The Alabama Law Enforcement Agency (ALEA) was initiated on March 19, 2013 with the signing of Act 2013-67 by Alabama Governor Robert Bentley.

The Governor’s vision for the Consolidation of Alabama Law Enforcement:

- Citizens will continue to receive quality services
- Open Dialog between Legacy Agencies and the Public
- Services are Efficient, Effective, and Fiscally Responsible
## State-Level Law Enforcement Units with Public Safety as the Primary Responsibility

<table>
<thead>
<tr>
<th>Unit</th>
<th>Description</th>
</tr>
</thead>
<tbody>
<tr>
<td>Ag &amp; Industries Investigation Unit</td>
<td></td>
</tr>
<tr>
<td>Criminal Justice Info Center Field Operations</td>
<td></td>
</tr>
<tr>
<td>Revenue Motor Vehicle Enforcement</td>
<td></td>
</tr>
<tr>
<td>Public Safety Bureau of Investigation</td>
<td></td>
</tr>
<tr>
<td>Alcoholic Beverage Control Investigation Unit</td>
<td></td>
</tr>
<tr>
<td>Forestry Commission Law Enforcement Unit</td>
<td></td>
</tr>
<tr>
<td>Prosecution Services Computer Forensics Unit</td>
<td></td>
</tr>
<tr>
<td>Public Safety Capitol Police</td>
<td></td>
</tr>
<tr>
<td>Homeland Security Investigations/Enforcement</td>
<td></td>
</tr>
<tr>
<td>Conservation Marine Police</td>
<td></td>
</tr>
<tr>
<td>Public Safety Highway Patrol</td>
<td></td>
</tr>
<tr>
<td>Public Service Commission Enforcement Unit</td>
<td></td>
</tr>
</tbody>
</table>

**Alabama Law Enforcement Agency (ALEA)**
Consolidation of Alabama Law Enforcement by the Numbers:

12 Agencies / Units
1475 Employees
854 Sworn Officers
24 Information Systems
7 Geographic Divisions
64 Physical Locations
Why Consolidation?

• Governor Office
  • Law Enforcement Task Force

• State Legislature
  • AUM Study Commissioned

• Conclusion of Studies:
  • Streamline Supervision
  • Personnel Relocation
  • Cross Train Employees
Consolidation Impact
Highway Patrol Division

- Department of Public Safety (DPS): Trooper Shortage
- Consolidation added Additional Troopers on Roadways
- Troopers from other DPS Divisions and Legacy Agencies
Consolidation Effectiveness
Highway Patrol Division

Consolidation lead to more Uniformed Troopers on Roadways from 289 to 431
Consolidation Effectiveness
Marine Patrol Division
Previously: Department of Conservation
Now: Department of Public Safety

Cross-Training in
Accident Investigation

Marine Patrol can now assist on State Roadways and Waterways
Consolidation Impact

State Bureau of Investigation

- Supervisory Position Reduced by 64%
- Agricultural and Rural Crime Unit (ARCU)
- Statewide Narcotics Division
Consolidation Effectiveness

Alabama Driver License System
Previously: Department of Public Safety
Now: ALEA Information Bureau

• Self-Serve Kiosks
• Online Scheduling
• Online Driver License Renewals
• Digital Licensing on Smart Phones

• Equipment Upgrades Statewide
• Commercial Driver License
• Express Lane

Don’t Wait-Go Online
Consolidation Impact
Alabama Fusion Center

Collects and Disseminates Information to State and Local Law Enforcement Officers in Real Time

- Traditional Intelligence Analysts
- ALEA Special Agents
- All Cyber-Related Operations are centralized
Consolidation Effectiveness

Information Technology

- eCrime: Case Management System
- Centralized Online Activity Reports
- Domain and Website: ALEA.gov
- Purchasing in Larger Quantities
- Field Offices were Consolidated
- Inventory Systems unified
President Obama and many other national and state dignitaries were present for the events.

Only 3 arrests were made during the entire month’s events.

ALEA responded with over 400 law enforcement personnel who served over 80,000 citizens in attendance.
### ALEA Savings since January 1, 2015:

<table>
<thead>
<tr>
<th>Description</th>
<th>Amount</th>
</tr>
</thead>
<tbody>
<tr>
<td>Attrition savings</td>
<td>$2,228,420</td>
</tr>
<tr>
<td>Cross Train / Standardized Marine Police and Highway Patrol</td>
<td>$115,600</td>
</tr>
<tr>
<td>Consolidating Office Space</td>
<td>$113,500</td>
</tr>
<tr>
<td>Centralization of Training</td>
<td>$90,000</td>
</tr>
<tr>
<td>Inventory Controls</td>
<td>$12,500</td>
</tr>
<tr>
<td>Utilizing Driver License Kiosks Reducing Required Personnel</td>
<td>$370,000</td>
</tr>
<tr>
<td>ISD Cost Savings</td>
<td>$1,336,000</td>
</tr>
<tr>
<td>Reduced Marine Police Administrative Costs</td>
<td>$1,200,000</td>
</tr>
<tr>
<td>Utilizing Retired State Employees (23 employees)</td>
<td>$483,415</td>
</tr>
<tr>
<td><strong>Subtotal of ALEA Savings</strong></td>
<td><strong>$5,949,435</strong></td>
</tr>
<tr>
<td>ALEA Personnel:</td>
<td></td>
</tr>
<tr>
<td>----------------------------------------------------</td>
<td>-------</td>
</tr>
<tr>
<td>Legacy Agency Executive Staff</td>
<td>32 Positions</td>
</tr>
<tr>
<td>ALEA Executive Staff</td>
<td>14 Positions</td>
</tr>
<tr>
<td><strong>ALEA Staff Reduction (56%)/Positions Eliminated</strong></td>
<td>18 Positions</td>
</tr>
<tr>
<td>ALEA Executive Staff Savings</td>
<td>$1,879,244</td>
</tr>
</tbody>
</table>

Total ALEA Realized Savings since January 1, 2015: $7,828,679
All ALEA Enforcement Supervisory Positions
(Eliminates 104 Law Enforcement Supervisory Positions)

VS.

Legacy Agency Enforcement Supervisory Positions

ALEA Cost Savings:
$10,736,861*

*Long term savings once employees in terminal supervisory positions leave state service
Consolidation of Alabama Law Enforcement

More Tax Payer Savings have been Identified:

• Office Space & Property Consolidation
• Expanded Training Center
• Information Technology
• Vehicle Fleet
Transferability to Other State Agencies

The success of ALEA’s Consolidation efforts has sparked a movement in the legislature to consolidate other similar state agencies, using ALEA’s creative model for success

- Department of Agriculture and Industries & Forestry Commission
- Alabama Dept. of Economic and Community Affairs & Alabama Commerce Office & Alabama Tourism Department
- Dept. of Finance & State of Alabama Building Commission
- Alabama Historical Commission & Alabama Dept. of Archives and History
- Alabama Dept. of Senior Services & Alabama Dept. of Mental Health
Consolidation of Alabama Law Enforcement

What We Did to Ensure Success:
• Legislative Support
• Statutory Ability
• Utilize Current State Knowledge and Experience
• Buy in from all Legacy Agencies
• Employee Outreach
• Public Awareness Campaign
• Marketing: Unified Badge and Logo
Transferability to Other States

What We Learned:

• Consolidation Process Takes Time
• Largest agency consolidation in the state’s history
• Utilize all the current expertise and experience available
• Current employees can be the biggest asset and resource used
• Encourage brainstorming and allow for creative input
• Senior Level Administration must foster a culture which supports new ideas and input from the current workforce

What to Prepare for:

• Resistance to Change
• Cross training is imperative to achieve a one-team concept
Impact of Consolidation

18 Million in Savings Identified to Date
More Savings will be Realized

• Streamline Structure
  • Maintain span of control and unity of command

• Less Supervisors Needed
  • More workers in the field

• Better Response
  • Everyone is under one umbrella

• Repeatable Success