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COLLEGE INCENTIVES TO SUPERCHARGE YOUR CAREER



Many members of the Montgomery County Sheriff's Office have enjoyed the benefits higher education by utilizing the MCSO College Incentive Program. It allows employees to attend college and major in a variety of high-level work such as criminal justice, business administration, computer science, English, foreign language, public administration, homeland security, history, political science, psychology, social sciences, and resource management, to name just a few.

Our program is uniquely suited to fit the student and their academic performance. Tuition reimbursement may be as much as 90% if the student receives an "A" for their final grade. We are proud that the majority of our participants qualify for the maximum reimbursement.



Upon completion of their college degree from an accredited university, employees are eligible for a step increase in pay. MCSO members with an associate's degree are eligible for a one-step raise. Those with a bachelor's and graduate degree are eligible for a one-step increase per degree.

Employees are required to fulfill a two-year commitment to remain employed at the MCSO. However, we are proud of the fact that most all of our members remain with our organization for many years after completing their education, many of them until retirement. The MCSO College Incentive Program benefits our employees and organization in providing a highly educated and capable workforce to better serve the citizens of Montgomery County.

A MESSAGE FROM SHERIFF DERRICK CUNNINGHAM

A progressive law enforcement agency focuses on education and training of its members. It is a cornerstone of an organization's professional development that helps maintain public approval. The Montgomery County Sheriff's Office emphasizes education and training in several initiatives that encourage our members in self-improvement and growth.

The MCSO college incentive program has been in existence for nearly 20 years, offering deputies, correctional officers and dispatchers a path for tuition reimbursement, based on academic performance. There are many current MCSO members who have taken advantage of this opportunity and possess undergraduate and graduate degrees, many from local colleges and universities.

In 2019 we created the Training Division within the MCSO in order to focus exclusively on recruitment, education and training. We have expanded training with subject-matter experts in areas of forensics, investigations, contemporary issues in de-escalation and use of force, and community relations. Our jail management course for correctional officers provides comprehensive training for those who work in detention facilities. The MCSO provides these training opportunities to law enforcement agencies throughout Alabama.

Additionally, we have invested in the Virtual Academy, which provides online law enforcement training while networking our agency with other law

enforcement organizations throughout the United States.

It is my vision to produce and maintain a law enforcement

agency of a great moral and professional character. The MCSO has partnered with the National Command and Staff College, a certified and accredited college, to focus on leadership development and community service. MCSO members take courses in modern leadership principles, applicable to the challenges found in present-day work environments. It provides students with the methods and tools to enhance their communication skills and problem-solving techniques.

Dr. Mitch Jividi, Ph.D., the chancellor of the National Command and Staff College has been a tremendous supporter of our agency and the law enforcement profession. The partnership we share with them has grown a leadership team that understands one another and the public that we serve. It is my long-term goal to provide educational and training opportunities to the members of the MCSO that will consistently improve the service we deliver to the citizens of Montgomery County.

I would like to thank the Montgomery County Commission for approving the hazardous duty pay for the first



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responders of the Montgomery County Sheriff's Office. The pay is being provided during the Covid-19 pandemic, when our first responders on the front lines are assisting EMS personnel answering medical calls, placing themselves in harm's way. Our dedicated deputies, correctional officers and dispatchers never waver in the call of duty during this difficult and unpredictable period. Additionally, we should all be thankful to the fine men and women of our volunteer fire departments in Montgomery County. They too have been instrumental in providing critical service to our citizens during these trying times.

TRAINING FACILITY PROJECTED TO EXCEED RECORD YEAR

Training in law enforcement is of great importance. It is vital that law enforcement officers receive instruction in the latest and most modern techniques.

To further the continuing education of the members of the Montgomery County Sheriff's Office, Sheriff Cunningham created the Training Division in 2019.

It is responsible for the continuing education, training, and development of our law enforcement officers.

Additionally, the division is responsible for the recruitment of new deputies.

One of the most important topics in law enforcement curriculum is mental health crisis intervention. Presently, Crisis

Intervention Team and De-escalation (CIT) training is at the forefront of law enforcement topics. The Montgomery County Sheriff's Office implemented one of the first CIT programs in Alabama in 2015. Several MCSO members are trainers. The Montgomery County Sheriff's office has scheduled 12 CIT training sessions this year, a significant increase from 2019. CIT classes include classroom and active role-play exercises where students interact with trained actors, implementing classroom instruction into practical use.

Additionally, the MCSO has obtained training sources from some of the nation's foremost experts, who teach topics such as motorcycle gangs, managing narcotics informants, human trafficking, and grant writing, to name a few. Many of these classes are at no additional cost to the citizens of Montgomery County or to the agencies who send representatives to attend.

The Montgomery County Sheriff's Office is also instrumental in establishing one of



Aerial view of Montgomery County Sheriff's Office Training Facility

Training Facility article continued on page 5

FLEET SERVICES TEAM DELIVER HIGH-TECH RESULTS

In the Fall of 2018, the Montgomery County Commission opened a new state-of-the-art vehicle maintenance facility operated by the Montgomery County Sheriff's Office. Before this initiative, county vehicles were maintained and repaired under contract from private vendors and shops. The Montgomery County Fleet Maintenance Shop (MCFMS) provides vehicle maintenance and repairs in an efficient and timely manner at a single location.

The MCFMS employs four people that support and maintain the more than 250 vehicles used by county employees to serve Montgomery County residents. Mr. Lee McCall, the fleet maintenance supervisor, has over 16 years' experience and is a master engine and chassis mechanic. The shop also supports other small local governments, through cooperative agreements, in their fleet maintenance needs.

One of the most important aspects of the MCFMS is the ability to properly and quickly deliver service to an emergency vehicle so that it may be placed back in the field in order to provide emergency response to Montgomery County citizens.

Another important initiative involving the vehicular fleet of the MCSO is what we refer to as "vehicle builds." After a law enforcement vehicle is purchased, a host of important safety, technology and electronics is installed in it. Rather than outsourcing the numerous equipment installations to various private vendors, the MCSO incorporates an Emergency Vehicle Installation Shop (EVIS).



Patrol cars are equipped with an advanced radio system capable of communicating with numerous law enforcement and EMS agencies, a Computer Aided Dispatch (CAD) computer that is networked nationwide, prisoner containment, electronic weapon retention system, front protective grill, emergency lighting, car-dash camera system, and for our K-9 units, a Cool-Dog safety system to prevent our canine deputies from exposure and overheating in a vehicle.

The EVIS is supervised and directed by MCSO Sergeant Jason Brosius, who is a certified aircraft mechanic with over 10 years of experience. His knowledge allows the MCSO to save money and time by integrating all installations in one location with a single technician. The MCSO also assists neighboring law enforcement agencies in vehicle builds and installations.

The Montgomery County Fleet Maintenance Shop and the Emergency Vehicle Installation Shop are prime examples of your county government working resourcefully to deliver the needed services that allow government to function efficiently and serve the citizens of Montgomery County.

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the first Single Officer Response to an Active Shooter (SORAS) courses in Alabama. This seminar teaches officers how to properly and effectively respond to emergency situations.

The classes are held in a former school building purchased by the Montgomery County Commission. This creates a realistic setting for the role play practical exercises, in addition to volunteer actors that participate as citizens.

An additional source of training the MCSO uses is the Virtual Interactive Coursework Training Academy (VIRTRA) training simulator. De-escalation and judgmental use of force are emphasized. This is a digital video system that allows for interactive role play for one or multiple officers. Pre-programmed video content is chosen and displayed on a 280-degree video screen that surrounds the participant. The officer is required to interact with the scenarios, both verbally and with physical activity. The trainer may alter the sequence of events so that the officer must make decisions regarding his presence and levels of force.

Scenarios can be changed from a compliant person to a violent suspect in order to train officers in techniques in a safe virtual environment. The MCSO has two VIRTRA systems, one of which is mobile and may be transported to law enforcement agencies throughout Alabama. The VIRTRA is also available to our guests who attend the MCSO Citizen's Academy, as well as the mobile system that we often display at the Alabama National Fair.

Through a cooperative partnership with the Alabama County Commission Association, the MCSO will soon be hosting a two-week jail management course for correctional officer training, providing crucial training for sheriff's offices in the State of Alabama. A mock-up modern jail cell has been constructed on the training center grounds that will allow instructors to teach hands-on techniques on safe cell searches, entries and prisoner interactions.

In 2019, the Sheriff D.T. Marshall Firearms Training Center saw nearly 1,200 law enforcement officers attend training at the facility. Presently we anticipate exceeding this record this year, despite some of the restrictions COVID-19 has placed on classroom settings. The Montgomery County Sheriff's Office is committed to the advancement of our profession and the continuing development of our personnel that will allow us to better serve the citizens of Montgomery County.





NEW CHAPLAIN LOOKS FORWARD TO SERVING SHERIFF'S OFFICE

The Montgomery County Sheriff's Office is pleased to welcome a new chaplain, Dr. Ben Alpert. Chaplain Ben is a native of Montgomery. He is a founding member of the Southern Ambulance Service, which was Montgomery's first full-time ambulance company.

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He attended the Baptist Bible College in Springfield, Missouri, Bethany Seminary in Dothan, Alabama, and Evangelical Bible Seminary, in Lake Worth, Florida. He has a degree in Theology and a certificate of chaplaincy along with a PhD in Ministry Counseling.

Chaplain Ben's experience is not just limited to the United States. He has served as a tour guide in Israel, Jordan and Egypt. In 2006, while serving on an ambulance crew in Israel, Chaplain Ben was seriously injured from an explosion. While transporting a wounded soldier, there was an explosion which came from within the ambulance. Chaplain Ben was in the hospital for 4 months which was followed up by 2 months of rehabilitation.

Chaplain Ben has a love and respect for law enforcement and graduated from the Montgomery County Sheriff's Office Citizens Academy. Chaplain Ben has been in the ministry since 1972 and currently works as an international representative speaking and teaching for Chosen People Ministries. He has been a member of the River Region Chaplain Service since 2019 and received his law enforcement chaplain certification the following year.

Chaplain Ben has been married since 1972 to his wife Bonnie and has two sons and 5 grandchildren. In his spare time, he enjoys raising and training exotic pets. He also collects knives and is a guide for the Civil Rights Trail in Alabama.

He lives in Montgomery and attends The Church at Eastern Oaks where he teaches adults. Chaplain Ben also teaches at two different bible colleges through on-line classes. Chaplain Ben's favorite scripture is Acts 20:21, "Testifying to both to the Jew and the Gentile, repentance toward God and faith toward our lord Jesus Christ." When asked why he chose to serve as a law enforcement chaplain, he said, "In the history of my EMT training, I had much interaction with first responders. When I returned to Montgomery in ministry, I wanted to continue that ministry to first responders and discovered the River Region Chaplain Service where I am currently serving the Montgomery County Sheriff's Office."

Ben has a heart to serve the Lord and he is looking forward to his chaplaincy serving along side Chaplain Tiffany Stinson and Chaplain Steve Smith.

SET YOUR SIGHTS ON REWARDING CAREER OPPORTUNITIES

The Montgomery County Sheriff's Office is seeking qualified individuals for the position of correctional officer. The Mac Sim-Butler Detention Facility is one of the largest county jails in Alabama, with a maximum capacity of 1,290 inmates. Our modern facility has state-of-the-art technology that encompasses building electronic security and control, comprehensive video surveillance, electronic inmate tracking, and pod-based inmate observation.

There are several career paths in the correctional field at the MCSO. After completing training and a probationary period, correctional officers may apply to be on the Correctional Emergency Response Team (CERT). These officers are specifically trained and tasked with responding to serious incidents and situations in the jail, and receive added incentive pay. Correctional Transport Officers also receive additional training and provide armed prisoner transport throughout the State of Alabama and also receive additional pay. Officers choosing a career path in management have the opportunity to enhance their training and education to include higher pay classifications.

The beginning salary for a correctional officer trainee is \$31,299 per year, that increases to \$32,597 after successfully completing a six-month probationary period. Shift differential pay is provided. There are pay incentive programs available for those applicants who possess an APOSTC certification or an approved jail management course with



relative experience in corrections. These applicants may be eligible for a pay increase based on their training and experience. A competitive benefits package includes health and dental, paid annual and sick leave, paid holidays and participation in the Retirement Systems of Alabama. The MCSO also provides in-house fitness rooms with modern fitness and weight equipment.

The MCSO offers a college incentive program where members may receive up to 90% reimbursement for tuition based on academic performance in approved courses of study.

Furthermore, the awarding of a college degree from an accredited university allows members to be eligible for a pay increase.

The Montgomery County Sheriff's Office has one of the most competitive pay and benefits packages for correctional officers in the State of Alabama and in the southeast.

**If you would like to learn more, you may
visit our website at:**

<https://montgomerysheriff.com>

**or to apply as a Montgomery County
Sheriff's Office Correctional Officer,
you may visit:**

<https://jobapscloud.com/MGM/default.asp>

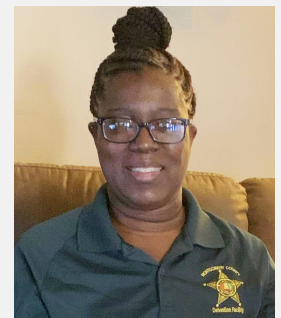


MONTGOMERY COUNTY SHERIFF'S OFFICE DEPUTY OF THE 3RD QUARTER: *DEPUTY HUGH RATSCH*

On Sunday, August 9th, MCSO dispatch received a call regarding an overdue boater who had failed to return home. A gentleman had been riding a jet-ski on the Alabama River. When Deputy Hugh Ratsch arrived on the scene, a local resident with a pontoon boat offered him assistance. With only a flashlight for illumination, Deputy Ratsch and the citizen traveled the dark waters of the Alabama River. They discovered the stranded boater on the banks of Pintlala Creek, where his jet-ski had capsized nearby. He expressed Fears that he would die if he had not been found, as he had seen several alligators where he had taken shelter for several hours. The boater returned safely home. Deputy Ratsch is to be commended for his quick thinking and resourcefulness.

MONTGOMERY COUNTY SHERIFF'S OFFICE CORRECTIONAL OFFICER OF THE 3RD QUARTER: *SERGEANT DEBORO RILEY*

While supervising prisoner intake, Sergeant Debora Riley observed an inmate acting suspicious and directed a more thorough initial search be conducted. Several small plastic bags of drugs were discovered on the inmate. Due to Sergeant Riley's diligence and attention to detail, dangerous drugs and contraband were prevented from entering the Montgomery County Detention Facility.



MONTGOMERY COUNTY SHERIFF'S OFFICE CIVILIAN OF THE 3RD QUARTER: *CLERK, DIANE JACKSON*



Clerk Diane Jackson is assigned to the pistol permit office. In August of 2020 a citizen appeared at the courthouse to apply for a pistol permit. While conducting the background check, Ms. Jackson discovered the individual was a wanted fugitive for a violent crime. Ms. Jackson was able to occupy the person until deputies arrived to arrest them. She is commended for her diligence and calmness in a critical situation.

MONTGOMERY COUNTY SHERIFF'S OFFICE PROMOTIONS 3RD QUARTER 2020

CORRECTIONS

- Lieutenant Sheena Alexander
- Sergeant Erinne Donaldson
- Corporal Amber Fitts

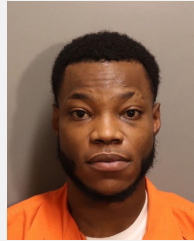
M.C.S.O INVESTIGATIONS 3RD QUARTER FELONY ARRESTS



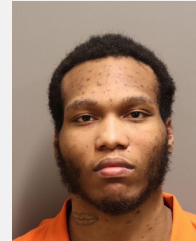
Thomas Christopher Smith
Chemical Endangerment of a Child
160 Stonepark Blvd.



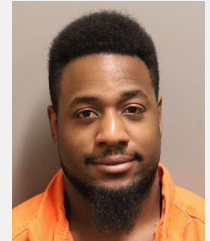
Carl Stanford Davis Jr.
Domestic Violence Strangulation
607 York St.



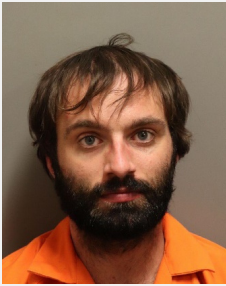
Tredarius Walker
Domestic Violence Strangulation
129 Edwards Lane.



Shawn Tymar Jackson
Destruction of State Property X2
225 S. McDonough St.



Devonte Chequea Holloway
Domestic Violence Strangulation
65 Jericho Dr.



Jack Lamar Yates III.
Domestic Violence Strangulation
1980 Mitchell Young Road



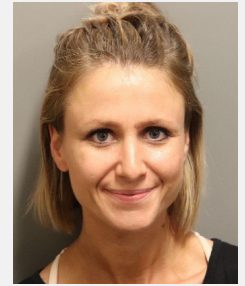
Timothy Lee Jones
Destruction of State Property
225 S. McDonough St.



Christopher Ballard
Destruction of State Property
225 S. McDonough St.



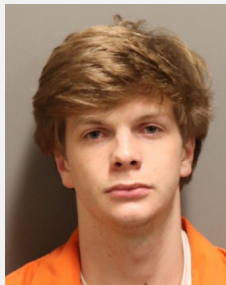
Mark Owens
Burglary 3rd / Theft of Property 1
235 Tanaka Way



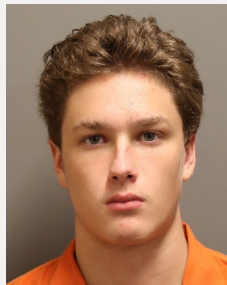
Laci Brabham
Theft of Property 3rd
160 Stone Park Blvd.



Jeffery Lane Ellisor
Burglary 3rd
6461 Ashwood Cir.



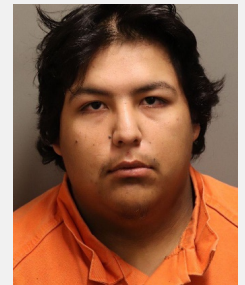
Jackson Lane Tucker
Burglary 3rd
346 Mason Mill Rd.



Bankston Gray Barfoot
Burglary 3rd
346 Mason Mill Rd.



Mannus Ingram
Burglary 3rd
346 Mason Mill Rd.



Jorge Juis Mejia
Burglary 3rd
346 Mason Mill Rd.



Earlando Oliver
Destruction of State Property
225 S. McDonough St.

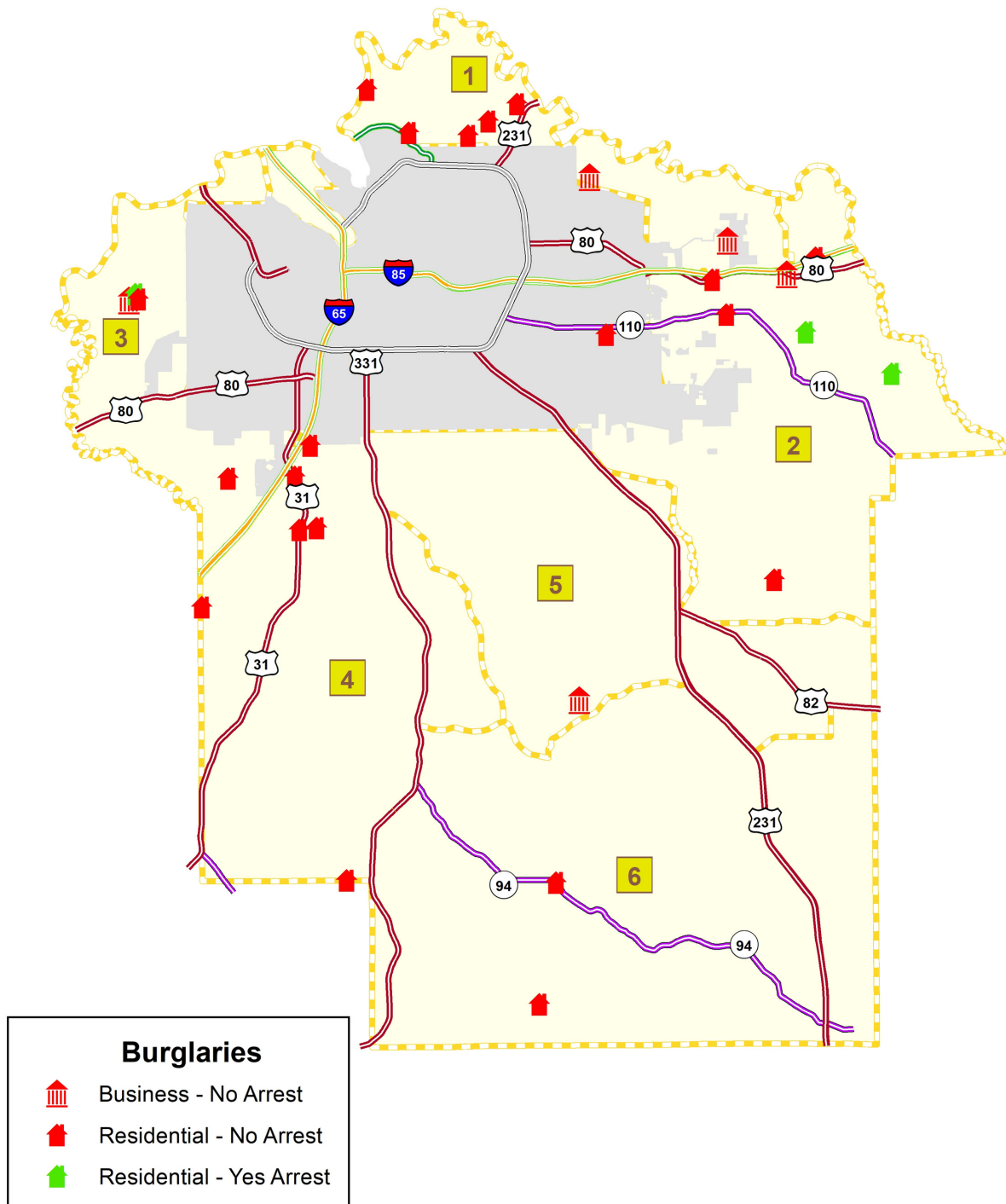


Albert James Harris
Robbery 3rd / Domestic Violence 3rd
149 Oakwood Dr.
(Fugitive – Wanted: Warrants Secured)



Justin Ryan South
Possession Forged Instrument / Theft
of Property 1st
63 Howell Rd.
(Fugitive – Wanted: Warrants Secured)

M.C.S.O 3rd Quarter Burglary Statistics



HOLIDAY HAPPENINGS

As we enter the final months of 2020, I want to assure the citizens of Montgomery County that we are returning our popular programs this fall. The MCSO annual Halloween Spooktacular will be held on Saturday, October 31st at the Garrett Coliseum, 1555 Federal Drive, from 4 p.m. to 7 p.m. In the spirit of keeping our children and families safe, we are conducting a “drive-thru” Trick-or-Treat where parents may enter the Coliseum grounds on Coliseum Blvd. A marked MCSO car will be present at the entrance with deputies directing traffic to the drive-thru area where we will be passing out candy with our partners in the parking lot of the Coliseum. Face masks and protective gloves will be worn by those handing out candy, and every effort is being made to provide a sanitized environment.

The Montgomery County Sheriff’s Office will also hold our annual Christmas Toy Drive on Saturday, November 7th from 7 a.m. to 12 p.m. at Wal-Mart on Ann Street. The MCSO delivers toys each Christmas to children, in addition to providing gifts and clothing to the homeless and those in shelters. If any citizen, school, civic group or business would like to contribute to this worthwhile cause, you may choose an ornament from our “Giving Gift Tree” that sponsors a person in need during the holidays. The individual’s clothing and shoe sizes are printed on the ornament. We ask that the clothing and items be brought to the sheriff’s office no later than December 18th so we may distribute the gifts before Christmas.

Those interested in helping make the holidays bright for others may call the MCSO at 334-832-1339 and ask to speak to Lisa Crenshaw or Christie Vazquez. The Montgomery County Sheriff’s Office is going to finish 2020 on a strong note and wish all of you and your families a safe and prosperous holiday season.

Derrick Cunningham, Sheriff

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To:

Place
Postage
Here

Montgomery County Sheriff's Office
115 South Perry Street
Montgomery, AL 36104

