years

In Memoriam.

We remember and we salute the officers who gave the ultimate sacrifice in the performance of their duties. Their courage and their steadfast service to the Auburn Police Department and the City of Auburn will never be forgotten.



Officer Norman Philbrick died in the line of duty on July 7, 1949. Fire crews from our sister city were called in to assist with a large fire. While Officer Philbrick was directing traffic, two fire trucks rounded the intersection at the same time, crushing him to death. Officer Philbrick's duty weapon was bent during the impact. The weapon is displayed at the Auburn Police Department as a reminder of the ultimate sacrifice he made for the citizens of our city.



Officer Rodney (Rocky) Bonney drowned in the line of duty on April 6, 1981. He died while trying to rescue a young man who had fallen into the Androscoggin River while riding his bicycle across the trestle/foot bridge. Officer John Perrino also dove into the Androscoggin and attempted to save both Bonney and the young man, but was unable to. He managed to get ashore and was pulled from the water. When Florian's Market was relocated, a park was built on its site. The park has been named "Bonney Park." Officer Bonney's namesake, K9 Rocky, retired from service in 2021.

AUBURN POLICE DEPARTMENT

60 Court Street | Auburn, Maine 04210

auburnmaine.gov/auburnpd

Emergency: Dial 9-1-1 | Non-emergency: 207.784.7331

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