



Law Enforcement Consolidation Update

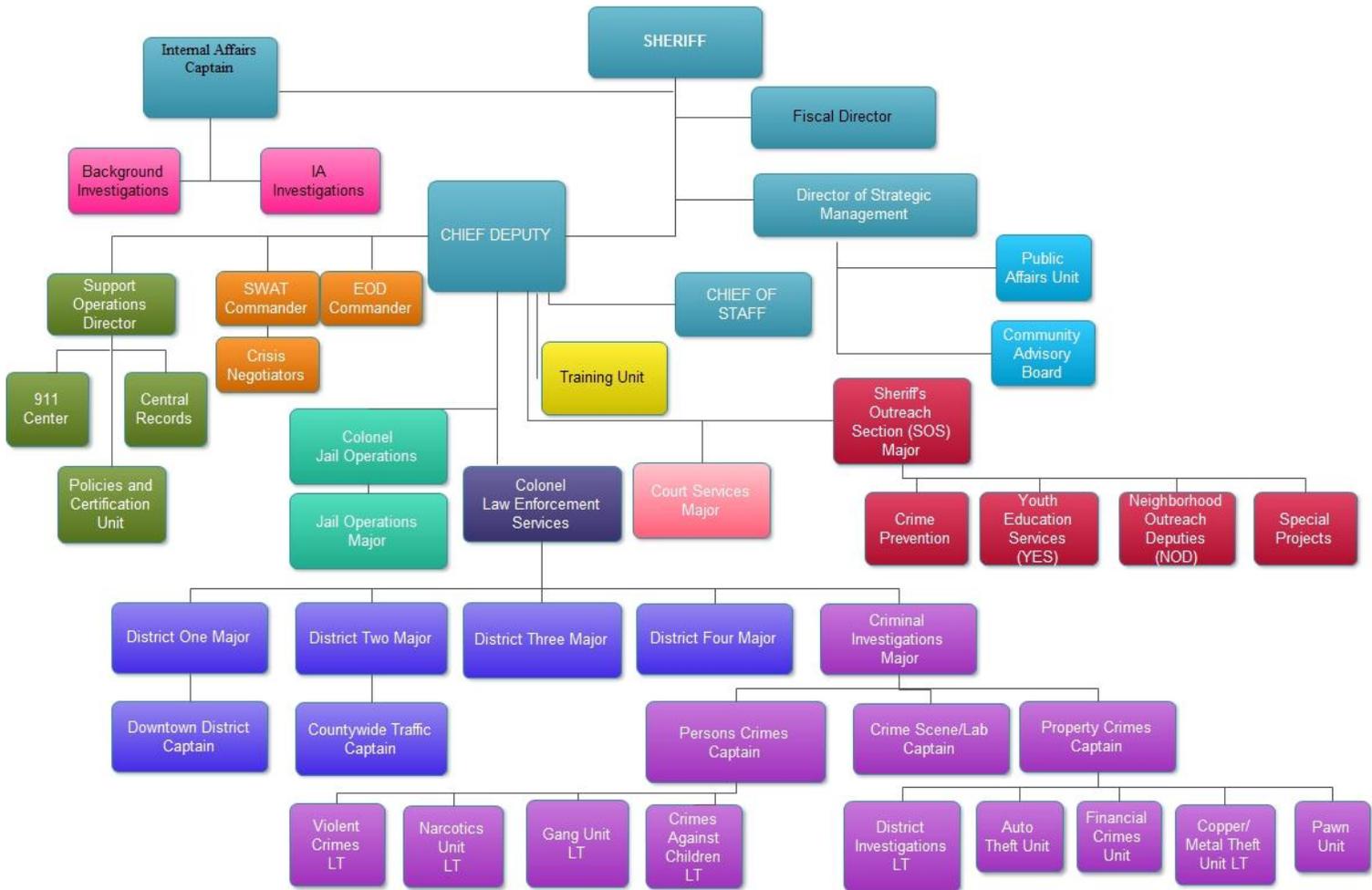
April 17, 2013

*Office of the Sheriff
Bibb County, Georgia*

Sheriff David J. Davis

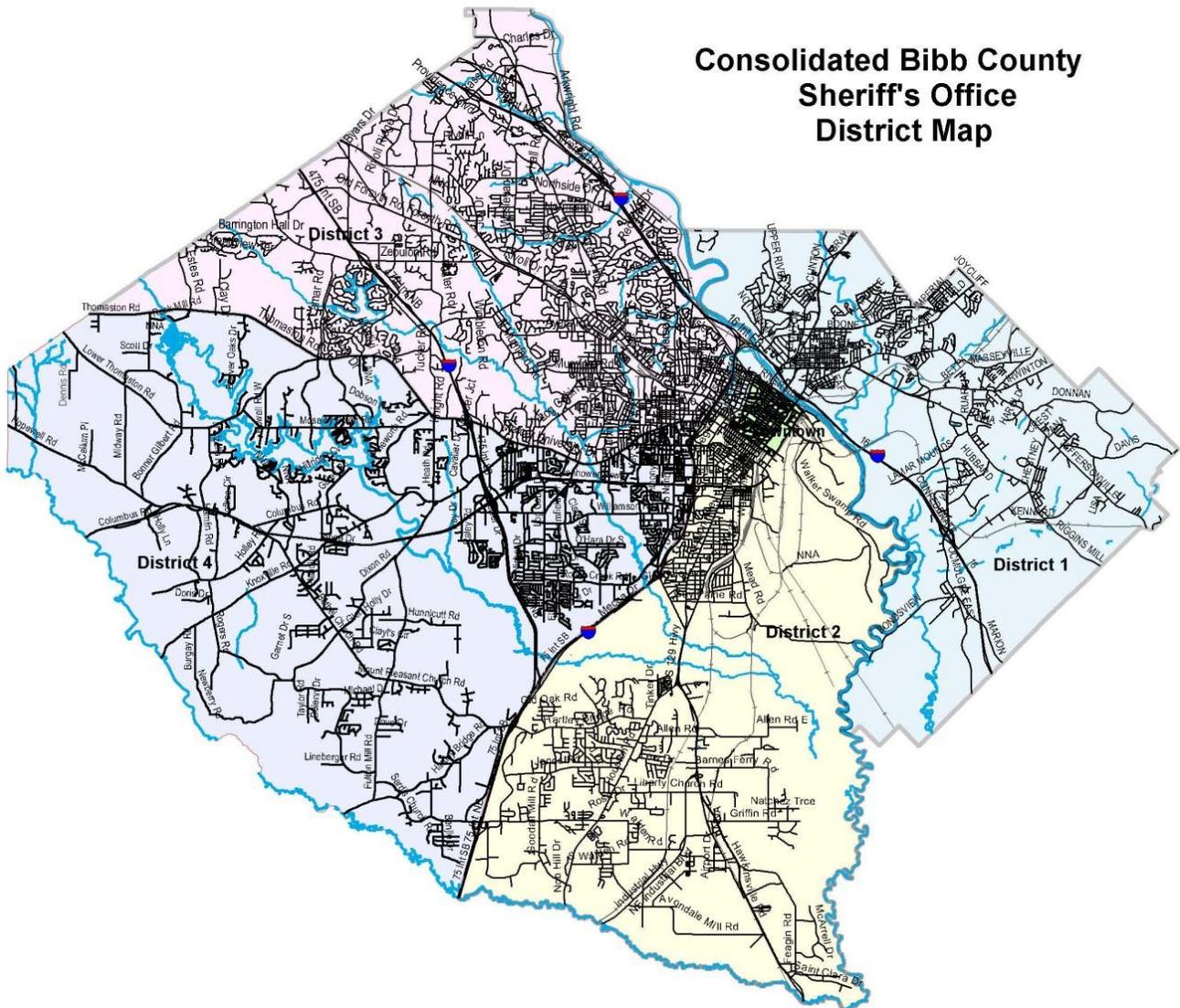
ORGANIZATIONAL STRUCTURE

- We have constructed a very basic organizational chart for the Consolidated Bibb Sheriff's Office. We realize it does not include staffing allocations for the divisions/units nor does it include administrative support. Those will be finalized as we continue the merger process.



NEW DISTRICTS

- Both BSO and MPD command staffs were involved in creating the division lines for patrol services. These lines were based on call volume and geography and the decision was made to call these areas, "DISTRICTS." There will be FIVE DISTRICTS: District 1, District 2, District 3, District 4 and the Downtown District. Districts 1-4 will be overseen by a Major. The Downtown District will be run by a Captain who will report to the District 1 Major. The Countywide Traffic Unit will report to the District 2 Major. Maps of each District and an overview of the entire county were prepared by MPD and distributed to all BSO and MPD employees. This is the Patrol District map for the county:



SHIFTS

- Both BSO and MPD command staffs agreed patrol shifts would initially follow an 8-hour permanent schedule. This schedule is to provide the maximum amount of coverage to the citizens of Bibb County immediately post-consolidation.

MANPOWER ALLOCATION

- ALL mandated deputies and officers were given the opportunity to fill out preference sheets for not only patrol DISTRICT but for patrol SHIFT. Those are currently being reviewed.

UNIFORMS

- A new uniform was proposed and displayed for comment by all BSO and MPD personnel. The uniform will consist of a gray shirt, black pants with a gray stripe. The uniform specs are being compiled at will be handled by Bibb County Purchasing. The new uniform can be purchased from the existing July 2013 clothing allowance of all BSO and MPD sworn personnel and stored until January 2014. The first hat proposition was rejected evenly by both agencies. They are currently reviewing other options.

VEHICLE MARKINGS

- The new vehicle markings will be clean and simple, gold and black with a simple “Serving Macon-Bibb” graphic added to the Bibb Sheriff’s Office markings. MPD has begun striping their newly purchased vehicles with the same formatting to make it easier to re-stripe in 2014:



PATCH

- BSO and MPD personnel were given input on the new patch. Overwhelmingly, the one originally proposed as a tactical patch was selected as the main patch. It incorporated the traditional Sheriff's star with the traditional shape of the MPD patch:



SHERIFF'S DIRECTIVES

- Specialized divisions and units of BSO and MPD were asked to submit proposals for consolidation. In some cases joint meetings are held, and command staffs are consulted. In the end, the Sheriff selects the best policies and procedures and issues a directive as such. The following directives have been issued:
 - Consolidated Central Records – Central Records will remain at the location currently used by BSO, the Bass Building on 2nd Street. The Division will be run by current Director of Management Services Erica Jackson. Ms. Jackson is involved in the process to merge both divisions and the expansion of the Bass Building.
 - Consolidated Crime Scene Unit/Crime Lab - this unit will be overseen by BSO Captain Hagerman and will incorporate the use of BOTH crime labs
 - Consolidated Training Division – this division will be run by a yet named Director and a yet named Assistant Director who will be based at the MPD Training Academy on Jackson Street. The BSO Training Range and MPD's range at Tinker Drive will be satellite locations staffed as needed. The merging process will follow the outline as prepared by MPD's current training staff.
 - Consolidated SWAT Team - the current MPD SWAT standards were adopted. ALL members from both teams will undergo re-qualifications testing in December so as to put a team in place prior to January 2014. A Commander will then be selected by the Sheriff. Post-consolidation, the SWAT team will answer directly to the Chief Deputy.

- Consolidated Public Affairs Unit - The Public Affairs Unit will consist of two full-time sworn deputies who will serve as Public Information Officer. BSO Lt. Sean Defoe will serve as the lead PIO. The second PIO will be selected from the current roster of sworn MPD personnel. Other support staff will be used for special outreach projects.
- Consolidated E911/Radio Room – the E911 merging will be led by current Macon-Bibb E911 Director, MPD Lt. Andra Grinstead. Lt. Grinstead will run the division post-consolidation and BSO Sgt. Carol Love will be the Assistant Director.
- Consolidated Criminal Investigations Division – the merged CID will be overseen by a Major. There will be three units, each run by a Captain: Persons Crimes, Property Crimes, Crime Scene/Lab. Persons Crimes will have sub-units run by Lieutenants: Violent Crimes, Narcotics/Vice, Crimes Against Children, Gang Unit. The Property Unit will have two sub-units run by Lieutenants: District Investigations and Copper/Theft Unit. Three sub-units will be run by Sergeants/Jr. Lieutenants: Financial Crimes, Pawn Shop, Auto Theft.
- Consolidated Crime Prevention/Youth Intervention – the consolidated division will be called Sheriff’s Outreach Section (SOS) and be run by a Major. This division will have the following units: Youth Education Services (YES), Neighborhood Outreach Deputies (NOD), Crime Prevention, Special Projects.

INTERNAL AFFAIRS UNIT

- We are currently in the process of finalizing the plan for the consolidated Office of Professional Standards. This Office will consist of two divisions – Background Investigations for all potential BSO employees and Internal Affairs for all facets of BSO. We are currently screening personnel from both BSO and MPD who make good candidates. We are anticipating the office to consist of 7-8 investigators.

BADGE NUMBERS

- ALL BSO deputies and MPD badge numbers will remain the same post-consolidation. We are fortunate there were no duplication of numbers and MPD has agreed to not issue badge numbers that have already been assigned to BSO deputies. Thanks to a little luck and a lot of cooperation, no one will have to change badge numbers. Post-consolidation, new hires will be issued numbers in accordance with the current Bibb Sheriff numbering system.

DEPUTIZING OF MPD OFFICERS

- In efforts to help move the transition process along, several MPD officer have already been deputized. The officers will have authority in the county for their special jobs. This is similar to deputizing an arson investigator from the fire department. This early deputizing does not change the current chain of

command structure. Mass deputizing will take place later in the year of all sworn officers to prepare for the merger.

FACILITIES

- We are currently exploring all facility options and implementing plans to expand what is already BSO office space. We are currently exploring options for a facility that will house ALL investigators from CID.