LAW ENFORCEMENT ACCREDITATION

Madison (AL) Police Department

Agency

Madison (AL) Police Department
100 Hughes Rd.
Madison, AL 35758

Chief Executive Officer

Chief
David K. Jernigan

Methodology Overview

CALEA serves as the premier credentialing association for public safety agencies and provides accreditation services for law enforcement organizations, public safety communication centers, public safety training academies, and campus security agencies. The standards are promulgated by a board of 21 commissioners, representing a full spectrum of public safety leadership. The assessment process includes extensive self-assessment, annual remote web-based assessments, and quadrennial site-based assessments. Additionally candidate agencies are presented to the Commission for final consideration and credentialing.

CALEA Accreditation is a voluntary process and participating public safety agencies, by involvement, have demonstrated a commitment to professionalism. The program is intended to enhance organization service capacities and effectiveness, serve as a tool for policy decisions and management, promote transparency and community trust, and establish a platform for continuous review.

CALEA Accreditation is the Gold Standard for Public Safety Agencies and represents a commitment to excellence.

Law Enforcement Accreditation

CALEA standards reflect the current thinking and experience of Law Enforcement practitioners and researchers. Major Law Enforcement associations, leading educational and training institutions, governmental agencies, as well as Law Enforcement executives internationally, acknowledge CALEA's Standards for Law Enforcement Agencies© and its Accreditation Programs as benchmarks for professional law enforcement agencies.

CALEA's Founding Organizations:

- **International Association of Chiefs of Police (IACP)**

- **Police Executive ResearchForum (PERF)**

- **National Sheriffs Association (NSA)**

- **National Organization of Black Law Enforcement Executives (NOBLE)**

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EXECUTIVE SUMMARY

Overview:

The Madison (AL) Police Department Agency is currently commanded by David K. Jernigan. The agency participated in a remote assessment(s), as well as site-based assessment activities as components of the accreditation process. The executive summary serves as a synopsis of key findings, with greater details found in the body of the report.

Compliance Service Review:

CALEA Compliance Services Member(s) Danny Messimer and Tim Hazlette remotely reviewed 188 standards for the agency on 6/29/2018 using Law Enforcement Manual 5.23. These standards included specific time-sensitive issues, as well as all standards applicable to the agency by size and function. If standard issues are found they are listed below.

- 35.1.9 – Personnel Early Warning System* (LE1) – CSM Notes: ISSUE: - Agency currently seeking to obtain tracking software (such as I.A. Pro) to better capture behavioral/performance related issues that trigger the Early Warning System. ASSESSOR NOTES: The agency has a basic system but acknowledges that it lacks consistency at this point in time. As a relatively new concept in this department, the agency is diligently attempting provide a mechanism to consistently identify the various combinations of activities that might identify an employee in need of intervention prior to quarterly and the annual review of the system. The agency is looking at various software to manage this process.

Site-Based Assessment Review:

From 8/6/2018 to 8/8/2018, Michael J. Dickey and David S. Cheatle visited the agency following a consultation with the chief executive officer regarding critical issues impacting the organization since the last assessment. These issues were identified as:

- COMMUNITY ENGAGEMENT - The Madison Police Department has an excellent relationship with the community it serves. The Community Resource Officer (CRO) provides liaison for the areas of the city who have periodic community meetings. The agency works diligently to identify, listen to, and provide resources to resolve community concerns.

- EVIDENCE AND PROPERTY - The agency's evidence and property function is being performed in a manner that insures the integrity of the system. Agency staff members demonstrated through compliance documentation and inspection of the facilities that it is committed to maintaining a property and evidence system that is unquestioned in security or accuracy of the property in its care.

- COURT SECURITY - The Madison Police Department provides security for the municipal court. The agency transports and secures detainees in the court room. Housing of detainees is with the Madison County Sheriff's Office, also accredited. MPD's facility is not used when this function is being performed.

- TEMPORARY DETENTION - The Madison Police Department has a three-cell temporary holding facility within the police department. It is clean, secure, and functional given its limited use. It serves primarily as a prisoner processing area after which prisoners are transported to the Madison County Sheriff's Office or released from custody after receiving a summons to appear.

- RECRUITMENT - The Madison Police Department has struggled in its recruitment efforts. The agency has a plan which was recently revised to reassign responsibility from the training function to a specific position within the department. While the effort to fully staff the department has not provided success, the agency anticipates this adjustment will be fruitful.

During the Site-Based Assessment Review, the assessment team conducted 26 interviews regarding the topical areas previously defined. The interviews were with agency members and members of the community. The approach not only

further confirmed standards adherence, but also considered effectiveness measures, process management and intended outcomes.

CHIEF EXECUTIVE OFFICER PROFILE

David K. Jernigan

Chief Jernigan was appointed to the position of Chief of Police of the Madison Police Department on July 3, 2017. Chief Jernigan commands a staff of 117 employees of which 86 are sworn certified law enforcement officers. The city of Madison is comprised of 30 square miles with a population of approximately 48,500 residents and is conveniently located near Interstate 565, Huntsville International Airport, Cummings Research Park, Marshal Space Flight Center, and Redstone Arsenal.

 Prior to his current position, Chief Jernigan was the Chief Deputy of Enforcement Operations for the Madison County Sheriff's Office under Sheriff Blake Dorning where he commanded 224 employees of which 115 were sworn certified law enforcement officers.

Chief Jernigan retired in June 2013 as a Supervisory Special Agent and served 29 years with the Federal Bureau of Investigation (FBI). His last assignment was Program Director for the FBI's Hazardous Devices School (HDS) located on Redstone Arsenal in Huntsville, Alabama. HDS is the only civilian public safety bomb disposal and IED defeat training facility in the U.S. for first responders

COMMUNITY PROFILE

The City of Madison combines safe, quality family living and educational opportunities with favorable economic stability. Exceeding 48,000 residents, the City of Madison is considered one of the safest and fastest growing cities in southeastern United States. The City's nationally recognized scholastic excellence is one of the primary reasons community members are attracted to Madison. Comprised of approximately 30 square miles, the City offers a suburbia appeal while providing its residents access to various businesses and shopping entertainment. With an estimated median income exceeding $95,000, the City's demographic makeup is 71% Caucasian, 14.3.% African American, 5.4% Asian, 5% Hispanic, .9% Native American and 3.1% other.

Intergraph, an engineering firm, is the City's largest employer. High-tech space and defense industry employers have a major presence in neighboring Huntsville, Alabama due to the geographical location of the Army's Redstone Arsenal (RSA) and NASA's Marshal Space Flight Center. Centrally located between two major highways, Madison residents are within minutes of work to RSA, NASA and the second largest research park in the U.S. which home to many major science and technology industries. The City of Madison is also located near the Huntsville International Airport, making business and family travel convenient.

The Madison Police Department is a mid-size police department responsible for providing quality police services not only to its residents, but to the thousands of commuters traveling through to work and to shop at local City businesses. The department works very well with the Madison County Sheriff's Office and other surrounding agencies. Having significant presences on RSA, the department is able to access FBI and ATF services and technology that overall strengthens police services being offered to the Madison community. The goal of the Madison Police Department is to enhance the quality of life of every citizen through professional police services.

AGENCY HISTORY

The Madison City Police Department has always had a strong report with the community. Since its founding in 1854, the residents of Madison work alongside its community leaders to ensure both economic and residential growth. Over the course of many years, the City has blossomed to become a center of activity creating a need for law enforcement to expand. Growing from a one-man department to its current size of 116 members (86 sworn and 30 support staff), the department remains committed to providing the best service possible. Continued growth also requires the department to adapt to the best policing concepts available, and that is why achieving CALEA Accreditation is of great importance. The primary concept adapted by the men and women of the department is that they are part of a community family and strive to maintain a strong family connection.

AGENCY STRUCTURE AND FUNCTION

The Madison Police Department is currently allocated 116 full-time employees (86 sworn and 30 non-sworn) assigned to an organizational structure profile consisting of four divisions:

- Support
- Special Operations
- Investigations
- Patrol

AGENCY SUCCESSES

Technology:

Since Chief Jernigan's appointment, the department has begun to embrace technology to aid the department not only from a service standpoint, but to be better organized.

Enhancing our relationships with neighboring agencies and organizations in order to strengthen our link to the community:

Chief Jernigan sits as a proxy to the National Children's Advocacy Center, Huntsville Crime Stoppers, and Partnership for a Drug -Free Community. The Chief also serves as a stakeholder with the North Alabama Mental Health Coalition.

Other Successes:

The department regularly sends officers to the Birmingham Civil Rights institute. The objective is to embrace diversity and history between law enforcement and the African American Community.

FUTURE ISSUES FOR AGENCY

Although the agency is able to meet basic community service needs, the ability to provide additional services is putting strain on current staffing levels. Since 2015, the department has been struggling to maintain adequate staffing due to various reasons. The city's continued growth coincides with the department's attrition creating conflict with service expectations. The department's professionalism has always been that to go beyond, but the ability to maintain high level service is currently being challenged.

INITIAL REMOTE WEB-BASED ASSESSMENT

Compliance Services Member: Danny Messimer and Tim Hazlette

On 6/29/2018, the Inital Remote Web-based Assessment of Madison (AL) Police Department was conducted. The review was conducted remotely and included 188 standards from the CALEA® Standards for Law Enforcement Manual. The following standards were reviewed and the findings are denoted:

Standards	Findings
1 Law Enforcement Role and Authority	
1.1.1 Oath of Office (LE1)	**Compliance Verified**
1.1.2 Code of Ethics* (LE1)	**Compliance Verified**
1.2.1 Legal Authority Defined (LE1)	**Compliance Verified**
1.2.3 Compliance with Constitutional Requirements (LE1)	**Compliance Verified**
1.2.4 Search and Seizure (LE1)	**Compliance Verified**
1.2.5 Arrest with/without Warrant (LE1)	**Compliance Verified**
1.2.8 Strip/Body Cavity Search (LE1)	**Compliance Verified**
1.2.9 Bias Based Profiling* (LE1)	**Compliance Verified**
1.3.1 Use of Reasonable Force (LE1)	**Compliance Verified**
1.3.2 Use of Deadly Force (LE1)	**Compliance Verified**
1.3.3 Warning Shots (LE1)	**Compliance Verified**
1.3.4 Use of Authorized Less Lethal Weapons (LE1)	**Compliance Verified**
1.3.5 Rendering Aid After Use of Weapons (LE1)	**Compliance Verified**
1.3.6 Reporting Uses of Force* (LE1)	**Compliance Verified**
1.3.7 Reviewing Reports of 1.3.6* (LE1)	**Compliance Verified**
1.3.8 Removal from Line of Duty Assignment Use of Force (LE1)	**Compliance Verified**
1.3.9 Authorization: Weapons and Ammunition (LE1)	**Compliance Verified**
1.3.10 Demonstrating Proficiency with Weapons (LE1)	**Compliance Verified**
1.3.11 Annual/Biennial Proficiency Training* (LE1)	**Compliance Verified**
1.3.12 Issuing Written Directives (LE1)	**Compliance Verified**
1.3.13 Analyze Reports from 1.3.6* (LE1)	**Compliance Verified**
3 Contractual Agreements for Law Enforcement Services	
3.1.1 Written Agreement for Services Provided (LE1)	**Compliance Verified**
11 Organization and Administration	
11.1.1 Description of Organization (LE1)	**Compliance Verified**

Standards	Findings
11.3.1 Responsibility/Authority (LE1)	**Compliance Verified**
11.4.5 Notify CEO of Incident with Liability (LE1)	**Compliance Verified**
12 Direction	
12.1.2 Command Protocol (LE1)	**Compliance Verified**
12.1.3 Obey Lawful Orders (LE1)	**Compliance Verified**
12.2.1 The Written Directive System (LE1)	**Compliance Verified**
12.2.2 Dissemination and Storage (LE1)	**Compliance Verified**
15 Planning and Research Goals and Objectives and Crime Analysis	
15.2.1 Annual Updating/Goals and Objectives* (LE1)	**Compliance Verified**
16 Allocation and Distribution of Personnel and Personnel Alternatives	
16.3.1 Program Description (LE1)	**Compliance Verified**
16.3.2 Selection Criteria (LE1)	**Compliance Verified**
Notes: CSM Notes: ISSUE: - Do you have a "complete" selection packet for a Reserve Officer that can be added to this file as a Proof that all the Steps in Police PD 01-27 (page 3) can be verified? Your note states in 2016 the Reserve Officers appointed were not selected the same as Full-Time Officers (although policy is dated January 2016). AGENCY ACTION NEEDED: A applicant Selection packet that show which steps were used for selection - and - which steps were not used - for comparison to the Police PD 01-27 is essential to verifying compliance. ASSESSOR NOTES: The selection process was reviewed. By directive and intent of the chief, the selection process for reserve officers is identical to that of career police officers including a written test. The policy was rewritten and issued February 4, 2018 to be more explicit in requiring the written test. Under Rules of the Alabama Peace Officers and Training Commission (APOSTC), "...Hours of instruction is equivalent to that required for full-time law enforcement officers." As a result, the agency expects the availability of entry level reserve officers being significantly reduced in the future since reserves will be required to attend a 520 hour basic academy.	
16.3.3 Entry Level Training (LE1)	**Compliance Verified**
16.3.5 In-Service Training (LE1)	**Compliance Verified**
16.3.6 Use of Force Training & Firearms Proficiency (LE1)	**Compliance Verified**
16.4.2 Training (LE1)	**Compliance Verified**
17 Fiscal Management and Agency Property	

Standards	Findings
17.4.2 Cash Fund/Accounts Maintenance* (LE1)	**Compliance Verified**
Notes: CSM Notes: ISSUE: - Standard calls for Records, Documentation or INVOICE requirements for CASH Expenditures. The Policy PD 12-21 doesn't speak to this - just made reference to Documentation. AGENCY ACTION NEEDED: Also, for this bullet to be verified - the inclusion of an "INVOICE" would be needed. The 'reconciliation' forms provided to illustrate requests for "fund replenishment" show 'expenditures' - so there must be an Invoice in the chain of documents. Bullet "F" > please supply additional (replacement) documents that more accurately reflect the QUARTERLY ACCOUNTING as asked for by the Standard. Some Proofs are not discernible or identifiable as Quarterly. > showing Income; Expenditures; Deposits; Ending Balance. ASSESSOR NOTES: The agency is in compliance with this standard in all respects. Ms. Patrice Cox and Ms. Jennifer Schwartz, Accounting Assistants, provided excellent documentation going back several years. In practice, accounting is completed daily and monthly for petty cash and cash received in Records. The Records Section has a cash register and access to the city's accounting system. Receipts and/or invoices for petty cash payouts were observed in the documentation provided by the accounting assistants. Captain Jon Stringer, Investigations Division Commander, provided documentation supporting quarterly accounting of investigative cash. In practice, there is little investigative activity involving cash. Quarterly cash counts are completed by the Professional Standards lieutenant and entered into the investigative cash journal. The Sexual Offender Registration Act (SORNA) officer also collected registration fees. This cash, previously retained by the SORNA officer for up to a week, was revised to require that the cash received be turned over to accounting personnel as received. The cash would then be accounted for through the daily cash receipts. The directive was revised to require daily submission of fees received. Cash receipts in the police department are balanced and funds are submitted to the city clerk's office daily.	
17.5.3 Operational Readiness (LE1)	**Compliance Verified**
21 Classification and Delineation of Duties and Responsibilities	
21.2.2 Job Description Maintenance and Availability (LE1)	**Compliance Verified**
22 Compensation Benefits and Conditions of Work	
22.2.2 Benefits Program (LE1)	**Compliance Verified**
22.2.4 Victim Witness Services/Line of Duty Death (LE1)	**Compliance Verified**
22.2.7 Employee Identification (LE1)	**Compliance Verified**
22.2.8 Military Deployment and Reintegration (LE1)	**Compliance Verified**
22.3.2 General Health and Physical Fitness (LE1)	**Compliance Verified**
22.3.5 Extra-Duty Employment (LE1)	**Compliance Verified**
25 Grievance Procedures	
25.1.1 Grievance Procedures (LE1)	**Compliance Verified**
26 Disciplinary Procedures	
26.1.1 Code of Conduct and Appearance (LE1)	**Compliance Verified**
26.1.3 Sexual Harassment (LE1)	**Compliance Verified**
26.1.4 Disciplinary System (LE1)	**Compliance Verified**
26.1.6 Appeal Procedures (LE1)	**Compliance Verified**
31 Recruitment	
31.2.1 Recruitment Plan (LE1)	**Compliance Verified**

Standards	Findings
31.2.2 Annual Analysis* (LE1)	**Compliance Verified**
32 Selection	
32.1.1 Selection Process Described (LE1)	**Compliance Verified**
32.2.1 Background Investigations (LE1)	**Compliance Verified**
32.2.7 Medical Examinations (LE1)	**Compliance Verified**
32.2.8 Emotional Stability/Psychological Fitness Examinations (LE1)	**Compliance Verified**
33 Training and Career Development	
33.1.4 Lesson Plan Requirements (LE1)	**Compliance Verified**
33.1.5 Remedial Training (LE1)	**Compliance Verified**
33.1.6 Employee Training Record Maintenance (LE1)	**Compliance Verified**
33.1.7 Training Class Records Maintenance (LE1)	**Compliance Verified**
33.4.1 Entry Level Training Required (LE1)	**Compliance Verified**
33.4.3 Field Training Program (LE1)	**Compliance Verified**
33.5.1 Annual Retraining Program* (LE1)	**Compliance Verified**
33.5.3 Accreditation Training (LE1)	**Compliance Verified**
33.6.2 Tactical Team Training Program (LE1)	**Compliance Verified**
33.8.2 Skill Development Training Upon Promotion (LE1)	**Compliance Verified**
34 Promotion	
34.1.3 Promotional Process Described (LE1)	**Compliance Verified**
34.1.7 Promotional Probation (LE1)	**Compliance Verified**
35 Performance Evaluation	
35.1.1 Performance Evaluation System (LE1) **Notes:** CSM Notes: ISSUE: - Bullet "D" > Proofs needed to confirm RATER (Supervisor) training being conducted prior to Evaluations being performed as stated by Policy PD 01-11. Compliance with standard cannot be verified without proofs. ASSESSOR NOTES: The agency provided a signed roster for all supervisors taking a two hour block of rater training provided by the city's Human Resources Department on July 18, 2018.	**Compliance Verified**
35.1.2 Annual Evaluation* (LE1)	**Compliance Verified**
35.1.7 Employee Counseling (LE1) **Notes:** CSM Notes: ISSUE: - Bullet "B" & "C" > Proofs needed (completed Evaluation Forms) that illustrate what the standard asks for in these bullets. Compliance cannot be verified without these proofs. ASSESSOR NOTES: The agency created a worksheet encompassing future expectations and career counseling. While the agency noted that goal setting and career counseling were conducted (bullets b and c), there was no present method of documenting this activity on the city's required evaluation forms. This should prove a satisfactory resolution for future documentation.	**Compliance Verified**

Standards	Findings
35.1.9 Personnel Early Warning System* (LE1)	**Standard Issue**
Notes: CSM Notes: ISSUE: - Agency currently seeking to obtain tracking software (such as I.A. Pro) to better capture behavioral/performance related issues that trigger the Early Warning System. ASSESSOR NOTES: The agency has a basic system but acknowledges that it lacks consistency at this point in time. As a relatively new concept in this department, the agency is diligently attempting provide a mechanism to consistently identify the various combinations of activities that might identify an employee in need of intervention prior to quarterly and the annual review of the system. The agency is looking at various software to manage this process.	
41 Patrol	
41.1.4 Agency Animals (LE1)	**Compliance Verified**
41.2.1 Responding Procedures (LE1)	**Compliance Verified**
41.2.2 Pursuit of Motor Vehicles* (LE1)	**Compliance Verified**
41.2.3 Roadblocks and Forcible Stopping* (LE1)	**Compliance Verified**
41.2.4 Notification Procedures (LE1)	**Compliance Verified**
41.2.5 Missing Persons (LE1)	**Compliance Verified**
41.2.6 Missing Children (LE1)	**Compliance Verified**
41.2.7 Mental Illness* (LE1)	**Compliance Verified**
41.3.2 Equipment Specification/Replenishment (LE1)	**Compliance Verified**
41.3.5 Protective Vests (LE1)	**Compliance Verified**
41.3.6 Protective Vests/Pre-Planned High Risk Situations (LE1)	**Compliance Verified**
41.3.8 In-Car Audio/Video (LE1)	**Compliance Verified**
42 Criminal Investigation	
42.1.3 Case File Management (LE1)	**Compliance Verified**
42.1.6 Criminal Intelligence* (LE1)	**Compliance Verified**
42.2.1 Preliminary Investigations Steps (LE1)	**Compliance Verified**
42.2.7 Informants (LE1)	**Compliance Verified**
42.2.10 Interview Rooms (LE1)	**Compliance Verified**
43 Vice Drugs and Organized Crime	
43.1.1 Complaint Management (LE1)	**Compliance Verified**
43.1.5 Covert Operations (LE1)	**Compliance Verified**
44 Juvenile Operations	
44.1.1 Juvenile Operations Policy (LE1)	**Compliance Verified**
44.2.1 Handling Offenders (LE1)	**Compliance Verified**
44.2.2 Procedures for Custody (LE1)	**Compliance Verified**
44.2.3 Custodial Interrogation (LE1)	**Compliance Verified**

Standards	Findings
46 Critical Incidents Special Operations and Homeland Security	
46.1.1 Planning Responsibility (LE1)	**Compliance Verified**
46.1.2 All Hazard Plan (LE1)	**Compliance Verified**
46.1.3 Command Function* (LE1)	**Compliance Verified**
46.1.4 Operations Function (LE1)	**Compliance Verified**
46.1.5 Planning Function (LE1)	**Compliance Verified**
46.1.6 Logistics Function (LE1)	**Compliance Verified**
46.1.7 Finance/Administration Function (LE1)	**Compliance Verified**
46.1.9 Annual Training* (LE1)	**Compliance Verified**
46.1.10 Active Threats* (LE1)	**Compliance Verified**
46.2.7 Special Events Plan (LE1)	**Compliance Verified**
46.3.1 Liaison with other Organizations (LE1)	**Compliance Verified**
46.3.4 Hazmat Awareness (LE1)	**Compliance Verified**
52 Internal Affairs	
52.1.1 Complaint Investigation (LE1)	**Compliance Verified**
52.1.2 Records Maintenance and Security (LE1)	**Compliance Verified**
52.1.3 CEO Direct Accessibility (LE1)	**Compliance Verified**
52.2.1 Complaint Types (LE1)	**Compliance Verified**
52.2.3 Investigation Time Limits (LE1)	**Compliance Verified**
54 Public Information	
54.1.3 News Media Access (LE1)	**Compliance Verified**
55 Victim/Witness Assistance	
55.2.6 Next-of-Kin Notification (LE1)	**Compliance Verified**
61 Traffic	
61.1.2 Uniform Enforcement Procedures (LE1)	**Compliance Verified**
61.1.3 Violator Procedures (LE1)	**Compliance Verified**
61.1.4 Informing The Violator (LE1)	**Compliance Verified**
61.1.5 Uniform Enforcement Policies (LE1)	**Compliance Verified**
61.1.7 Stopping/Approaching (LE1)	**Compliance Verified**
61.1.11 DUI Procedures (LE1)	**Compliance Verified**
61.3.2 Direction/Control Procedures (LE1)	**Compliance Verified**
61.3.3 Escorts (LE1)	**Compliance Verified**

Standards	Findings
61.4.1 Assistance Highway Users (LE1)	**Compliance Verified**
61.4.2 Hazardous Highway Conditions (LE1)	**Compliance Verified**
61.4.3 Towing (LE1)	**Compliance Verified**
70 Detainee Transportation	
70.1.1 Pre-Transport Prisoner Searches (LE1)	**Compliance Verified**
70.1.2 Searching Transport Vehicles (LE1)	**Compliance Verified**
70.1.6 Procedures Transport Destination (LE1)	**Compliance Verified**
70.1.7 Procedures Escape* (LE1)	**Compliance Verified**
70.1.8 Notify Court of Security Hazard (LE1)	**Compliance Verified**
70.2.1 Prisoner Restraint Requirement (LE1)	**Compliance Verified**
70.4.2 Rear Compartment Modifications (LE1)	**Compliance Verified**
71 Processing and Temporary Detention	
71.1.1 Designate Rooms or Areas (LE1)	**Compliance Verified**
71.2.1 Training of Personnel* (LE1)	**Compliance Verified**
71.3.1 Procedures (LE1)	**Compliance Verified**
71.3.3 Security (LE1)	**Compliance Verified**
71.4.1 Physical Conditions (LE1)	**Compliance Verified**
71.4.2 Fire Prevention/Suppression (LE1)	**Compliance Verified**
71.4.3 Inspections* (LE1)	**Compliance Verified**
71.5.1 Security Concerns in Designated Processing or Testing Rooms/Areas (LE1)	**Compliance Verified**
72 Holding Facility	
72.1.1 Training User Personnel* (LE1)	**Not Applicable by Function**
72.4.1 Securing Firearms (LE1)	**Not Applicable by Function**
72.5.3 Sight and Sound Separation (LE1)	**Not Applicable by Function**
73 Court Security	
73.1.1 Role Authority Policies (LE1)	**Compliance Verified**
73.3.1 Weapon Lockboxes (LE1)	**Compliance Verified**
73.4.2 External Communications (LE1)	**Compliance Verified**
73.5.12 Securing Firearms (LE1)	**Not Applicable by Function**
73.5.18 Designated Control Point (LE1)	**Not Applicable by Function**
74 Legal Process	
74.1.1 Information Recording (LE1)	**Compliance Verified**

Standards	Findings
81 Communications	
81.2.1 24 Hour Toll-Free Service (LE1)	**Compliance Verified**
81.2.2 Continuous Two-Way Capability (LE1)	**Compliance Verified**
81.2.3 Recording Information (LE1)	**Compliance Verified**
81.2.4 Radio Communications Procedures (LE1)	**Compliance Verified**
81.2.5 Access to Resources (LE1)	**Compliance Verified**
81.2.8 Recording and Playback (LE1)	**Compliance Verified**
81.2.12 Misdirected Emergency Calls (LE1)	**Compliance Verified**
81.2.14 First Aid Over Phone (LE1)	**Compliance Verified**
81.3.1 Communications Center Security (LE1)	**Compliance Verified**
81.3.2 Alternate Power Source* (LE1)	**Compliance Verified**
82 Central Records	
82.1.1 Privacy and Security (LE1)	**Compliance Verified**
82.1.2 Juvenile Records (LE1)	**Compliance Verified**
82.1.6 Computer File Backup and Storage* (LE1)	**Compliance Verified**
82.2.1 Field Reporting System (LE1)	**Compliance Verified**
82.2.2 Reporting Requirements (LE1)	**Compliance Verified**
82.2.3 Case Numbering System (LE1)	**Compliance Verified**
82.3.4 Traffic Citation Maintenance (LE1)	**Compliance Verified**
83 Collection and Preservation of Evidence	
83.1.1 24 Hour Availability (LE1)	**Compliance Verified**
83.2.1 Guidelines and Procedures (LE1)	**Compliance Verified**
83.2.4 Equipment and Supplies (LE1)	**Compliance Verified**
83.2.6 Report Preparation (LE1)	**Compliance Verified**
83.3.2 Evidence Laboratory Submission (LE1)	**Compliance Verified**
84 Property and Evidence Control	
84.1.1 Evidence/Property Control System (LE1)	**Compliance Verified**
84.1.2 Storage and Security (LE1)	**Compliance Verified**
84.1.3 Temporary Security (LE1)	**Compliance Verified**

Standards	Findings
84.1.4 Security of Controlled Substances Weapons for Training (LE1)	**Compliance Verified**
Notes: CSM Notes: ISSUE: The agency's policy required a monthly audit of the drugs used in training for K-9s. During an internal audit by a command level supervisor, it was discovered that the drug audits were not being conducted. AGENCY ACTION NEEDED: The agency placed a lieutenant over the sergeant in the canine program to ensure that the monthly audits were being completed as policy required. ASSESSOR NOTES: Sgt Jason Bolden, canine supervisor, was interviewed. Sgt Bolden is responsible for the monthly audit of controlled substances used for canine training purposes. He maintains a safe within his office and has been documenting the weight of training aids drugs since May 2018. The agency's policy does not specifically cover the weighing of narcotics as an accountability measure even though it is now the practice by the canine supervisor. The agency decided to add the weighing of controlled substances in the policy and add accountability procedures to include an incident report if any of the controlled substances are damaged during training. The agency also added guidance as to the reporting responsibilities in case a weight discrepancy was found by the canine supervisor. With regular audits since May, and the more defined procedures placed in the directive, the standard is in compliance.	
84.1.5 Records Status of Property (LE1)	**Compliance Verified**
84.1.6 Inspections and Reports* (LE1)	**Compliance Verified**
Notes: ISSUE: The agency was inconsistent in conducting and completing their Evidence Property Room inspections and reports during the 2016 and 2017 calendar years. The agency also didn't audit 100 high risk items as mandated by appendix K during their annual audit of property and evidence. AGENCY ACTION NEEDED: The agency intends to hold their agency personnel accountable for the inspections and reports mandated by the standard. ASSESSOR NOTES: Captain Jon Stringer, Investigations Division Commander with managerial responsibility for the property function, was interviewed. A review of the mandated inspections and reports for 2018 was completed. The 2018 audit was completed by Major John Cooke, a supervisor not in the chain of command for the property function. A total of 215 items were reviewed. 115 of the items were in the high risk category. Two items could not be located. Two earrings from a 2008 case could not be located. The agency believes the earrings were auctioned. A magazine from a 2016 pornography case was believed destroyed as no evidentiary value however could not be located. The standard is in compliance.	
91 Campus Law Enforcement	
91.1.1 Risk Assessment and Analysis* (LE1)	**Not Applicable by Function**
91.1.3 Campus Background Investigation (LE1)	**Not Applicable by Function**
91.1.4 Campus Security Escort Service (LE1)	**Not Applicable by Function**
91.1.5 Emergency Notification System (LE1)	**Not Applicable by Function**
91.1.7 Behavioral Threat Assessment (LE1)	**Not Applicable by Function**
91.1.8 Security Camera Responsibilities* (LE1)	**Not Applicable by Function**
91.1.9 Emergency Only Phones and Devices* (LE1)	**Not Applicable by Function**
91.1.10 Administrative Investigation Procedures (LE1)	**Not Applicable by Function**
91.2.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.3.1 Agency Role and Responsibilities (LE1)	**Not Applicable by Function**
91.4.1 Position Responsible for Clery Act* (LE1)	**Not Applicable by Function**

Response from Agency Regarding Findings:

CEO Feedback not provided.

SITE-BASED ASSESSMENT

10/18/2018

Planning and Methodology:

The Madison Police Department (MPD) is a full service agency and, along with Huntsville and the Madison County Sheriff's Office, are the three primary law enforcement services in Madison County. The MPD provides a full range of police services through its four operating divisions. The patrol division provides the primary police response. It includes one canine team. The investigations division is supervised by a captain supported by a sergeant and twelve detectives. Two detectives provided crime scene services, and three are assigned to Street Crimes. The support services division is lead by Major Jim Cooke and consists of records, accounting, and animal control. The communications function is provided by Huntsville-Madison County 9-1-1 Center. The special operations division is also lead by a captain. It is responsible for the training function consisting of two sergeants, the traffic function, school resource officers, crossing guards, and reserve officers. The MPD has its own special weapons and tactics team consisting of two sergeants and seven operators who perform this task in addition to other assignments. Additionally, the processional standards office, consisting of a lieutenant and a corporal, is responsible for accreditation, recruitment, and internal affairs.

In preparing for this initial assessment, the agency sought counsel from area accredited law enforcement agencies and are particularly grateful for the assistance provided by their Customer Service Manager (CSM) Tim Hazlette.

The agency formally entered self-assessment in 2013. In 2015 the agency experienced a significant event that caused a rift within the agency. An officer was charged with assault following a use of force incident. The officer was found not guilty however the ensuing publicity, court cases, etc. caused the self-assessment process to be set aside. In July 2017, David Jernigan was appointed chief of police and made completion of the self-assessment a priority within the organization. This initial assessment is the culmination of that effort.

Prior to this on-site, the CSM review identified seven standards for site-based followup:

16.3.2	Reserve Officer Selection Criteria
17.4.2	Cash Funds/Account Maintenance
35.1.1d	Performance Evaluation System Rater Training
35.1.7	Employee Counseling
35.1.9	Personnel Early Warning System
84.1.4	Security of Controlled Substances, Weapons for Training
84.1.6	Inspections and Reports

During the site-based assessment, the above standards were reviewed and determined to be in compliance. In some instances, additional documentation was suggested that would assist the agency in providing future compliance. The agency remains committed to obtaining software that would systematize its method of implementing the Personnel Early Warning System (PEWS).

COMMUNITY ENGAGEMENT

The Madison Police Department partners with the community on several large events hosted by the City of Madison. Cpl Chris Townsend was interviewed regarding agency services provided to the events. The largest event is the Madison Street Festival, which is held annually in October. The event draws approximately 60,000 people and occurs in the historic area of downtown Madison. The event focuses on community networking and includes staged areas for bands, vendors, and entertainment for children. The agency provides traffic control, juvenile fingerprint kits, and

interacts with the community during the event. Another event the city hosts that is well attended is the July 4th celebration that is held at Dublin Park. The agency provides traffic control and serves as security for the event. The highlight of the event is the fireworks show and this year approximately 40,000 people were in attendance. The Christmas Parade is also an excellent event for the community. The agency's Honor Guard Unit as well as some specialized vehicles are included in the parade. The event is attended by approximately 40,000 people and again the agency is relied upon to provide traffic control and security for the event.

The agency's School Resource Officer Unit provides security to twelve schools within the City of Madison. The agency provides two officers to each of the city's two high schools, one officer to each of the two middle schools, and the remaining two officers share the rest of the elementary schools. Sgt Clayton Jones, the School Resource Officer Supervisor, was interviewed. The "Too Good for Drugs Program" is a very good program that the agency and community are very proud of. The program teaches drug resistance to all fifth graders in both middle schools. The research based program lasts six to eight weeks.

All of the students who participate in the drug resistance program are eligible for the Madison Police Kids Camp that is held every summer. The camp was started by the agency in 1999 and lasts three weeks in weekly sessions. It is held at one of the local schools and has several educational programs where the kids are introduced to several different facets of the agency such as SWAT and K-9. The agency also works with partnering agencies to display their equipment. Examples of equipment include the Alabama State Troopers helicopter, City of Madison fire apparatus, and the Huntsville Emergency Medical Services Inc. (HEMSI) medic vehicles. The agency also conducts several fun events for the kids to include pool days where the kids visit the local pool and mud day when the fire department floods an open field for the kids to play in the mud.

Members of the agency also provide the Rape Aggression Defense (RAD) program. The agency provides the training to the community free of any costs and either hosts the training at its headquarters or other locations as requested. The classes are advertised regularly on their web-site. The agency provides the instructors. The program has proven to be popular within Madison.

The police department's 2016 annual report listed over thirty special events in the community, either provided by or supported in some manner by the police department.

The MPD is supported by the Madison Police Foundation. The foundation supports the RAD program, Kids Camp and the -police softball team. In addition, the foundation provides a $100,000 life insurance policy for each Madison police officer.

Standards Issues:
None Noted

Suggestions

EVIDENCE AND PROPERTY

The agency controls access to its evidence and property storage areas by limiting access as well as physical security measures. Only two members of the agency have access to the property and evidence room, with one being the Evidence Custodian and the other being assigned to both the Evidence and Crime Scene Unit. Both custodians have been assigned to this function for several years therefore no change of custodian audit was necessary. Both unannounced inspections and annual audits have been completed by the agency.

The agency uses a bar coding to enter and track property in its records management system. When the agency's property room is closed, officers have a set of large and small evidence lockers to secure property and evidence. The temporary storage locations are located within the confines of the agency facility and have push button locks for quick security.

The security of the Evidence Property Room is outstanding. The agency uses both a conventional key door lock and an alarmed key pad for initial entry by authorized personnel. The agency also has two cameras that are located at the entry door and within the evidence property room thereby providing additional security. The security of the high-risk property is sound as the agency has a separate room within the evidence area that has locking capability. Within this

additional room is safe where all currency is stored. The agency also recently purchased a sliding mobile shelving roll down locking cage that will help them with future additional high-risk storage and growth.

The agency obtained a public drug collection drop-box within the last month. The unit is located in the main lobby of the agency. The agency is currently working on a system of collecting and accounting for the property turned in by the community. The assessors worked with the agency in suggesting accountability procedures, intake procedures, and a new policy that will provide guidance regarding the security and disposal of dropped-off medications.

Standards Issues:

None Noted

Suggestions

COURT SECURITY

The accreditation manager asked for assistance with two Tier 1 standards in Chapter 73.5 (Court Holding Facility). The agency attempted to comply with both 73.5.12 (Securing Firearms) and 73.5.18 (Designated Control Point), but had received conflicting opinions as to their applicability. The agency provides courtroom security, but does not use the police department's temporary detention cells while detainees await their court appearance. Detainees being transported from the county jail to court are taken directly to the court room located in city hall and remain under constant supervisor in a secluded area of the court room. The site based assessors determined that both standards were not applicable.

Standards Issues:

None Noted

Suggestions

TEMPORARY DETENTION

During the agency tour of the temporary detention/prisoner processing area, it was noted that one of the two cameras within the area was pointed directly at the only toilet available to detainees. While in a separate room off the main area, should the door be left open or remained open for security purposes, the use of the toilet was directly observable and capable of being recorded and viewed by personnel within the agency. Captain Cook agreed to re-position the camera so that the toilet area could not be inadvertently captured by video. It was also suggested that a sign be placed on the door reminding personnel of the requirement to close the door if security needs allow.

Standards Issues:

None Noted

Suggestions

RECRUITMENT

The Madison Police Department has struggled to maintain a fully staffed police department. While authorized 86 officers, the staffing level was 79 as of April 2018. For a variety of reasons, including the national trend that law enforcement in general has observed, attracting viable candidates requires a significant effort on the part of every quality police agency. Throughout 2017, there was an ongoing effort to fill police officer and dispatcher positions. Several vacancies were carryovers from 2015 and 2016. By the end of 2017, seven police officer positions remained vacant. In addition the leadership of the police department was in transition.

In 2017 the MPD attended two college campus recruiting seminars. Each event produced fewer than 30 potential candidates. Although the department was averaging 80 applications during vacancy announcements, none of the applicants were the result of college recruiting efforts.

A significant step toward realizing the goals of the recruitment plan was implemented by Chief Jernigan. In late 2017, he reassigned recruiting responsibilities to the Community Resources Officer. Prior to this transfer of responsibility, the training unit sergeants were responsible for recruitment. Along with their other duties, they did not have the time to devote to recruitment. This change alone is expected to bring tangible results to the recruiting program. It is noted that during the site-based assessment, four officer-candidates were receiving their pre-academy orientation.

Standards Issues:

None Noted

Suggestions

Summary:

Number of Interviews Conducted: 26
Interviewers' Names: Michael J. Dickey and David S. Cheatle
Site-Based Assessment Start Date: 08/06/2018
Site-Based Assessment End Date: 08/08/2018

Mandatory (M) Compliance	173
Other-Than-Mandatory (O) Compliance	0
Standards Issues	1
Waiver	0
(O) Elect 20%	0
(O) Not Applicable	14
Total:	188

Percentage of applicable other-than-mandatory standards: 0 %

COMMUNITY FEEDBACK AND REVIEW

Public Information Session

The Public Information Session was held in the Madison City Council Chambers on Monday August 6, 2018 at 6:30 p.m. One individual signed up to speak. While waiting for the hearing to start, his question was addressed by the chief and the person left without speaking to the panel.

Telephone Contacts

Five telephone calls were received during the call-in period.

Captain Chad Brooks, Administrative Captain with the Madison County Sheriff's Office, stated that the Madison Police Department is very professional and that it assists the sheriff's office with calls when needed. He also stated the two agencies work well together and that their tactical teams train together and rely on each other for assistance. Captain Brooks also commented on the leadership of Chief Jernigan and relayed that he was very honorable and a credit to law enforcement. Captain Brooks is the accreditation manager for the sheriff's office and stated he works well with Lt. Kamus on CALEA related topics. The captain fully supports the agency and feels they are deserving of accredited status.

Pastor Huey Hudson is pastor of the Restoration Church in Madison for over twenty years. He stated that the police department personnel are very friendly and visible to the community. He believes the leadership is very good and is very happy with the professionalism of the agency. He stated he is very proud of the police department and the relationship it has with the community is very good. He also stated the he loves the community he lives in and the agency assists with it being such a great place to live.

Mr. Marcello Gallardo is a chaplain for the Madison Police Department. He stated that he believes in Chief Jernigan's leadership. The last interaction he had with the agency was when his daughter was involved in a minor traffic accident. He stated the officers were very courteous and professional in dealing with the situation. Mr. Gallardo commented that he has never had a negative experience with the agency and believes it is a very good department.

Officer (retired) Don Monk is a resident and retired employee of the police department. He stated that the agency is very professional and that it does a great job providing police services to the community. He was very impressed with the agency's response times to calls for service and its willingness to do a great job.

Officer (retired) Lee Weaver retired from the Madison Police Department in 2012. She stated she also worked for the Madison Sheriff's Office for twelve years. Ms. Weaver stated that the agency is very professional, hard-working, and serves the community well. She resides in the Park Meadow Neighborhood in Madison. Ms. Weaver stated that the agency is very progressive and has great training. She also mentioned that Chief Jernigan is highly regarded as a respected leader for the agency.

Correspondence

No correspondence was received by the assessors during this site-based assessment.

Media Interest

Videographer Justin Allison from WHNT 19 News was present for the public information session. The team leader completed a short interview with him about the process. The interview was not broadcast since there were no speakers.

Public Information Material

The agency promoted the assessment team visit within the community. In addition to postings of notices at Madison City

Hall, the Madison Library, on the city's and police department's website, Facebook, Twitter, and Nextdoor, the agency sent notices to five media outlets. One television station (WHNT) featured the upcoming site-based visit during a newscast. The press release included notice of the telephone call-in period along with the telephone number. The agency also provided the Commission's address with an invitation to submit written comments.

The agency also sent announcements to various area and statewide law enforcement agencies, including the Madison County District Attorney's Office, the Tennessee Accreditation Coalition (LEACT) and the Alabama Peace Officer Standards and Training Commission (APOSTC). The agency also provided notice to its own personnel through staff meetings and other notices.

Community Outreach Contacts

During the course of this on-site the assessors were able to speak with members of the police and fire departments, city officials including the mayor and president of council, and members of the public as circumstances permitted. There were numerous positive comments received. A number of these contacts were with service providers such as hotel staff, restaurant services and similar individuals not related to government operations. Only positive comments were received.

Madison County Sheriff Blake Dorning stated that he has been with the sheriff's office for 35 years and has always experienced a good partnership with Madison Police Department. He has known Chief Jernigan for many years, both as a FBI agent and as his chief deputy. He noted that he lunched at a restaurant in Madison earlier today and was told be an employee that they really like their chief and police department.

Chief Mark McMurray of the Huntsville Police Department stated that the relationship with all three departments, Huntsville, Madison, and the Sheriff's Office has always been strong. The departments share resources, the SWAT teams back each other up and train together. There is nothing that serves as an impediment to working together to assist in meeting the global needs of the area. He stated that just recently, Huntsville and Madison held a joint DUI checkpoint along with the state troopers. The joint communications center has assisted in working collaboratively on any number of issues. Chief McMurray supports accreditation for the Madison Police Department.

Mr. John Howell, CEO of Huntsville Emergency Medical Service Inc. (HEMSI), an emergency medical service which is the sole response service for medical emergencies throughout Madison County. His ambulance service is accredited and is one of the first accredited EMS services in Alabama. He described the relationship with Madison as "one of the best of all the communities it serves." He described the relationship as "very collegial." The police department has a "mental health officer" who liaises with HEMSI. He said Madison officers are genuine in trying to determine a resolution to a matter in the best interest of a mental health patient. He said Madison PD has gone above and beyond in training its officer in mental health issues.

Ms. Beth Richardson, Madison Market President of Progressive Bank and Trust, has lived in Madison for ten years. She also has her office in Madison. She described a very good working relationship with Madison PD. She believes that community at large views the police department in a very good light. She stated that her 17 year old daughter and her friends do not view the police officers as a threat but as protectors. The police officers are very friendly. They have an ability to connect with the citizens. They truly engage. The minority community, with Ms. Richardson and her husband being minority, does not fear the police. She said that if she were pulled over, she did not fear "that it would be the end of my life." She further said that police officers "don't judge us." She desribed Madison police officers as "good neighbors."

Mr. Chris McRae, a member of a Home Owner's Association and organizer of a neighborhood watch group in his neighborhood is a significant supporter of the MPD. Mr. McRae's experience includes over 40 years of federal and state law enforcement experience. He was an FBI agent, and among other things was the charter chief of the TVA's Police Criminal Investigations Division. He also has a son on the MPD. That said, Mr. McRae provided several examples of the excellent police services provided by MPD. The agency supports neighborhood watch, and is very visible in the neighborhoods.

Madison County District Attorney Robert Broussard stated that he is "absolutely impressed with Madison PD." He believes that department is headed in a good direction. He stated that the agency does not have as much crime to deal with as some of the other local agencies. The department is a solid group and is as good as it has ever been. He has no concerns about honesty or integrity in any part of the organization. He said when a Madison case comes before him, it is absolutely without apprehension on his office's part. He stated that whatever case the MPD brings him, it's as good as it

can get.

Mr. Luis Ferrer, a Madison City Schools Board of Education member, addressed the relationship between the schools and the police department. He spoke of the school resource officers who are viewed as "big brothers" by students. He stated that the police department is quick to respond to any need. As a resident, he spoke of the various services, such as RAD classes provided by the police department. He was asked about relations with the minority communities. Mr. Ferrer stated that Madison has over 70 different languages represented in the schools and he is unaware of any issues. He stated that the school district conducted a community survey. One of the recognized assets of the school district was its relationship with the police department and school resource officers. Mr. Ferrer's comments were impressive in that he could praise some of the SRO's by name.

Madison Fire Chief David Bailey described the department's relationship with the police department. He stated that he and Chief Jernigan have partnered on numerous initiatives. He stated they both have similar viewpoints of public service. Emergency operations are one of the joint initiatives. They are working on updating the all hazards plan. One of the concerns is that the city's Emergency Operations Center (EOC) is on the second floor of the police department. Since the primary hazard is tornadoes, the chiefs are working on a plan to move it to another location. He also described various joint exercises, include active shooter scenarios. Overall, the police and fire departments work well together. He recommends a positive review for accreditation.

Maura Wroblewski, Council Member for District 1, attended the public information session and came to the police department for this interview. She is the designated liaison between council and the safety departments. As she immersed herself in this role, she has observed officers and said that they have "heart for service to the community." She described accreditation for the police department as "important to the community." Mrs. Wroblewski said that accreditation means the police department is not looking to maintain the status quo, but is continually looking to improve itself. She has confidence that any service complaints are handled adequately. In terms of normal police services, Ms. Wroblewski said that she had contacted the chief about a woman inappropriately touching a child (non-sexual) but nonetheless inappropriate. The matter was assigned to Detective Stacy Thomas who followed up on the matter and provided feedback to Mrs. Wroblewski. She describe communications as "fabulous." She stated that she cannot speak highly enough of the leadership and employees of the police department, especially as she has gotten to know them.

Mayor Paul Finley has served two terms as mayor; one starting in 2008 after which he did not run for a second term. In 2016 he ran and was elected to a second term as mayor. Mayor Finley is justifiably proud of the high quality of services provided to the citizens of Madison. He is a full-time mayor and is assisted by a city administrator. He described some of the history of the police department that brought about the need for change. He stated that the police department was viewed as adversarial...doing nothing other than writing tickets. In early 2009 the mayor and council decided that the contract with the police chief at that time would not be renewed. They wanted a police chief who would recognize the value of community policing and similar contemporary concepts. In 2016 the chief resigned and search for the new chief resulted in the appointment of Chief Jernigan. Chief Jernigan has been successful in uniting the various factions within the department and leading them toward a common goal of providing excellent service and making the residents feel safe within the community. The mayor stated that he and the council are committed to providing the department with the resources necessary to providing that level of service.

Council President Tommy Overcash provided some history of the department and reiterated the mayor's comments. In Alabama, the police chief is appointed by the city council, however, it was the consensus of all that a new chief was needed. After a very deliberate process, Chief Jernigan was selected. One of the goals for the department was a significant increase in participation in the community by members of the agency. He is gratified by the involvement of the department throughout the community. He stated that the department is moving in the direction desired by the community. He described accreditation as a "yardstick by which you can measure yourself."

STATISTICS AND DATA TABLES

Overview

The following information reflects empirical data submitted by the candidate agency specifically related to CALEA Standards. Although the data does not confirm compliance with the respective standards, they are indicators of the impact of the the agency's use of standards to address the standards' intent

Traffic Warnings & Citations - Initial Accreditation

Race/Sex	Warnings	Citations	Total
White Non-Hispanic Male	1414	1188	2602
Black Non-Hispanic Male	957	994	1951
Hispanic Latino Any Race Male	81	232	313
Other Male	129	93	222
White Non-Hispanic Female	1156	858	2014
Black Non-Hispanic Female	714	589	1303
Hispanic Latino Any Race Female	73	66	139
Other Female	84	73	157
TOTAL	4608	4093	8701

Initial Accreditation Notes:

The term Other for this Department includes: Native Americans, Asian and unknown.

Male Warnings
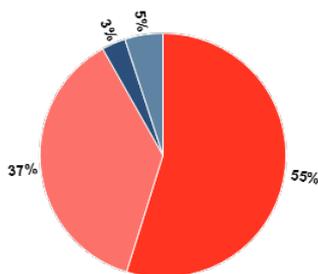
Male Citations
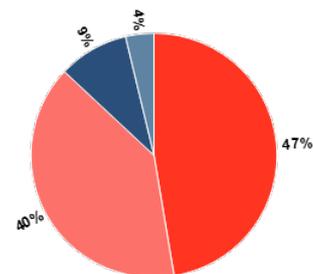
Female Warnings
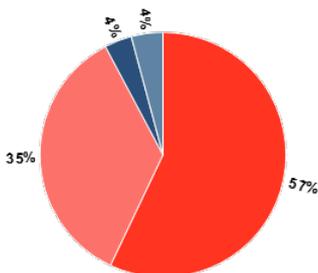
Female Citations
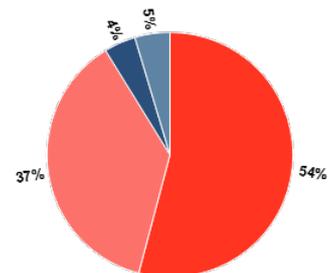
Legend

White Non-Hispanic Male	
Black Non-Hispanic Male	
Hispanic Latino Any Race Male	
Other Male	

Biased Based Profiling

Complaints from:	Inital
Traffic Contacts	1
Field Contacts	1
Asset Forfeiture	0

Initial Accreditation

Complaints
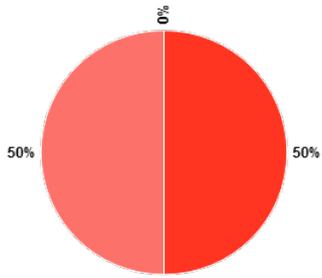
Legend

Traffic Contacts	
Field Contacts	
Asset Forfeiture	

Use Of Force - Initial Accreditation

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Firearm									1
Discharge	1	0	0	0	0	0	0	0	1
Display Only	0	0	0	0	0	0	0	0	0
ECW									5
Discharge Only	3	1	1	0	0	0	0	0	5
Display Only	0	0	0	0	0	0	0	0	0
Canine									0
Release Only	0	0	0	0	0	0	0	0	0
Release and Bite	0	0	0	0	0	0	0	0	0
Total Uses of Force	16	1	4	0	1	0	1	0	23
Total Number of Incidents Resulting In Officer Injury or Death	2	0	0	0	0	0	0	0	2
Total Use of Force Arrests	5	2	2	0	1	0	1	0	11
Total Number of Suspects Receiving Non-Fatal Injuries	1	0	0	0	0	0	0	0	1
Total Number of Suspects Receiving Fatal Injuries	0	0	0	0	0	0	0	0	0
Total Agency Custodial Arrests	546	259	465	164	25	8	6	27	1500
Total Use of Force Complaints	0	0	0	0	0	0	0	0	0

Initial Accreditation Charts

Total Firearm
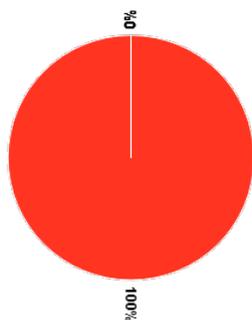
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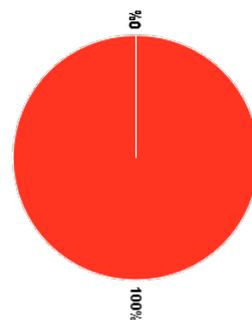
ECW Discharge
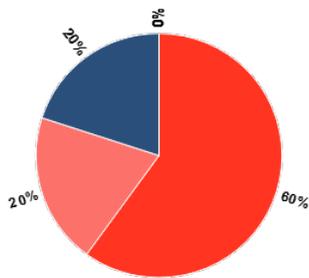
Weaponless
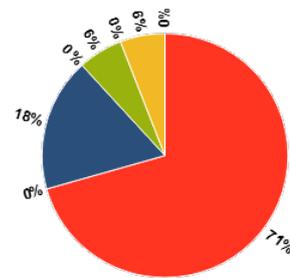
Total Uses of Force
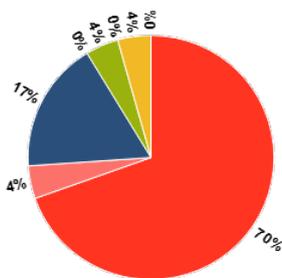
Total Number of Incidents Resulting in Officer Injury or Death
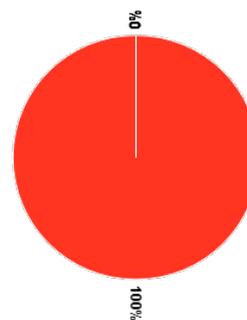
Total Use of Force Arrests
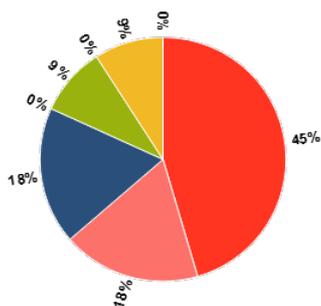
Total Agency Custodial Arrests
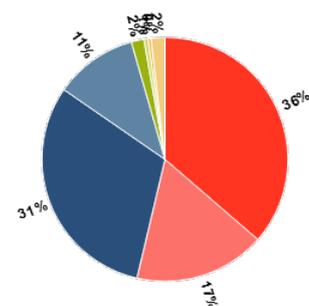
Total Number of Suspects Receiving Non-Fatal Injuries
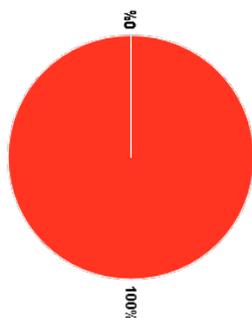
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	

Other Female

Grievances

Grievances	Inital
Number	2

Grievances

Grievances	Inital
Number	2

Personnel Actions

	Inital
Suspension	0
Demotion	0
Resign In Lieu of Termination	0
Termination	0
Other	0
Total	0
Commendations	6

Personnel Actions

	Inital

Complaints and Internal Affairs - Initial Accreditation

	Inital
External/Citizen Complaint	
Citizen Complaint	8
Sustained	1
Not Sustained	0
Unfounded	6
Exonerated	1
Internal/Directed Complaint	
Directed Complaint	3
Sustained	0
Not Sustained	1
Unfounded	0
Exonerated	2

Calls For Service - Initial Accreditation

	Inital
Murder	2
Forcible Rape	21
Robbery	25
Aggravated Assault	137
Burglary	143
Larceny-Theft	729
Motor Vehicle Theft	67
Arson	4

Initial Accreditation Notes:

Information given was based on Alabama's reported numbers.

Motor Vehicle Pursuit

	Inital
Pursuits	
Total Pursuits	14
Forcible stopping techniques used	0
Terminated by Agency	6
Policy Compliant	11
Policy Non-Compliant	3
Collisions	
Injuries	
Total Collisions	1
Officer	0
Suspect	0
ThirdParty	0
Reason Initiated	
Traffic	4
Felony	5
Misdemeanor	5

Initial Accreditation

Agency Breakdown Report - Initial Accreditation

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Sworn Personnel									
Executive	1	0	0	0	0	0	0	0	1
Command	8	0	0	0	0	0	0	0	8
Supervisory Positions	14	1	4	1	0	0	0	0	20
Non-Supervisory Positions	34	2	9	2	1	1	1	0	50
Sub Total									79
Non Sworn Personnel									
Executive	0	0	0	0	0	0	0	0	0
Managerial	0	1	0	0	0	0	0	0	1
Supervisory Positions	2	2	0	0	0	0	0	0	4
Non-Supervisory Positions	7	12	0	4	0	0	0	0	23
Sub Total									28
Total									107

Initial Accreditation Charts

Total Sworn Personnel
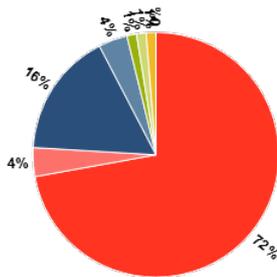
Sworn Personnel: Executive
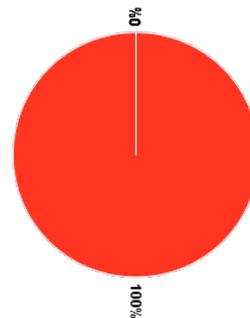
Sworn Personnel: Command
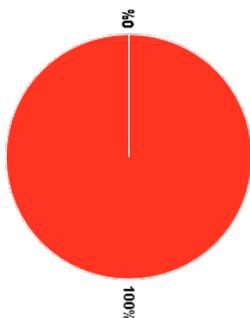
Sworn Personnel: Supervisory Positions
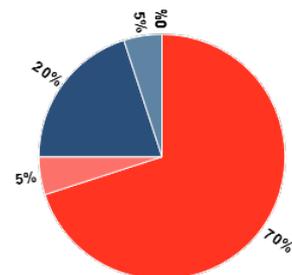
Sworn Personnel: Non-Supervisory Positions
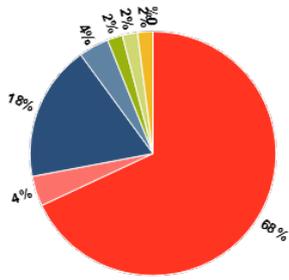
Total Non-Sworn Personnel
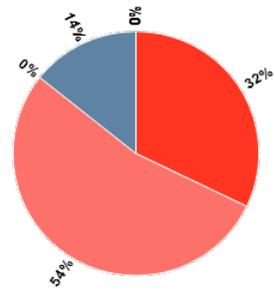
Non-Sworn Personnel: Managerial
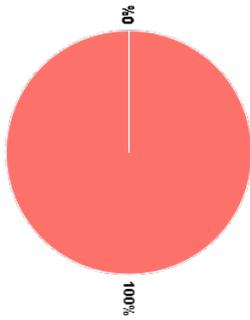
Non-Sworn Personnel: Supervisory Positions
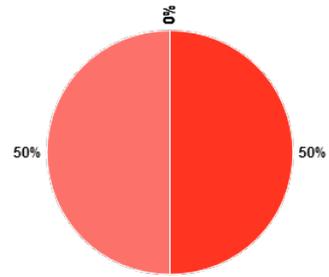
Non-Sworn Personnel: Non-Supervisory Positions
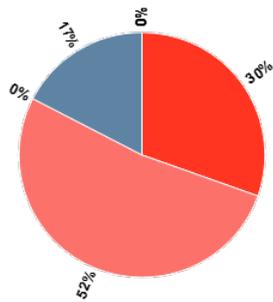
Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	

Agency Demographics Report - Initial Accreditation

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Sworn Officers		Prior Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
White Non-Hispanic	33590	71%	111030	66%	60	75%	3	3%	0	0%	0	0%
Black Non-Hispanic	6768	14%	41105	24%	16	20%	3	3%	0	0%	0	0%
Hispanic Latino Any Race	2368	5%	6540	3 %	2	2%	1	1%	0	0%	0	0%
Other	4358	9%	8388	5 %	1	1%	0	0%	0	0%	0	0%
Total	47084		167063		79		7		0		0	

Initial Accreditation Notes:

Available workforce was numbers were based on Madison County, AL as Madison City is located within Madison County, AL.
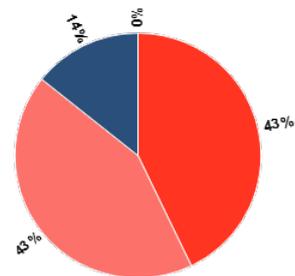
Initial Accreditation Charts

Service Population
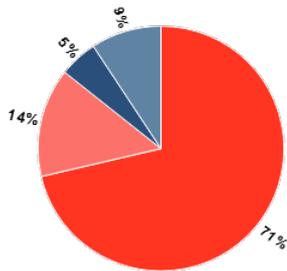
Available Workforce
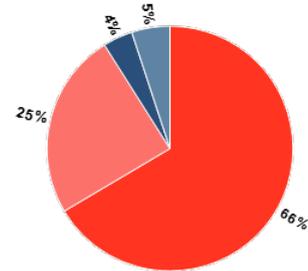
Current Sworn Officers
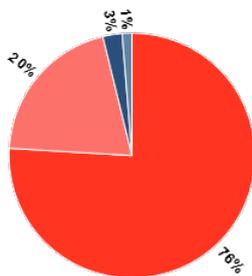
Current Sworn Female Officers

Legend

White Non-Hispanic	
Black Non-Hispanic	
Hispanic Latino Any Race	
Other	

Sworn Officer Selection - Initial Accreditation

	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Applications Recieved	108	13	37	10	5	0	7	0	180
Applicants Hired	2	0	2	1	0	0	0	0	5
Percent Hired	2%	0%	5%	10%	0%	%	0%	%	N/A
Percent of Workforce Population	3%		4%		0%		0%		N/A

Initial Accreditation Notes:

The information presented, details two hiring processes held in 2017.
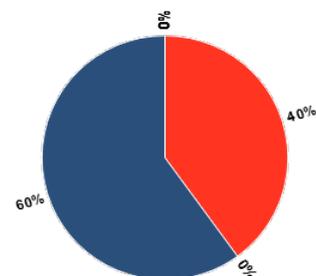
Applications Recieved
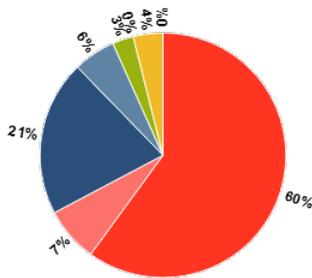
Applicants Hired
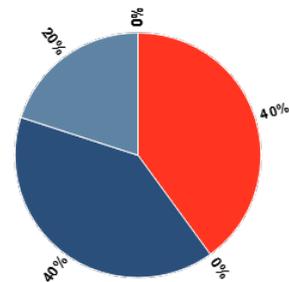
Percent Hired
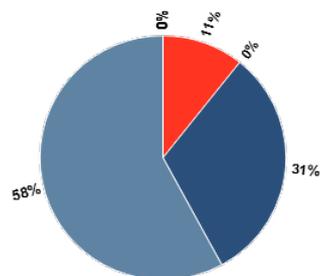
Percent of Workforce Population

Legend

White Non-Hispanic Male	🟥
White Non-Hispanic Female	🟥
Black Non-Hispanic Male	🟦
Black Non-Hispanic Female	🟦
Hispanic Latino Any Race Male	🟩
Hispanic Latino Any Race Female	🟩
Other Male	🟧
Other Female	🟧

Sworn Officer Promotions - Initial Accreditation

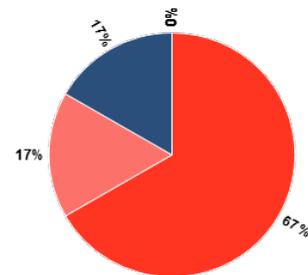|	White Non-Hispanic		Black Non-Hispanic		Hispanic Latino Any Race		Other		Total
	Male	Female	Male	Female	Male	Female	Male	Female	
Tested	7	1	2						10
Eligible After Testing	4	1	1						6
Promoted	3	1	1						5
Percent Promoted	43 %	100 %	50 %	%	%	%	%	%	N/A

Initial Accreditation Notes:

2017 - Two Promotional process were held (sergeant & lieutenant). One of the candidates who applied for sergeant was also eligible to apply for a lieutenants position.
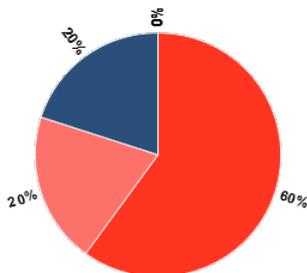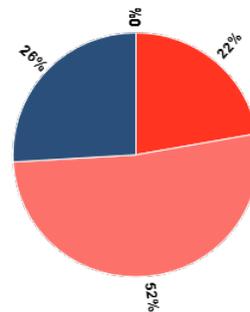
Tested
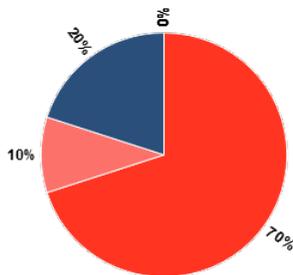
Eligible After Testing

Promoted

Percent Promoted

Legend

White Non-Hispanic Male	
White Non-Hispanic Female	
Black Non-Hispanic Male	
Black Non-Hispanic Female	
Hispanic Latino Any Race Male	
Hispanic Latino Any Race Female	
Other Male	
Other Female	