



INSIDE THIS ISSUE

- TRAINING DEPUTIES FOR THE FUTURE: FIELD OFFICER TRAINING PROGRAM
- A MESSAGE FROM SHERIFF DERRICK CUNNINGHAM
- ANNUAL YOUTH RODEO
- STUDENT APRENTICESHIP PROGRAM
- PROMOTIONS
- RETIREMENTS

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TRAINING DEPUTIES FOR THE FUTURE: FIELD OFFICER TRAINING PROGRAM (FTO)

In the previous publication of MSQ, we highlighted what deputies experience while attending the police academy. We continue our series of new deputy training and certification with our field training officer (FTO) program. The MCSO operates a standardized field training officer program known as the “San Jose Model.” It is the most widely law enforcement FTO program in the United States. Once an MCSO deputy graduates from a law enforcement academy, they start the journey to implement what they learned in a formal setting to real-world experiences as an MCSO deputy sheriff. The training program consists of four phases, which encompasses fourteen weeks of thorough observation, evaluation, and development.

Newly graduated deputies are assigned to the MCSO patrol division, which consists of sixty-three sworn personnel, who provide daily law enforcement services to Montgomery County citizens. The MCSO selects very qualified and experienced deputies who are well versed in law, policy,

Continued on page 3



(l -R) Deputies Coffel, Whitten, Young, Daniels, and Crenshaw.

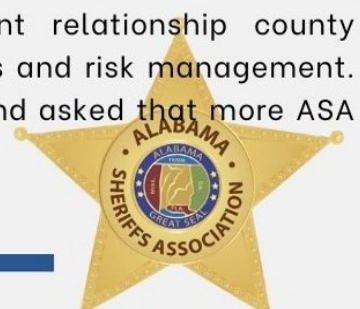


A MESSAGE FROM SHERIFF DERRICK CUNNINGHAM

Summer is officially upon us. Covid-19 is slowly exiting our review mirror and life appears to be getting back to a pre-pandemic sense of normalcy. Recently high schools and colleges in Montgomery celebrated traditional ceremonies for our graduating seniors, in-person church services are resuming, restaurant dining rooms are starting to fill again, and our citizens are enjoying recreation and fellowship not seen in over a year. Although the recovery has been slow, and Montgomery County lost many friends and relatives during this dreaded pandemic, we have much to be thankful for and look forward too.

Many manufacturing, retail and professional businesses throughout the country are suffering employee shortages. A lack of applicants is causing a severe labor shortage. As many of you in Montgomery County have experienced, some businesses have had to limit their operations or in some instances, close temporarily due to a shortage of staff. This has affected the availability of supplies and goods, transportation and retail sales. The MCSO has experienced its challenges in hiring qualified people as well, but fortunately our recruiting efforts have resulted in positive results. We recently had 5 deputies graduate from the Montgomery Police Academy and have enrolled 7 more that will graduate this September. In the last publication of MSQ, we highlighted what recruits experience attending the police academy. In this quarterly publication, we have an article on the field training officer program, and how new MCSO deputy sheriff graduates from the police academy will apply what they've learned to real world situations and scenarios. It takes approximately one year to fully train and acclimate a new deputy for the challenges that lie ahead.

I am currently serving a second term as the President of the Alabama Sheriff's Association. This past May the ASA sponsored a Jail Administrative and Supervisor Training seminar held in Lakepoint State Park in Eufaula, Alabama. This was advanced training for senior level leadership in county and municipal jails throughout Alabama. I participated in the conference along with Sheriff Hoss Mack of Baldwin County, Sheriff Jay Jones of Lee County, Alabama Department of Corrections Commissioner Jeff Dunn, along with several distinguished professionals and experts in the field of the organization and administration of detention and correctional facilities. The curriculum covered in the conference involved recruiting and retention, cell extractions, mental health crises in jails, implicit/explicit bias, COVID-19, leadership: commanding from the front, jail policies and procedures, de-escalation techniques, and a presentation from Sonny Brasfield, the Executive Director of the Association of County Commissioners of Alabama. Mr. Brasfield spoke of the important relationship county commissioners have with their sheriffs, funding, capital improvements and risk management. Many of the attendees gave very positive reviews of the conference and asked that more ASA educational sponsored jail seminars be offered in the future.



Now to the issue of violent crime in our communities. A spike in gun violence without precedence is sweeping across the United States. Our community has not been spared this phenomenon. One only has to watch the evening news to see the increase in gun related assaults. With that in mind, people are desiring to protect themselves. FBI firearm background checks and new gun purchases have risen in the past year. 2021 appears to be on track to set a new record of gun sales in the U.S. Along with gun purchases, a record number of concealed carry pistol permit applications have been applied for in my office. The MCSO is here to assist all law-abiding citizens of Montgomery County in obtaining a permit to carry a concealed pistol. Our communities need common sense gun legislation in order to keep them safe. In the interest in public safety, law enforcement agencies should have to the tools necessary to combat the violent criminals that roam our streets.

Law enforcement officers need sensible gun legislation to address violent criminals within our communities. It is a cornerstone of effective law enforcement to have the ability to remove dangerous



weapons and criminals from our streets in a legal manner. Some recent proposed laws should concern every citizen of Montgomery County, one of which is a proposed legislation, SB 358, the Alabama Second Amendment Preservation Act. As all of you are aware, I am a proponent of the Second Amendment. I believe we all have a constitutional right to keep and bear Arms. I do not believe this right extends to violent criminals and ex-felons.

Violent crime task force programs began emerging in the early 1990s with the Safe Streets Violent Crime initiative. The cooperation between federal, state and local law enforcement in combating violent crime is critical. Violent criminals have no boundaries, and the resources, technology and staffing these combined agencies possess is irreplaceable. Many times state laws are inadequate in charging an individual with a gun crime. Federal laws are more often better suited to garner a conviction and adequate prison sentence when a violent offender is in mere possession of a firearm. The weapon doesn't necessarily have to be used in a violent act. The possession of a firearm by a violent ex-felon often is enough to secure a conviction.

The MCSO has deputies assigned to various federal and state task forces to include the Federal Bureau of Investigation, Bureau of Alcohol, Tobacco, Firearms and Explosives, Drug Enforcement Agency, U.S. Marshal Service, and the Department of Homeland Security. The mutual cooperation between our agencies allows us to make arrests and cases that foil many violent criminals from offending before a gun crime occurs. The United States Middle District of Alabama, U.S. Attorney's Office, works closely with law enforcement to prosecute gun cases on

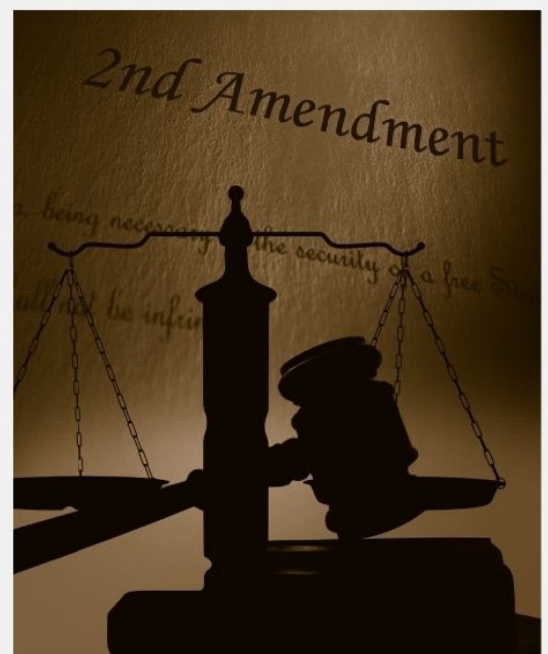
the federal level. The system works. Many violent felons found to be in possession of a firearm, a part of a firearm (such as a magazine) or ammunition are subject to federal prosecution and face a possible federal prison sentence. There are countless examples where the mutual cooperation between federal and local law enforcement agencies have resulted in the conviction of dangerous reoffending violent criminals.

The passage of SB 358 would put a stop to that. A provision in the bill states “Pursuant to and in furtherance of the principles of federalism, enshrined in the United States Constitution, the federal government may not commandeer this state’s officers, agent, or employees to participate in the enforcement or facilitation of any federal program not expressly required by the United States Constitution.” SB 358, if signed into law, would effectively end the mutual cooperation of federal, state and local law enforcement in combating violent gun crime.

Further proposed legislation, HB 618, the “Constitutional Carry” bill would eliminate those who wish to carry a concealed pistol on their person or in a vehicle from obtaining a pistol permit. As I stated previously, I am a strong advocate in the second Amendment. However, not all individuals should possess the ability to carry a concealed pistol. The present law requiring individuals to submit a background check for a concealed pistol permit allows a vetting process to occur. Screening and detection allow us to, in some instances, deny a pistol permit to those deemed unfit or unlawful to carry a concealed pistol. The current law keeps law enforcement officers safe and provides a tool for them to arrest those in possession of a concealed firearm who may be prepared and intent on using it in a violent crime.

Law enforcement has had instances where suspects were arrested for possession of a concealed pistol without a permit, only to discover after further investigation the suspect was about to commit an armed robbery. The arrest prevented a violent crime from occurring. It may have [even] saved a life.

In closing, I wish to reiterate my support of the Second Amendment. But I do believe we are a nation of laws, and that practical gun legislation should exist that keeps our citizens, homes and communities and law enforcement officers safe from violent offenders. I believe if these bills should become law, the unintended consequences would follow, in the rise in violent crime and danger to the community, something we are diligently working hard to stop and prevent now. Thank you for your continued support of the Montgomery County Sheriff’s Office.



Montgomery County Sheriff's Office



POLICE-COMMUNITY PARTNERSHIPS

hosted
by

Sheriff Derrick Cunningham

Host Partners

Montgomery County Commission
Town of Pike Road
Montgomery County District Attorney's Office
Alabama Department of Conservation
Montgomery Police Department
Pike Road Volunteer Fire Department
Montgomery Fire and Rescue
Haynes Ambulance
ALEA Aviation

Please join us at

**The Home Depot - 10655 Chantilly Pkwy.
for fun, food and fellowship.**

Tuesday, August 3, 2021 from 5 p.m. to 8 p.m.

**Prizes awarded for the neighborhood association
with the best event attendance.**

Training Deputies Article Continued from page 1

and community relations to be field training officers. The term FTO is more than just a title. It is an honor. The FTO is responsible for the safety, training, and development of a new deputy. A deputy who is tasked with being an FTO is required to complete a certification program that is administered by a senior trainer. This course is designed to ensure that the deputy is well-versed in all subject areas, and that they are prepared for the essential task of being an FTO.

The patrol division currently operates on a twelve-hour shift schedule. The county is divided into six districts. On each shift, a deputy is assigned a specific district to patrol. Each shift is assigned a shift corporal, sergeant, and lieutenant who mentor and train the newest members of our organization. The patrol division commander holds the rank of captain.

The MCSO has the responsibility of training newly graduated (police academy) deputies to a level where they are assigned a district of their own. The FTO program utilized by the

MCSO uses standardized evaluation guidelines. The guidelines are broken down into five main categories. The categories of observation are evaluated throughout each shift by the new deputy's FTO.



The first category that a new deputy is evaluated on is in critical performance tasks. These include driving under stressful conditions, self-orientation under stressful conditions, field performance under stressful conditions, officer safety, and conflict control. A deputy must be able to effectively perform their job in these critical areas. The FTO program allows a new deputy to be exposed to these areas with the direct supervision of an FTO. It is in these crucial situations that a new deputy will establish the confidence and experience needed to deal with the various stressful situations they may encounter.

The second category that a new deputy is evaluated is on frequent performance tasks. These tasks include driving under non-stressful conditions, self-orientation under non-stressful conditions, proper paperwork selection, report writing, field performance under non-stressful conditions, self-initiated activity, problem solving, decision making, and use of the radio system. A deputy must be able to perform their job in these reoccurring responsibilities. The FTO program allows a new deputy to learn the non-stressful tasks of the job in a structured environment with both positive and corrective feedback from their FTO.

The third category that a new deputy is evaluated is on knowledge. This category includes familiarity of MCSO policies and procedures, and knowledge of criminal and traffic statutes. A new deputy receives a policy manual at the time they are hired, as well as a digital copy. The new deputy must learn the policy and procedures of the MCSO to effectively perform their duties. Throughout the FTO program, the new deputy is tested on applicable laws and how to apply

The fourth category that a new deputy is evaluated on is on attitude and relations. These categories include acceptance of feedback (verbal/behavior), attitude towards police work, relationships with citizens, relationships with deputies and supervisors. A new deputy must learn that their attitude and demeanor can affect the outcome of calls. While in the FTO program the new deputy must build up their community relations skills to be able to interact with the citizens, we serve daily.

The fifth category that a new deputy is evaluated is on appearance. This category includes the overall appearance of the new deputy, to include their uniform and their equipment. MCSO deputies strive to always maintain a professional appearance. At the MCSO there is a quote on the wall that states: "Inspect yourself before the community inspects you —your first impression is a lasting impression."

All categories of the standardized evaluation guidelines are evaluated on a scale of one to seven. A one to three rating is "unacceptable," a four rating is the minimum "acceptable," and a five to seven rating indicates "exceeds the minimum acceptable rating." The evaluations are recorded on a daily observation report. An FTO must complete a daily observation report on a new deputy assigned to the FTO program.

The daily observation report is an evaluation form that documents the daily performance of new deputies. The report allows the FTO to document the areas the deputy in training is succeeding in, and identify areas improvement is needed. The daily observation report is reviewed and approved by the shift sergeant and shift lieutenant. It allows the FTO to identify the deputy's performance, and assign additional training, if needed.

While a new deputy is in the FTO program, their supervisors are responsible for completing a supervisor's bi-weekly report and submitting it to the division commander for review.

At the conclusion of each phase, an end of phase evaluation report is completed by the FTO. This report will document the overall performance of the new deputy in that phase. The new deputy will have the opportunity to complete an FTO critique form on their training officer.



During the FTO program, a new deputy is assigned to both day and night shift. This allows them to receive training in multiple settings that they may be subjected to in the future. The new deputy and FTO are responsible for completing a training checklist that covers various training objectives that will be discussed and reviewed while in the program. The checklist provides a solid foundation of training to ensure the new deputy is well versed and prepared to complete the FTO program. The FTO program at the MCSO strives to develop the finest law enforcement officers for our citizens. It is the foundation of their

career in law enforcement. It is the first of many training and learning opportunities they will experience in their career. The MCSO hopes that by providing information on our FTO program, it will allow the citizens of Montgomery County firsthand knowledge of the emphasis on new deputy training, education and development. The MCSO knows that we must communicate with the public on our efforts to foster and improve the growth of our new members to complete a well-rounded, professional and competent deputy sheriff that will continue to serve the citizens of Montgomery County for the future.

ANNUAL YOUTH FISHING RODEO FUN FOR ALL

The MCSO hosted our annual Youth Fishing Rodeo on Saturday, June 26th at the Montgomery County ponds located near Troy Hwy. and Meriwether Rd. Children from across Montgomery County joined us for a morning of fun, fishing, food and refreshments. Volunteers and children from the Young Men on a Mission, the Boys and Girls Club of Montgomery (West and Chisholm) and Safety Net, to name a few, enjoyed the MCSO and a great day of fishing.

Event sponsors included the Montgomery County Commission, Zebco Brands, Bassmaster, Evelyn Mann, and Applied Synergy, LLC. Employees of the MCSO volunteered to work and staff the event and helped with the planning, preparation, cooking, clean up and assisting the young people with baiting lines and removing fish from hooks. Members of the Rolling Hills Volunteer Fire Department were present for the safety and welfare of our children.

The Youth Fishing Rodeo was one of the first community events the MCSO has held post-COVID-19. We are looking forward to the Senior Citizen's Fishing Rodeo on September 14th and the other future annual community events the MCSO sponsors for Montgomery County citizens and youth.

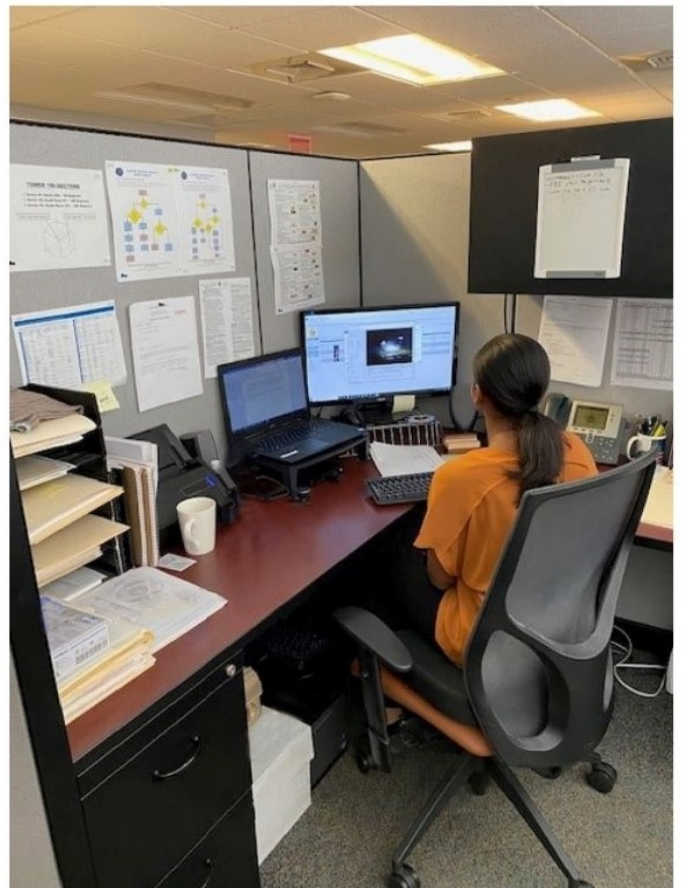


STUDENT APPRENTICESHIP PROGRAM PROVIDES VALUABLE EXPERIENCE

The Montgomery County Student Apprenticeship Program is a great opportunity for young people to work in various areas of government offices in Montgomery County. It is open to any person living in Montgomery County, between the ages of 16 to 22. Applicants must be presently enrolled in school. Students may work up to twenty-five hours a week during the two-month program. Apprenticeship participants are exposed to the day-to-day operations of the county department that employed them. They gain real-world experience in an assortment of different occupations and areas of employment, while still earning their high school or college education. Each part of the Montgomery County government participates. The Montgomery County Sheriff's Office offers a wide range of job opportunities to our students.

The apprentices that work for the MCSO experience many different aspects of our organization. From our Civil and Administrative Division to our Detention Facility, the variety of jobs they participate in can range from clerical to grounds keeping. Those that work in our civil division assist with clerical and office work associated with the court system. While working in the court security section, they observe the court system, hearings and trials. Students who assist in the identification office learn about the fingerprint identification system, categorization, and how they are used for backgrounds checks. They also work in the pistol permit and warrant offices, seeing the process of receiving information and ensuring it is correctly filed in the proper location.

The Administrative Division of the MCSO is responsible for a wide variety of operations. The student apprentices work closely with the Emergency Communication Center where they



Continued on next page

Apprenticeship Article Continued from page 9

observe operations and the technology that is involved in answering emergency calls and dispatching them to the deputies in the field. When working in our MCSO Support Services Center, students assist with maintaining the facilities and properties managed by the MCSO. Furthermore, students learn how an emergency vehicle is equipped, and the technology used in installing a radio and computer system, vehicle camera system, emergency equipment, and safety features. They also learn about the Montgomery County Fleet Maintenance Shop that provides vehicle repair services to Montgomery County agency vehicles. Students participate in the preparation and operation of a number of community events that occur during their time with the sheriff's office. Members of the MCSO are proud to mentor the students during their apprenticeship.

The Montgomery County Detention Facility provides students with a unique work environment. Students work in the administrative office of the jail and learn how the facility is operated. They are not in direct contact with inmates, but are afforded the opportunity to learn how a large and modern detention facility functions.

The students that work with the MCSO during the apprenticeship program experience different types of environments that are unique to law enforcement and corrections. The wide variety of situations that are handled allows students to see the amount of work and dedication it takes to successfully operate a governmental office and law enforcement agency. Their experience provides them with the skills they will use when choosing a career path in the future. The MCSO gives them a chance to work, learn, and serve the public while they are completing their education. We are very fortunate to have the Montgomery County Student Apprenticeship Program that builds strong relationships with the young people of our community.



Montgomery County Sheriff's Office
Annual Senior Citizen's Fishing Rodeo
hosted by
Sheriff Derrick Cunningham

Tuesday, September 14th, 2021 from 6:00 a.m. to 12:00 noon
Montgomery County Ponds on Highway 231 South (Troy Hwy.)
Across from Meriwether Road and Sweet Creek Farmer's Market
For more information, please call MCSO Support Services at 334-832-2515

MCDF PROGRAM HELPS INMATES DEVELOP LIFE SKILLS

In the field of corrections, inmate welfare services are critical to operating a detention facility. These programs facilitate the needed cooperation of inmates by providing educational and enrichment services that develop life improving skills.

The Montgomery County Detention Facility (MCDF) offers several programs for the inmate population. One of the programs is the General Educational Development Program (GED). The GED program is offered to those without a high school diploma. The program was developed through Trenholm State Community College. Trenholm's program is used to certify student inmates on a high school level of knowledge and skills. The test provides a uniform measure of high-level achievements.

Detainees each experience spiritual enlightenment differently. We offer non-denominational chapel services every Saturday and Sunday. These services are available to everyone. Individuals who provide the service have worked diligently to ensure that the detainees at the MCDF were not overlooked during the recent pandemic.

The MCDF has an art program called "Torn and Transformed" which was introduced by staff members. This program allows individuals in our facility to creatively express themselves through artwork. This provides an outlet for thoughts and feelings that usually are not easily expressed in most jail settings. Their artwork has been published in the June 2020 issue of American Jails Magazine. The art program is a four-week class. Once the class is completed, the detainees may mail their artwork to their family. These types of therapeutic programs

assist individuals in coping with being detained. The primary focus of the art program is to allow a person to discover a new insight and meaning that might not be achieved with traditional talk therapy. The art program helps detainees develop better social, life skills, and coping mechanisms for those suffering from disruptive behaviors, and managing them in a calm and rational manner.

The Recovery Organization of Support Specialists (ROSS) program has continued to serve the individuals in the facility through the COVID-19 pandemic. ROSS is an Alabama based addiction recovery program with centers in Jefferson, Marshall and Montgomery Counties. They operate a local community center that assists those struggling with addiction. A ROSS drug counselor visits the MCDF regularly to assess individuals for possible placement in their program. An individual who is suffering from substance abuse may attend support group meetings or engage in social activities. ROSS also helps individuals fill out online job applications or help to build their resumes. ROSS also has peer support specialists, who are people who have lived through recovery and are able to provide support and a true understanding of what the challenges and needs are of a recovering individual. The community center is open 24 hours a day and 7 days a week, even on holidays. ROSS provides meals and a safe place for clients. The goal of the ROSS program is to advance recovery support within the community while also promoting personal responsibility to those pursuing recovery.

The MCDF offers weekly Narcotics Anonymous and Alcohol Anonymous classes.

Continued from page 11

These organizations offer dedicated groups of volunteers that offer services to those seeking help with addictive behaviors. The program may be court-ordered, but many inmates volunteer to attend the courses. Through one-on-one interaction and self-actuation. NA and AA both use “Twelve Step Programs” and support group models that have proven to be effective in treating addictions. The first step is accepting you have a problem, with the final step individuals eventually helping others on their path to recovery.

The MCDF strongly supports inmate welfare services. These programs lift individuals up during trying times, assist in finding a better life, setting positive goals and ending self-destructive behavior. The end result makes Montgomery County and safer and more prosperous community.



"Torn and Transformed" Artwok from the MCDF

LAW ENFORCEMENT ACCOUNTABILITY ACT

The first responsibility of government is the safety and welfare of its citizens. Competent law enforcement, one that is educated, trained, experienced and respected to provide public safety in our communities, is a necessary component of our nation of laws. Police accountability has been a topic of local and national conversation for quite some time, particularly surrounding events involving the use of force by law enforcement officers. This discussion has increased in the past few years.

Governor Kay Ivey signed HB411, the Alabama Law Enforcement Accountability Act (ALEAA), into law on April 22, 2021. This act mandates that law enforcement agencies in Alabama follow strict guidelines in the management and reporting of officers involving the use of force complaints, specifically when the officer is found to have used excessive force.

ALEAA requires that law enforcement agencies report to the Alabama Peace Officer's Standards and Training Commission (APOSTC) officers who have a sustained use of force complaint against them. APOSTC is required by this act to create and maintain a database on these officers.

Furthermore, ALEAA requires law enforcement agencies, when conducting employment screening for law enforcement officers, to conduct a fingerprint-based national background check, review current and prior law enforcement officer employment history, current and previous residential addresses, reportable offenses for the use of excessive force with any other law enforcement agencies, review social media accounts, personal references, and any disciplinary action taken while the applicant was in secondary and postsecondary school.

We are pleased to say that the MCSO recruiting standards were previously undertaking these measures before ALEAA was passed. In order to provide Montgomery County citizens with the most ethical and qualified candidates for deputy sheriff our agency had these progressive measures already established.

As President of the Alabama Sheriff's Association, Sheriff Cunningham worked closely with state legislators to craft the bill that eventually was signed into law. He believes ALEAA will build and strengthen public trust in the communities that we serve, while providing accountability to the law enforcement profession.



MONTGOMERY COUNTY SHERIFF'S OFFICE PROMOTIONS, 2ND QUARTER 2021

Sworn

*Captain Joshua Douglass
Lieutenant Juan Jerry
Lieutenant Jessie Oliver
Lieutenant Robert Whitmore
Sergeant Kenneth Gordon
Sergeant Joshua Henry*



Captain Douglass, wife Robin and Sheriff Cunningham



Sheriff Cunningham and Lieutenant Jerry



Lieutenant Jessie Oliver and Sheriff Cunningham



Sheriff Cunningham and Lieutenant Whitmore



Sheriff Cunningham and Sergeant Kenneth Gordon



Sheriff Cunningham and Sergeant Joshua Henry



Corrections

Lieutenant Kimberley Mims-Harris

MONTGOMERY COUNTY SHERIFF'S OFFICE CIVILIAN OF THE QUARTER

LISA CRENSHAW



Administrative Secretary Lisa Crenshaw

Ms. Lisa Crenshaw has worked for the MCSO since 2015. She has proven to be an exemplary employee. She takes great pride in her job and goes far beyond what is expected of her. Ms. Crenshaw volunteers for all MCSO community events and employee appreciation programs. Her enthusiasm is infectious as she always has a helpful and positive attitude when engaging the public and fellow county employees. Ms. Crenshaw portrays “Billy Beaver” for the MCSO anti-bullying campaign that helps youth in our local schools in educating children on how to handle the pressures of student life. She is a great asset to the MCSO and the citizens of Montgomery County.

MONTGOMERY COUNTY SHERIFF'S OFFICE DEPUTY OF THE QUARTER

JAKE SHEPHERD



Corporal Jake Shepherd

On May 10, 2021, the Montgomery County Sheriff's Office responded to the reported abduction of a one-month-old, Caleb Whisnand Jr., also known as “CJ.” Deputies began an immediate search in the area of Highway 231 North. Multiple law enforcement agencies and resources assisted in an exhaustive search. The Federal Bureau of Investigation, U.S. Marshal's Service, Alabama State Bureau of Investigation, Montgomery Police Department, Elmore, Autauga, and Lowndes County Sheriff's Offices assisted in the case. Within 48 hours, Corporal Shepard, with the assistance of the local law enforcement community, was able to determine the missing child was the victim of a homicide. The

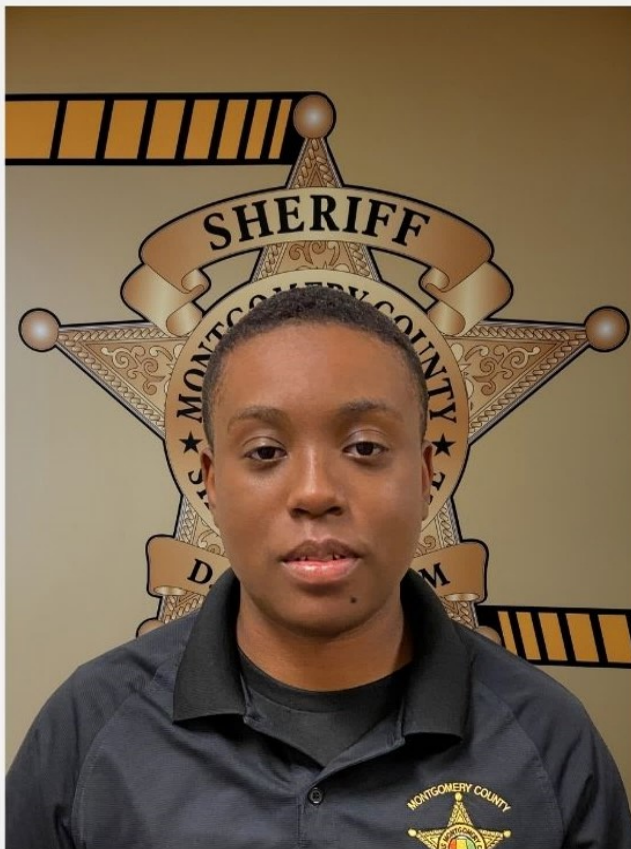
whereabouts of “CJ” were discovered in Lowndes County. Cpl. Shepherd and the multi-jurisdictional team completed an extremely difficult task in less than 72 hours. An arrest warrant was subsequently issued, and the suspect was arrested.

Cpl. Jake Shepherd is commended for his efforts in this capital murder case, but also for his consistently outstanding work on all assigned investigations.

**MONTGOMERY COUNTY DETENTION FACILITY
CORRECTIONAL OFFICERS OF THE 2ND QUARTER**
SHARONE IVEY AND SAMANTHA MOSELY

Officer Sharone Ivey and Officer Samantha Mosely are the Montgomery County Detention Facility 2021 Correctional Officers of the 2nd Quarter. Both have worked diligently to make a difference in the correction's field. In April 2021, while issuing meals to different housing units, Officers Ivey and Mosely were alerted to the strong odor of tobacco inside a cell pod. After reporting their findings, the contraband was discovered and stopped the further introduction into the general inmate population.

Supervisors contribute Officers Ivey and Mosely's attention to detail and keen alertness in discovering the contraband. Their actions are making the MCDF a safer and more secure environment.



Correctional Officer Samantha Mosely



Correctional Officer Sharone Ivey

MONTGOMERY COUNTY SHERIFF'S OFFICE RETIREMENTS



MCSO Detention Facility Lieutenant Charles Collier
12/27/1999 - 03/31/2021

Lieutenant Charles Collier retired from the MCSO Mac Sim Butler Detention Facility after 22 years of service. Lt. Collier, already a retired Army veteran, rose through the ranks of the MCDF to become an Officer in Charge (OIC) of a shift squad and eventually becoming the Bureau Commander of the MCDF Operations Bureau, overseeing the federal inmate and Federal Bureau of Prisons' inmate programs, training of staff, prisoner transport, compliance monitor, law enforcement coordinator and internal affairs. Charles plans on relaxing and enjoying his family and hobbies in his retirement.

After 25 years with the MCSO, **Emergency Communications Operator Vicki Brown** retired from the Administrative Division, Emergency Communications Bureau. Vicki has worked various shift work over her career, eventually being assigned to day shift. She spent a career helping the citizens of Montgomery County and the many law enforcement officers who served the MCSO over her lengthy career. Vicki comes from a family of public servants, as her husband is a retired firefighter supervisor from the City of Montgomery. Vicki said upon her retirement, she and her husband plan on traveling and relaxing.



MCSO Emergency Communications Operator Vicki Brown
11/04/1996 - 06/01/2021



SUMMER CONFERENCE OFFERS VITAL TRAINING FOR LAW ENFORCEMENT LEADERS

I recently returned from the National Sheriff's Association (NSA) Summer Conference in Phoenix, Arizona. I currently sit on the NSA governmental affairs committee that communicates with members of Congress on important issues related to the law enforcement profession. Our dialogue with national lawmakers is an important one that effects all citizens in the United States and the entire law enforcement community. I always have the safety and welfare of Montgomery County citizens in mind when I offer legislative ideas and exchange dialogue with national leaders.

Some of the seminars myself, Captain Beasley and Captain Dill attended at the NSA conference were Strengthening Officers Accountability and Anti-Fragility, Officer Wellness and Health, Millennials in Law Enforcement, Retention Through Leadership, Enhancing Organizational Ethics and Leadership, and Preventing Jail Suicide.

The NSA exposition hosts many vendors who specialize in law enforcement technology and equipment. The expo is a valuable resource that allows law enforcement executives to familiarize themselves with resources, technology, and training that provides our law enforcement and correctional officers with equipment and training that offers the safest environment possible in a challenging field.

The final segment of the ASF focused on law enforcement accreditation, an issue that is quickly becoming a requirement for agencies in the United States. Sheriff John Samaniego of Shelby County gave a presentation on accreditation standards and how they will impact and positively affect our profession in the future. Captain Mark Bishop, of the Shelby County Sheriff's Office, lectured on the implementation of policies and procedures.

NSA conferences afford networking and interaction with other sheriffs from throughout the U.S. The numerous sheriffs I interacted with in Phoenix reminded me of the many obstacles we all are facing in the law enforcement profession. The challenges of recruiting, retention and career longevity, use of force, mental health consumers, budgets, new legislation, national civil unrest, crime reduction, and public support can be overwhelming to a law enforcement leader. I heard a lot of ideas from other leaders and shared my thoughts and experiences as well. I stand committed to providing important and vital leadership during these trying times and remain steadfast in my devotion to my office and the citizens of Montgomery County.

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Lastly, I believe we have turned a corner in what will go on record as one of the most trying times in recent years in our country and community with the slow retreat from COVID-19. The pandemic has affected the way we work, live and play. Education, employment, housing, and financial stability for families has been greatly impacted. Our recruiting efforts at the MCSO have been negatively influenced, as the work force is only recently starting to return to normal after unemployment benefits have diminished. If you are interested in a career in law enforcement or corrections, please visit our website at <https://www.montgomerysheriff.com/> or the Montgomery City-County Personnel website at <https://jobapscloud.com/MGM/> or call our recruitment office at 334-832-7701 for deputy sheriff or 334-832-4836 for correctional officer.



Sheriff

.....

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Montgomery, AL 36104

