



Commission on Accreditation for
Law Enforcement Agencies, Inc.
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June 17, 2016

Mr. Mark McMurray
Chief of Police
Huntsville Police Department
Post Office Box 2085
Huntsville, AL 35804

Dear Chief McMurray:

CALEA Accreditation represents a commitment to professional excellence. The work of your organization toward attaining this internationally recognized credential is indicative of sound leadership, as well as practitioner support of adherence to standards.

The report accompanying this transmittal is provided only to the chief executive officer and represents observations and findings from the most recent standards-based review of the organization. It is important to review this document in its entirety with specific attention to any matter indicating compliance concerns, required policy/practice adjustments, or outcomes not reflective of the intent of standards. The Commission will use this document as the primary resource in considering your organization for accreditation. To that end, you or a qualified representative(s) should be prepared to address information contained in this report and respond to inquiries by Commissioners

The Huntsville Police Department is scheduled for a Review Committee Hearing at the next Commission Conference in Baltimore, Maryland on July 30, 2016. While the Commission does not require your attendance at this hearing, your participation helps ensure a comprehensive understanding of issues impacting your agency's candidacy. An Awards Banquet for successful organizations will occur in the evening following the Review Committee Hearing.

CALEA is *The Gold Standard for Public Safety Agencies* and we are honored to have your organization participate in this highly regarded process.

Sincerely,

W. Craig Hartley, Jr.
Executive Director



Huntsville (AL) Police Department
Assessment Report



2016

Huntsville, AL Police Department

Assessment Report

March 2016

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ASSESSMENT REPORT
HUNTSVILLE, AL POLICE DEPARTMENT

A. **Agency Name, CEO and AM**

Huntsville (AL) Police Department
815 Wheeler Avenue
Huntsville, AL 35804

Mark McMurray
Chief of Police

Officer Tommy Yohe
Accreditation Manager

B. **Dates of the On-Site Assessment**

March 7 – 10, 2016

C. **Assessment Team**

1. Team Leader: Captain Perry L. Twisdale
Henderson Police Department
200 Breckenridge Street
Henderson NC, 27536
(252) 431-6057
ptwisdale@hendersonncpd.org
2. Team Member: John Mosley (Commander, Retired)
Corpus Christi Police Department
4450 Sunlight Drive
Corpus Christi, TX 78413

D. **CALEA Program Manager and Type of Onsite**

Program Manager, Vince Dauro

Sixth Reaccreditation, D Size Agency, 628 personnel (434 sworn and 199 non-sworn)

Fifth Edition Law Enforcement Advanced Accreditation

PowerDMS Software Program

E. Community and Agency Profile

1. Community Profile

Huntsville, AL is located in northern Alabama in Madison County and borders Tennessee. The City encompasses approximately 213.84 square miles including 38.24 which are in neighboring Limestone County. The City has approximately 188,226 residents and serves a daytime population over 250,000. The population reflects international diversity as more than 10 percent are originally from other countries. Huntsville City Government is based on the Mayor/Council system. The City has five council members, each elected to a four year term. The City Manager is appointed by the Mayor and serves as the City's CEO. The Huntsville region continues to be one of the fastest growing areas of the South and provides a variety of cultural, natural and recreational activities.

In 1950 US Senator John Sparkman brought a group of German rocket scientists to Redstone Arsenal to develop rockets for the US Army. By the end of the decade the team of scientist had develop the rocket which carried the first satellite into orbit and eventually the first American into space and the Moon. The US Space and Rocket Center in Huntsville is a world class facility offering visitors the opportunity to witness and experience the latest in space technology at the state's largest tourist attraction. Huntsville is a center of technology and engineering based commerce and home to many domestic and foreign corporations involved in research and development, as well as manufacturing. This influence contributes to the international influences found within its communities.

2. Agency Profile

The Huntsville Police Department's history began in the early 1800's when the town was incorporated and the first Constable appointed. In 1859 the title of "Constable" was changed to "City Marshall" and the city's force began with a day policeman and a night policeman. The department is currently a full service law enforcement agency with a workforce of 628 employees. The agency is organized along traditional lines of command and authority with clear direction and control at each level. The agency's essential law enforcement functions are carried out by two Bureaus: Operations and Administration. Each Bureau is under the command of a Deputy Chief. The Operations Bureau includes Patrol, Investigations, Special Operations and the Strategic Counter-Drug Unit (STAC). The Administrative Bureau includes Communications, Records, Evidence, Internal Affairs, Training, Accreditation, Police Programs and Grant Management. The Chief of Police commands the agency and reports directly to the City Manager.

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Law Enforcement Services are provided to the community on a 24 hour a day, seven day-a-week basis. This is accomplished through the efforts of a well trained staff focusing on a range of functions and services utilizing modern police techniques from three Police Precincts located strategically throughout the City. Officers for the Huntsville Police Department are vested with full law enforcement authority and responsibility pursuant to state law and the Alabama Peace Officers’ Standards and Training Commission (APOSTC) certification.

Community Based initiatives embraced by the agency are comprehensive and include coordination with Community Watch Associations, Citizens Advisory Council, Citizen’s Police Academy, Domestic Violence Victims Services, and Partnership for a Drug-Free Community as examples of this commitment.

3. Demographics

The demographic composition of the service area and agency are represented in the following table:

	Service Population		Available Workforce		Current Sworn Officers		Current Female Sworn Officers		Prior Assessment Sworn Officers		Prior Assessment Female Sworn Officers	
	#	%	#	%	#	%	#	%	#	%	#	%
Caucasian	108603	59	690	72	340	84	29	7	352	86	21	5
African-American	56192	30	265	27	52	13	2	0	46	11	2	0
Hispanic	10446	6	10	1	5	1	0	0	4	1	0	0
Other	10084	5	0	0	6	1	1	0	6	1	1	0
Total	185325	100	965	100	403	100	32	8	408	100	24	6

The City of Huntsville is an Equal Opportunity Employer and both the City and the agency have policies and plans in place to comply with all anti-discrimination laws. A comparison of the agency demographics since the last onsite shows that the agency has made strides toward increasing the diversity of the agency. The agency showed an increase in the number of African-American officers and female officers overall in the last three years. According to the Mayor, Human Resources Director and the Chief the agency has an extensive recruitment plan in place to continue to work toward the department’s demographics being more representative of the area’s service population and available workforce. Members of the local African American community interviewed also noted that the agency

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had increased the representation of blacks and women within the agency and in the promotional process and that the Basic Academy that began on March 7, 2016 had the highest number of black and female cadets in recent years.

4. **Future issues**

Both Chief McMurray and Mayor Tommy Battle discussed some of the issues that they believed were “future concerns” that the Department would be facing in coming years. While issues such as technology and recruitment for the Police Department were discussed, one area that both talked about is a need in the area for “judicial equity” with courts dealing with persons that are charged with crimes related to alcoholism and drug abuse. Chief McMurray pointed out that in addition to the need for more support and treatment for persons to prevent them from having to be arrested, the courts need to make some provision for the amount of fees and penalties levied on such cases. In many cases involving alcohol and even many of the traffic related charges such as no insurance, expired inspections, etc. the issues at hand were more economic in nature. Persons who are not able to maintain insurance and registrations on vehicles will be the ones that are stopped and cited. This results in the persons having to then pay fines and penalties, adding to their economic issues.

5. **CEO biography**

Police Chief Mark McMurray began his law enforcement career in 1984 as a Public Safety Officer with TVA Nuclear Agency. He is a graduate of the 28th Session of the Huntsville Police Academy. As a Huntsville Police Officer, he also served as a K-9 handler, Field Training Officer and Gang Suppression Investigator. Chief McMurray was promoted throughout the sworn ranks of the department with experience in Criminal Investigations, Special Operations and the Uniform Division. As a Captain, he was appointed as the Chief of Police in September 2015.

Chief McMurray received his B.S. in Administration of Public Safety from Athens State University and his Master of Science in Administration of Justice and Public Safety from Auburn University in Montgomery.

He is the recipient of several Meritorious Service Awards, Certificates of Commendation and named Huntsville Police Department Supervisor of the Year. Along with having the USPCA Top Explosive National Detector Dog in 2003 and 2005, he also received many miscellaneous competition trophies in various K-9 competitor events involving patrol work and explosive detection. Mark was the recipient of the City of Huntsville Mayor’s Outstanding Performance Award.

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F. Public Information Activities:

Public notice and input are cornerstones of democracy and CALEA accreditation. This section reports on the community's opportunity to comment on their law enforcement agency and to bring matters to the attention of the Commission that otherwise may be overlooked.

a. Public Information Session

The Public Information Session was held on Tuesday, March 8 at City Council Chambers at 6:00 PM. There were no citizens in attendance other than the Chief of Police, Captain and Accreditation staff. However, the announcements of the onsite team and interviews with department personnel were conducted by two local television stations news teams.

b. Telephone Contacts

The telephone call in session was held on Tuesday, March 8 from 1:00 PM until 3:00 PM. During this time four phone calls were received by assessors. All of the calls recommended that the Huntsville Police Department be considered for reaccreditation.

c. Correspondence

On March 11, 2016 an email supporting Huntsville Police Department's reaccreditation was received by CALEA from Virgil Hubbard, President of the Law Enforcement Accreditation Coalition of Tennessee (LEACT). Also received were letters of support from Chief David Rausch of the Knoxville, TN Police Department, an email from Susie Hale of the Huntsville Citizens' Academy, and Rheajoela Caldwell of the Huntsville Community Watch.

d. Media Interest

Coverage of the Public Information Session was made by local television station WHNT 19. Public information on the dates of the onsite were published by *The Huntsville Times*.

e. Public Information Material

The agency distributed information on the onsite to media outlets and groups within the area of Mason County, AL. Persons that spoke to assessors during the onsite were familiar with the onsite being conducted from these notifications.

f. Community Outreach Contacts

During the onsite assessors spent time meeting and talking with the officers on duty, non-sworn administrative staff and investigation and support services personnel. Local community members and representatives of local organizations

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were also contacted and interviewed about the Police Department and its services.

Assessors met with members of the Huntsville Police Department's Citizen Advisory Board at the Huntsville Police Department West Precinct Office Conference Room. Members included David Little, John Olshefski, Willie Love, Vicki Guerrieri, Ruben Flores and Pamela Cobb.

David Little said that the Citizens' Advisory Board is a City Board authorized under City Ordinance. The board members are appointed by the Mayor, City Council members and the Police Department. Little said that the Board is an advisory body and a "sounding board" for the Police Department and works to help the department bridge communication gaps with the City Council, community groups and citizens as well as serving as an advisory panel. The Board has about 20 open meetings a year as well as members giving information on law enforcement issues at other meetings and groups. The board may be used by the Chief to give input on department issues but it does not review or make recommendations on complaints to the department, disciplinary actions, or other personnel matters.

Assessors also met with the Human Resources Director Byron Thomas and his assistant Director, Tonya Ragland-Woods; Rheajoela Caldwell of the Huntsville Community Watch Association; Assistant District Attorney Time Gann; Redstone Arsenal Provost Marshall Richard Miller, Officer Nathan Nickelson and Sarah Crock of the Huntsville CrimesStoppers Association; Mayor Tommy Battle; and Brian Davis of Wellstone Behavioral (local Mental Health agency). The assessors also met with a group of representatives from the Huntsville African American Community which included Alice F. Sams (NAACP), Rev. T.C. Johnson, Willie Love, Fred Whitlow (Huntsville Housing Authority), and Mr. and Mrs. Tommie Batts of the Partnership for a Drug Free Community.

G. Essential Services

Law Enforcement Role, Responsibilities, and Relationships and Organization, Management, and Administration. (Chapters 1-17)

The Huntsville Police Department is a professionally managed and organized Police agency which has a tradition of being a "community based agency" as well as being an agency that communicates with the citizens it serves. Officers within the agency are well trained and expressed satisfaction with the Department's overall organization and command structure. The agency has a solid written directive system and the agency's organizational structure is designed to allow the agency's outside Precincts to function as independently as possible without reducing central record keeping and organizational functions. The agency's use of the three well-appointed Precinct Offices

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allows the citizens of the City better access to police services and contact with Police Officers. This is important considering the large geographical area that the City of Huntsville covers as well as the adjoining federal Arsenal and Rocket Center.

The City of Huntsville has a comprehensive system of managing finances in place to support the funding and operations of the Police Department. Police Department personnel assigned to purchasing, payroll, etc. work with the City's Finance Staff and have access to computerized accounting programs to track expenditures. All balance sheets, itemized reports, transaction receipts and other financial statements are maintained so as to show current balances and are subject to audits and analysis.

The department's policies and procedures provide guidance to all personnel regarding the issuance, maintenance and replenishment of supplies and equipment. The agency has a central Supply Technician, Sgt. Barron, who maintains records of all property received, issued and reissued.

Due to the agency having Precinct Offices roll call and shift briefings are conducted at the Precinct level. However, the agency has an excellent system of communication between all levels of employees and the operations of the Precincts are consistent across the board. Formal exchanges of information such as meetings, emails, etc. were conducted but it was observed in the interaction of command staff with agency personnel that the majority of communication at the Department is conducted on a one-on-one basis or face to face as much as possible.

The City of Huntsville provides employees including Police Department personnel with access to an Employee Assistance Program with a local provider, Denard and Associates. The City also provides employees with a Health and Wellness Center that provides an on-site medical clinic with a full time Doctor, Physician's Assistant, nurses and other health providers at no cost to the employee.

Bias Based Profiling

The agency has written policy and active procedures which expressly prohibit any form of bias based policing. Officers receive training on bias-based policing and profiling during their field training and agency personnel receive training on at least a biennial basis. The agency also provides information, legal updates and training to personnel on an ongoing basis in order to maintain a high level of awareness of employees of the expected performance of personnel in this area. If a complaint of bias based profiling is taking then the agency will conduct a thorough investigation into the facts and circumstances surrounding the complaint. In interviews, officers specifically mentioned that the Department staff is extremely vigilant on how officers and employees interact with citizens.

The agency provides both initial and continuing training to officers and agency personnel regarding avoiding biased based actions in policing contacts. Academy cadets and sworn personnel receive training on agency policy, officer safety, traffic

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stop/contact courtesy, cultural diversity and training on the laws of search and seizure. The agency conducts training on safe and legal traffic stops and interpersonal communications on an annual basis.

Biased Based Profiling Complaints

Complaints from:	2013	2014	2015
Traffic contacts	6	3	2
Field contacts	2	1	0
Asset Forfeiture	0	0	0

During the onsite it was noted that the agency’s IA Pro Internal Affairs tracking software was not separating biased based profiling complaints by the area of enforcement (Traffic, Field Contacts, and Asset Seizure). The totals were determined by the agency’s case by case review and annual review of all complaints of bias based profiling being “hand counted”. This was discussed with the Chief and Accreditation Manager during the onsite and corrections to the software and additional training on the entry of data to the software was scheduled. The software was also unable to capture the number of warning tickets issued during the self-assessment period.

Traffic Warnings and Citations

2013			
Race/Sex	Warnings	Citations	Total
Caucasian/Male	NC	9960	9960
Caucasian/Female	NC	6356	6356
African-American/Male	NC	10545	10545
African-American/Female	NC	6418	6418
Hispanic/Male	NC	NC	NC
Hispanic/Female	NC	NC	NC
Asian/Male	NC	NC	NC
Asian/Female	NC	NC	NC
OTHER	NC	2479	2479
TOTAL	NC	35758	35758

2014			
Race/Sex	Warnings	Citations	Total
Caucasian/Male	NC	12588	12588

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Caucasian/Female	NC	7565	7565
African-American/Male	NC	12294	12294
African-American/Female	NC	7397	7397
Hispanic/Male	NC	NC	NC
Hispanic/Female	NC	NC	NC
Asian/Male	NC	NC	NC
Asian/Female	NC	NC	NC
OTHER	NC	3327	3327
TOTAL	NC	43171	43171

2015			
Race/Sex	Warnings	Citations	Total
Caucasian/Male	NC	10941	10941
Caucasian/Female	NC	6293	6293
African-American/Male	NC	11025	11025
African-American/Female	NC	6498	6498
Hispanic/Male	NC	NC	NC
Hispanic/Female	NC	NC	NC
Asian/Male	NC	NC	NC
Asian/Female	NC	NC	NC
OTHER	NC	2989	2989
TOTAL	NC	37746	37746

Being able to “capture” the data in the table above which is currently listed as “NC” (Not Captured) is one of the technological issues that Chief McMurray discussed with the onsite team during the review of the agency’s data. The information listed in the tables above were provided by the Huntsville Municipal Court System. The Municipal Court does not include citation information where the race and gender are not entered into their system. The state of Alabama does not recognize “Hispanic” or “Asian” as a race and no statistical data is reported for these categories in these tables.

It was noted that the agency issued more citations to persons identified as African American than “Caucasian” while the local population data shows African Americans to be about 30% of the total population. This was also a concern of two of the members of the representatives of the African American community that assessors met with during the onsite. It was noted by the persons in the community group that these concerns had been made to the Chief of Police and the staff and that they were grateful that the onsite team had met with them on their concerns.

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In reviewing this data with the Chief and his staff, Chief McMurray noted that much of the reason that he had noted of these citations had more to do with economic factors and “judicial equity” issues than bias-based issues. The Chief noted that persons with lower incomes were the persons normally encountered that had issues such as no insurance, vehicle deficiencies, no operator’s license, registration issues, etc. The Chief and the Mayor both noted these issues as part of the work the agency wishes to do with local courts and the community in order to reduce the factors which lead to the traffic stops.

Use of Force

The Huntsville Police Department holds its members to the highest standards of professional conduct in the application and use of force. Officers use only that force necessary to achieve legitimate law enforcement objectives. The agency documents use of force incidents completely and the officers reveal their competency in knowledge of the department policies through their actions and reporting of incidents. Each use of force is reviewed through the chain of command to review incidents of force to make recommendations to the Chief of Police.

<u>Type of Force</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Firearm	2	8	3
ECW	NA	NA	NA
Baton	4	1	3
Oleoresin Capsicum (OC)	72	28	27
Weaponless	131	57	44
Total Uses of Force	209	94	77
Total Use of Force Arrests	NC	NC	NC
Complaints	17	16	16
Total Agency Custodial Arrests	NC	NC	NC

The agency utilizes a standard weapon set for all sworn personnel. This includes firearms and other less lethal weapons as outlined in agency policy. The agency does not currently issue Tasers but currently have the purchase and issue of these under study. The agency has certified Firearms and weapons instructors on staff and the Training Function maintains detailed records of each officer’s training and re-

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qualifications with any issued firearm or less lethal weapon. The agency has a computerized video “Force Simulator” which is used for both basic training and for retraining of sworn personnel. One quartermaster/supply position maintains and issues the majority of equipment to officers which makes documentation, tracking of custody and inspection of weapons and equipment extremely simple. Sergeant Tommy Yohe, in addition to being the Accreditation Manager, is also the department’s Head Firearms Instructor and his system for documenting force training (initial, annually and biennial) was observed during the onsite.

During the self-assessment period the agency’s overall number of Use of Force reported steadily decreased from 2013 levels. Personnel attributed at least part of this decrease to the agency’s continued training in areas of communication skills in dealing with the public and efforts to educate the public on how officers may interact with them on calls and during traffic stops. Members of the community interviewed also noted that the department had presented information on officer’s responsibilities and duties during traffic stops and contacts at public meetings and events.

During the self-assessment period there were cases in which officers of the Department were required to use Deadly Force against a suspect. In these cases these actions were investigated by the agency’s Internal Affairs function and the State Bureau of Investigation and reviewed by the District Attorney’s office. Despite this it was noted that during the onsite no mention of these Use of Force incidents were made to the assessors by citizen contacts.

Personnel Structure and Personnel Process (Chapters 21-35)

Grievances

2013	2014	2015
2	1	0

The agency recognizes that members of a professional organization must have a method by which they can present issues and grievances and have them properly addressed. Policies and procedures are in place both at the department and City level to address grievable matters as well as appeals and reviews of terminations. The department does not have a collective bargaining contract so grievances are handled directly between the filing employee and the agency’s staff. The low number of grievances for the department indicates an overall agreement with agency policy, procedure and discipline. Both agency management and the Human Resource Director had no issues with the Grievance process.

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Discipline

The agency recognizes and practices a variety of measures for effective disciplinary practices including training, enhanced supervision, counseling and corrective actions. Agency standards on conduct and personal appearance are clear and enforced in the daily work environment. The agency has a clearly defined system of addressing discipline and the appeal of termination actions within the guidelines of the City's Human Resources Policy that includes appeals to the City Mayor.

Personnel Actions

<u>Type</u>	<u>2013</u>	<u>2014</u>	<u>2015</u>
Suspension	14	29	20
Demotion	1	0	2
Resign in Lieu of Termination	2	1	4
Termination	1	1	1
Other	153	199	140
Total	171	230	167
Commendations	155	98	75

While the agency has been required to take disciplinary action such as suspensions, demotions and terminations over the last three years the number is still low considering the total number of employees within the agency (628). The City of Huntsville Human Resources Department and the Police Department have well defined policies regarding the handling of disciplinary issues. The agency as an Internal Affairs Section which handles the investigation of complaints and other incidents and recommendations and actions are reviewed through the agency's chain of command. There were no comments from employees or others interviewed during the onsite that indicated any issues with the Department's disciplinary system.

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Recruitment and Selection

Sworn Officer Selection Activity in the Past Three Years

2013

<u>Race/Gender</u>	<u>Applications Received</u>	<u>Applicants Hired</u>	<u>Percent Hired</u>	<u>Percent of Workforce Population*</u>
Caucasian/Male	604	21	3%	79.35%
Caucasian/Female	72	6	8%	4.71%
African-American/Male	238	2	1%	12.32%
African-American/Female	80	0	0%	0.72%
Hispanic/Male	21	1	5%	1.09%
Hispanic/Female	1	0	0%	0
Other	58	0	0%	1.81%
Total	1074	30	3%	100%

2014

<u>Race/Gender</u>	<u>Applications Received</u>	<u>Applicants Hired</u>	<u>Percent Hired</u>	<u>Percent of Workforce Population*</u>
Caucasian/Male	436	14	3%	76.37%
Caucasian/Female	55	4	7%	6.16%
African-American/Male	167	6	4%	13.36%
African-American/Female	44	1	2%	0.68%
Hispanic/Male	21	0	0%	1.37%
Hispanic/Female	1	0	0%	0%
Other	64	0	0%	2.05%
Total	788	25	3%	100%

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2015

<u>Race/Gender</u>	<u>Applications Received</u>	<u>Applicants Hired</u>	<u>Percent Hired</u>	<u>Percent of Workforce Population*</u>
Caucasian/Male	558	18	3%	75.59%
Caucasian/Female	76	2	3%	7.69%
African-American/Male	199	12	6%	12.71%
African-American/Female	52	2	4%	0.67%
Hispanic/Male	15	1	7%	1.34%
Hispanic/Female	4	0	0%	0%
Other	78	1	1%	2%
Total	982	36	4%	100%

The Human Resources Managers both said during interviews that the agency is very involved in the Recruitment Process and that they were very satisfied with the level of effort the Department has made in order to recruit more minority and female officers to the agency. During the onsite the assessment team had the opportunity to observe one of the agency Captains bring a female applicant to meet the Chief of Police. The applicant had previously tested and was about to re-test for the recruitment process. Both the Captain and the Chief provided her with information to assist her with the testing process and asked her questions about her career expectations if she was accepted into the hiring process. The agency's most recent Basic Academy Class started during the onsite visit and that class had the highest representation of minority and female cadets of any class in recent years.

Training

The training function of the Huntsville Police Department is extremely well organized, well-staffed, and extremely professional. The Department has its own Basic Academy, which had started the first day of the most recent class at the start of the onsite. The Department has a separate Training Facility where Basic Training is taught, as well as facilities to conduct firearms training, driving, firearms and less lethal weapon simulation training as well as well-equipped classrooms and a reference library. The Chief expressed his intent to enter into the CALEA Accreditation process for the Training Academy in the near future. The training staff uses tracking software to maintain training

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records, test scores, qualification scores and other required records from basic training and in-service training.

The Department's Cadet Training as well as the Field Training Program are both designed to continue the new officer's transition from classroom training to on-the-job training as smoothly as possible. The Basic Academy runs for an 18 week period and leads into the Field training Program which is 14 weeks in length and consists of four phases. The agency also hires lateral transfers that are already certified under the Alabama Peace Officer Standards and Training Commission (APOSTC) and requires a modified Field Training Program for these hires.

Promotions

The policy and procedure for promotions is outlined in both the agency's policy and within the guidelines of the City for Sergeants, Lieutenant and Captains. The agency has a one-year probationary period for all newly promoted personnel and ensures that persons promoted to a supervisory position have either pre or post promotion training provided for that position.

Sworn Officer Promotions			
	2013	2014	2015
GENDER / RACE TESTED			
Caucasian/Male	40	29	9
Caucasian/Female	1	4	1
African-American/Male	15	14	3
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
American Indian/Alaska Native/Male	2	2	0
American Indian/Alaska Native/Female	0	0	0
Two or more Races/Male	1	1	0
Two or more Races/Female	0	0	0
GENDER/ RACE ELIGIBLE AFTER TESTING			
Caucasian/Male	19	18	4
Caucasian/Female	1	2	1
African-American/Male	4	3	0
African-American/Female	0	0	0
Hispanic/Male	0	0	0
Hispanic/Female	0	0	0
American Indian/Alaska Native/Male	0	0	0

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American Indian/Alaska Native/Female	0	0	0
Two or more Races/Male	1	1	0
Two or more Races/Female	0	0	0
GENDER/ RACE PROMOTED			
Caucasian/Male	4	9	9
Caucasian/Female	0	0	1
African-American/Male	3	2	3
African-American/Female	0	0	0
Hispanic/Male	1	0	0
Hispanic/Female	0	0	0
American Indian/Alaska Native/Male	0	0	1
American Indian/Alaska Native/Female	0	0	0
Two or more Races/Male	0	0	1
Two or more Races/Female	0	0	0

Over the last three years the Department has promoted several minority and female offices to supervisory and command positions. This was noted by the Human Resources Manager and several of the persons in the community that were interviewed, all of who said that the agency had been very clear about its goals to increase diversity and representation within the department.

Law Enforcement Operations and Operations Support (Chapters 41-61)

The Huntsville Police Department provides continuous patrol coverage utilizing eight hour shifts working out of three geographical precincts with each shift working five days on and two days off. One precinct is currently in the test phase of working four ten hour shifts with three days off. If the test is proven advantageous for the department and with the approval of the Chief of Police, the ten hour four day shifts would take effect for patrol shifts in all precincts. The patrol function is the responsibility of Deputy Chief Kirk Giles, the operations bureau Commander with a Captain responsible for each precinct. Patrol operations are divided into three precincts, North, South and West. Shifts and days off are chosen on the basis of seniority. The patrol function does not utilize shift or days off rotations.

Each patrol shift is split in two halves with one half of the shift reporting and briefing one-half hour prior to the second half. This staggering allows for better coverage of the city during shift change. Each shift conducts a traditional briefing where the shift supervisor utilizes a fill in form which also includes a check box and blank for noting the name of any detectives present at the briefing.

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The department deploys both its patrol function and its traffic function in response to dynamic statistical information concerning crime and vehicle crashes in efforts to lower crime and collision incidents.

The department has an outstanding relationship with the local Wellstone Behavioral Health program. An officer encountering citizens with mental health issues have quick access to a Community Mental Health Officer (employees of Wellstone Behavioral Health) and routinely work in conjunction with these Mental Health Officers to provide appropriate and professional help to the community. During the interview with Brian Davis, Coordinator for Wellstone Behavioral Health, Davis noted that during his entire tenure with his agency he had never received a single complaint or negative comment regarding any HPD officer that dealt with a mental patient from any patient or any of his employees.

The Huntsville Police Department has several types of specialized vehicles including a mobile blood alcohol testing unit primarily utilized by the department's multi-award winning DUI task force. All vehicles meet the requirements for specialized vehicles.

The only agency animals the HPD utilizes is canines. The department has numerous dogs in service, each with specialized qualifications that cover virtually every canine task. It is interesting to note that, by policy, building searches by officers are prohibited when a canine is available to conduct the search.

The Huntsville Police Department makes body armor available to all sworn officers. The officers that elect to not receive body armor from the department are required to sign a waiver to that effect.

Criminal investigators are available at all precincts during normal business hours and on an on-call basis otherwise. The department maintains a separate on-call schedule for domestic violence investigators. Criminal investigators routinely attend patrol shift briefings for the exchange of information.

The agency policy statement commits the department to respecting the rights of crime victims and witnesses, including those who have been threatened or intimidated or who fear threats, intimidation or further victimization. The major crimes unit sergeant serves as the victim/witness coordinator for the department. The agency further supports victims/witnesses through referral to various community agencies for follow up assistance.

The juvenile function of the department is conducted in strict accordance with Alabama state law concerning juvenile offenders. The department has an extensive and active School Resource Officer (SRO) program responsible for providing police services to the Huntsville city school system. The SRO program utilizes a digital activity report designed to track SRO activities such as arrests, student conferences, mediation, school security checks and assisting school administrators. Recently, less than three percent of all documented SRO contacts resulted in an arrest. The juvenile function of

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the department also participates in community programs such as Special Olympics, Partnership for a Drug Free Community and Community Awareness for Youth (CAFY). CAFY was started by Dr. Harry Hobbs, who at the time was the department's communications relations officer. Dr. Hobbs has since left for other employment but the department continues to foster and nurture the program.

The foundation for the department's community relations efforts are the community relations officers (CRO) who act as direct problem solvers for neighborhood concerns and disputes. Additionally, the department sponsors a widespread Community Watch program which utilizes a dedicated website to assist programs, ongoing crime prevention initiatives, a senior citizens police academy, and a citizen's police academy. A city ordinance in 2010 established the Huntsville Police Citizen's Advisory Council which is comprised of nine members appointed by the Mayor, the Chief of Police and by each member of the city council. The advisory council acts as a conduit, providing the Chief of Police with grass roots perspectives on community concerns including diversity and human relations. Assessors interviewed six of the nine members of the advisory council and the sense of community and respect for the police department were substantial. It is clear the department goes "the extra mile" in its community relations efforts and this was verified in virtually every contact assessors had with citizens of the community.

Crime Statistics and Calls for Service

The Huntsville Police Department is a full-service law enforcement agency prepared to provide all aspects of law enforcement services which has embraced the concepts and philosophies of community policing. The employees of the agency are well trained and very competent to provide professional service to the community. The majority of the service demands are general calls for service and traffic enforcement. In 2013 the agency had 201,488 calls for service, in 2014 there were 207,729 calls for service. In 2015 the agency had 205,678 calls for service.

Uniform Crime Report Statistics

	<u>2013</u>	<u>2014</u>	<u>2015</u>
Murder	24	15	19
Forcible Rape	87	104	129
Robbery	391	390	362
Aggravated Assault	1005	958	1105

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Burglary	1884	1912	1754
Larceny	6629	6521	6309
Motor Vehicle Theft	703	728	774
Arson	0	28	16

Huntsville experienced a decrease in violent crimes from 2013 to 2014 but had an increase again in 2015. At the same time, rates of Burglaries and larcenies decreased with the exception of motor vehicle thefts. These changes were in line with the overall crime trends in the US according to the FBI’s “Preliminary Crime Stats for 2015”.

Vehicle Pursuits

Pursuits	2013	2014	2015
Total Pursuits	95	101	91
Terminated by Agency	29	25	24
Policy Compliant	88	94	73*
Policy Non-Compliant	7	5	18*
Accidents	14	14	14
Injuries: Officer	0	5	1
Injuries: Suspects	2	14	2
Injuries: Third Party	0	0	0
Traffic Offense	57	57	51
Felony	NC	NC	NC
Misdemeanor	NC	NC	NC

*Due to an issue with the agency’s reporting software and incorrect data entry the original report showed 2015 having 60 pursuits compliant and 31 non-compliant. Assessors reviewed the pursuit information during the onsite and corrections are being made to the reporting program.

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The department has a comprehensive vehicle pursuit policy with chain of command and Internal Affairs review of each pursuit. Both supervisors and officers are not hesitant to cancel pursuits when conditions dictate. On average over the three year assessment period supervisors or officers themselves canceled almost 28% of all pursuits. Assessors were on a tour of the city with the Chief of Police when a vehicle pursuit began. The pursuing officer calmly called the pursuit on the radio, continuously giving conditions of the pursuit and when the pursued vehicle sped up beyond what the officer considered safe conditions he immediately cancelled his own pursuit. The agency uses IA-Pro software to track agency pursuits. The agency allows roadblocks only as a last resort in extreme circumstances.

Critical Incidents, Special Operations and Homeland Security

Deputy Chief Kirk Giles, the Operations Bureau Commander is charged with the responsibility of planning the department’s response to unusual occurrences and emergency operations. The department’s All Hazard Plan is incorporated into the Madison County Emergency Operations Plan. The department utilizes the National Incident Command System (NIMS) in conjunction with the Incident Command System (ICS) in emergency operations and unusual occurrences. Though there were no incidents that required the activation of the Emergency Operations Center (EOC) in Madison County during this assessment period, the Huntsville Police Department utilized ICS on several occasions for major incidents during this assessment period.

During this assessment period, the department engaged in ongoing training for all affected personnel in addition to three annual training exercises. Two of the annual training exercises were full scale active shooter scenarios and the third was a full scale exercise conducted at the Huntsville International Airport. All training was thorough and realistic with candid suggestions contained in after action reports.

The department maintains homeland security liaison by participation of two officers in the local Joint Terrorism Task Force (JTTF).

Internal Affairs and Complaints against Employees

	<u>2013</u>	<u>2014</u>	<u>2015</u>
External			
Citizen Complaint	93	98	88
Sustained	11	20	18

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Not Sustained	11	12	24
Unfounded	62	60	44
Exonerated	9	6	2
Internal			
Directed Complaint	25	16	23
Sustained	25	16	23
Not Sustained	6	8	15
Unfounded	1	0	1
Exonerated	5	0	0

The Huntsville Police Department provides a number of avenues for citizens to file complaints against employees including electronically via the agency’s website. Complainants are encouraged to file complaints as soon as possible.

Minor complaints are assigned to the employee’s supervisor for investigation. Complaints of excessive force or misconduct which has the potential of adversely reflecting on the department are investigated by investigators in the Internal Affairs Division.

Sergeant Burnie Stedham is the supervisor of the Internal Affairs Unit and reports directly to the Chief of Police. The Internal Affairs division prepares quarterly and annual reports to the Chief of Police summarizing the nature and disposition of all complaints received by the agency.

Detainee and Court Related Activities; Auxiliary and Technical Services (Chapters 70-84)

Agency policy requires each prisoner to be searched prior to transport and requires each vehicle’s prisoner transport compartment to be searched prior to and after each transport. Clear and concise procedures are outlined for transporting prisoners, including transporting prisoners in vehicles without safety barriers. The agency reported no escapes during this assessment cycle.

The Huntsville Police Department does not operate a jail or have specific designated rooms for temporary detention. Rooms that are used for processing or testing are designated for juveniles only. All adult prisoners taken into custody are transported to the Madison County jail or the Limestone County jail for detention.

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The communications function of the Huntsville Police Department is housed in the Madison County combined 911 center. The center is a modern facility housing a number of local agency's communications functions. Huntsville Police Department dispatchers utilizing the facility are all Huntsville PD employees. Huntsville PD dispatchers, operating under a current FCC 800 MHz license, receive and dispatch calls for service involving the Huntsville Police Department. The facility is well secured with controlled access. Radio towers and back-up power is well secured and protected. Back-up power is regularly tested in excess of CALEA standards. Huntsville police dispatchers are not authorized to provide first-aid instruction over the phone. Assessors spoke with Ms. Michelle Ware, day shift supervisor, who explained that she had been tabbed as the communications accreditation manager for Huntsville Police Department's planned CALEA communications accreditation.

The department's records division utilizes I-LEADS and E-Crash to record and maintain agency reports. The records division is a controlled access area with a public window where citizens may request copies of reports. Juvenile arrest records are kept completely separate from adult arrest records. The I-LEADS system places an automatic identifier within the report if it contains juvenile information. Employees accepting request for copies of reports at the public window verify through the I-LEADS system whether the requested report involves a juvenile complainant, victim or witness. Additionally, on a 24 hour basis, the records division has a manned radio console to accept requests from field units for verification of restraining orders, other court orders, wanted information and similar information.

Property and Evidence

Melanie Hutchinson, the current property custodian is responsible for the receipt, storage, security and disposal of all property and evidence for the Huntsville Police Department. The property room is a secure facility located inside the Huntsville Police Department's headquarters building with highly controlled access.

Temporary secure storage lockers are available for employees to secure evidence during non-operational hours of the property room. High value/risk items are stored separately in secure areas of the property room.

Agency policy requires all property and evidence to be logged and placed under the control of the property room prior to the end of the employee's shift unless exigent circumstances are authorized by a supervisor.

The property room did not have a change in custodian during the reporting cycle, however, all other audits and inspections were conducted in compliance with standard 84.1.6.

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H. Standards Issues Discussion:

This section provides specific information on standards found to be in compliance after on-site “adjustments” were made. Adjustments may include modifying agency policies and directives, creating documentation, and an alteration of the physical plant.

There were no Standards Issues encountered during this onsite that required changes to agency directives or alterations of procedures or facilities.

I. 20 Percent Standards

The Huntsville Police Department had seven optional standards which it opted to classify as “20 Percent Standards”. The agency was in compliance with 90% of the applicable other-than-mandatory standards.

J. Future Performance/Review Issues

There were no issues identified during the onsite or file review that could be classified as “Future Performance/Review Issues”.

K. Table: Standards Summary:

Mandatory In Compliance	<u>311</u>
Other Than Mandatory	<u>64</u>
Standards Issues	<u>0</u>
Mandatory Waiver	<u>0</u>
Not Applicable	<u>102</u>
Elected 20%	<u>7</u>
Total Files	<u>484</u>

L. Summary:

The Huntsville Police Department is a professional and well organized agency. The agency’s personnel are aware of the agency’s goals and objectives and are also aware of the agency’s goals with respect to establishing good relationships with all citizens of the City. The agency from top to bottom expressed at all times the commitment of officers and employees to be as professional and approachable as possible when dealing with citizens regardless of the circumstances. Although the agency is large and

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services an extremely large geographic area with over 180,000 residents the agency has maintained the approach and atmosphere normally seen in smaller agencies. Residents know officers by name and the commanders of the precincts are well known to the citizens the onsite team spoke with. The communications between the Chief of Police and other City and County agencies is very good with the Police Department facility being part of a large complex that includes the Sheriff-run Detention Center.

The agency is well equipped and has an excellent system for accountability for personnel and equipment. One of the future issues that the Chief discussed with the onsite team was the agency's push to "catch up" in the areas of technology within the department so that data and information is more readily available and so the agency can move away from "paper" in the future. The agency is actively working to improve the existing automated programs that they are using in order to better collect and review data.

The agency's commitment to training and their allocation of resources to their Training Facilities and their Basic Academy is extensive and well-staffed and members of the Training Staff also participate in programs dealing with citizens which demonstrate how officers are trained on the equipment they use. The agency's files were well organized for an agency utilizing PowerDMS for the first time and proofs and information were readily available to assessors both prior to and after the onsite. There were no issues which required the agency to make any changes to department policy or practice.

The Huntsville Police Department was cited by staff members of Redstone Arsenal and the NASA Rocket Center as very active partners in providing security and long range planning for those facilities. The agency has support from the Citizen Advisory Board and members of the board inquired during the onsite as to how Huntsville could submit a bid to host a CALEA conference in the future.

Perry L. Twisdale

Captain Perry L. Twisdale

Team Leader