



Alabama Law Enforcement Consolidation

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July 21, 2015



ALEA Creation

Consolidation of Alabama Law Enforcement

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

Ag & Industries Investigation Unit	Criminal Justice Info Center Field Operations	Revenue Motor Vehicle Enforcement	Public Safety Bureau of Investigation
Alcoholic Beverage Control Investigation Unit	Forestry Commission Law Enforcement Unit	Prosecution Services Computer Forensics Unit	Public Safety Capitol Police
Homeland Security Investigations/Enforcement	Conservation Marine Police	Public Safety Highway Patrol	Public Service Commission Enforcement Unit

Alabama Law
Enforcement Agency
(ALEA)



ALEA
Creation

OFFICE OF THE SECRETARY



STATE BUREAU OF INVESTIGATION



ALABAMA DEPARTMENT OF PUBLIC SAFETY





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



ALEA

Why Consolidation?

- Governor Office
 - Law Enforcement Task Force
- State Legislature
 - AUM Study Commissioned
- Conclusion of Studies:
 - Streamline Supervision
 - Personnel Relocation
 - Cross Train Employees



ALEA Highway Patrol

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





**ALEA
Highway
Patrol**

Consolidation Effectiveness

Highway Patrol Division

**Consolidation lead to more
Uniformed Troopers on Roadways
from 289 to 431**





ALEA
Marine
Patrol

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





ALEA
SBI



Consolidation Impact

State Bureau of Investigation

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



Driver License Success

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





Fusion Center

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



IT

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





ALEA Large Scale Response Efforts

Selma 50th Anniversary Bridge Crossing

ALEA responded with over 400 law enforcement personnel who served over 80,000 citizens in attendance

- 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 Cost Savings

ALEA Savings since January 1, 2015:

Attrition savings	\$2,228,420
Cross Train / Standardized Marine Police and Highway Patrol	\$115,600
Consolidating Office Space	\$113,500
Centralization of Training	\$90,000
Inventory Controls	\$12,500
Utilizing Driver License Kiosks Reducing Required Personnel	\$370,000
ISD Cost Savings	\$1,336,000
Reduced Marine Police Administrative Costs	\$1,200,000
<u>Utilizing Retired State Employees (23 employees)</u>	<u>\$483,415</u>
Subtotal of ALEA Savings	\$5,949,435



ALEA
Cost
Savings

ALEA Savings since January 1, 2015:

ALEA Personnel:

Legacy Agency Executive Staff	32 Positions
ALEA Executive Staff	14 Positions
<u>ALEA Staff Reduction (56%)/Positions Eliminated</u>	18 Positions
ALEA Executive Staff Savings	\$1,879,244

Total ALEA Realized Savings
since January 1, 2015:
\$7,828,679



**ALEA
Cost
Savings**

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



**ALEA
Future
Cost
Savings**

Consolidation of Alabama Law Enforcement

**More Tax Payer Savings
have been Identified:**

- **Office Space & Property Consolidation**
- **Expanded Training Center**
- **Information Technology**
- **Vehicle Fleet**



ALEA

Impact on Other State Agencies

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



ALEA Steps to Success

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



ALEA Steps to Success

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

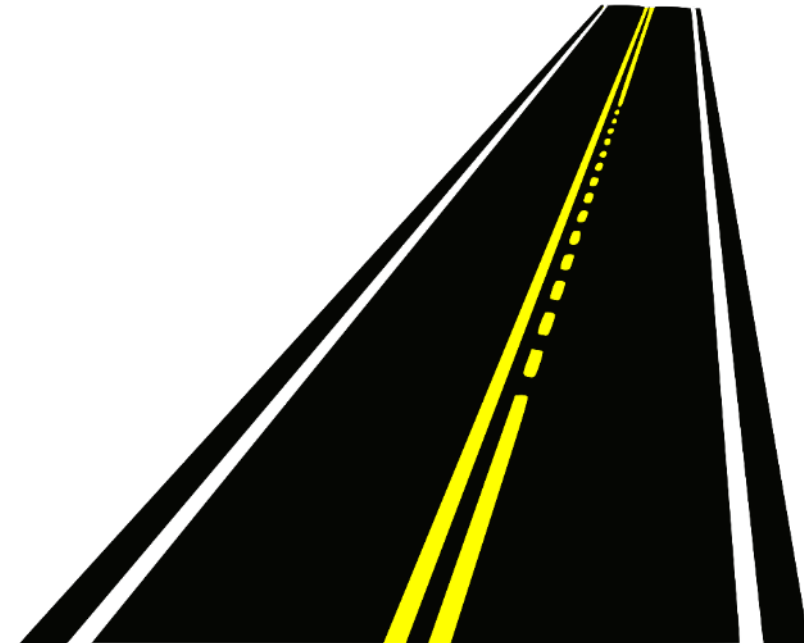


Road
Ahead

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





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