Jefferson State Community College
Safety and Security
3 Year Review
2019 – 2022

1.   Service Unit Outcomes:

Through collaborative efforts and partnerships, the Jefferson State Campus Police Department strives to ensure a safe and secure environment within which all members of the campus community can achieve their purposes. In addition, the department recognizes and accepts its responsibility for further public relations that exists between the college and the campus community, as well as the community at large. In partnership with the Faculty, Staff, Student Body, and surrounding Community, we endeavor to operate a Police Department that focuses on respectfully preventing crime while demonstrating that everyone matters.

To that end, the department has been able to maintain a relatively low level of crime. The Campus Police department is the primary law enforcement agency for the campus community. The department is responsible for the response and investigation of all criminal actions that occur on Jefferson State property. During the last three years, there has been no significant criminal activity on our campuses.

During the years between 2019 and 2022, our nation has experienced an increase in violent crime. Mass shootings have been in the headlines almost every week for the last few years. College campuses are not immune from fears generated by national trends. The best method of calming fears is to provide a well-trained and adequately equipped department with personnel that is visible and interactive with the campus community. Our visibility and thorough response to all criminal activity has contributed to the feelings of safety that the campus community enjoys. This response plan has also contributed to a reduction in the few crimes that are reported on campus.

The significant reduction in criminal offenses should not be considered a random event. The decrease in reported criminal activity was consistent during the last three fiscal years. In during the 2016 – 2019 reporting period, forty-eight thefts were reported between all four campuses. For the 2019 – 2022 reporting period, only five (5) were reported between all four campuses. This is a reduction of almost ninety percent (90%).

In 2021 our department was able to begin the utilization of an intelligence lead policing strategy that uses a combination of intelligence sources to direct our patrols to intervene in criminal activity before it occurs or immediately after. The most significant part of our strategy is the use of a video surveillance system. Currently, almost 90% of all classrooms have video cameras. All academic buildings have video cameras in the hallways and entrances and exits. The system allows officers to monitor the cameras not only from the Police Department but from

their patrol vehicles in real-time. This allows officers to direct their patrols more efficiently and effectively.

2.   Analysis

A.   External Conditions:

On March 7, 2013, President Obama signed into law the Campus Sexual Violence Elimination Act to bolster the response to and prevention of sexual violence in higher education. This act requires colleges and universities to provide training in the prevention of sexual violence. The act required colleges and universities to be compliant by October 1, 2014. The Alabama Peace Offices Minimum Standards and Training Commission enacted a new requirement for certified law enforcement officers in 2013. This addition required all sworn officers to complete a minimum of sixteen hours of active shooter response training by October 1, 2016. Alabama state law providing law enforcement authority to campus police officers was amended in 2013. This amendment required campus police to be equipped with less lethal force options to be used to take combative offenders into custody.

B.   Internal Conditions:

The department is currently staffed by a Chief of Police, a Lieutenant of Police, eleven (11) full-time police offices, eleven (11) part-time police officers, two (2) full-time, armed and trained, security officers, and three (3) part-time security officers. These officers are supported by contract personnel from the Shelby County Sheriff's Office, Clanton Police Department, and Pell City Police department. The Jefferson Campus is staffed twenty –four hours per day, seven days a week. The Shelby, Clanton, and Pell City Campuses are staffed only during operational hours. The officers are well-trained and equipped to address issues confronting the campus community. The campus community enjoys a low crime rate. The crimes that are reported on campus are decreasing. During the past three years, over fifty percent of the cases are closed with the offender being identified.

The department is also staffed by one (1) full-time office manager/dispatcher, two (2) part-time dispatchers, three (3) sworn part-time investigators, and two (2) non-sworn part-time investigators. Contract officers are used as needed at the Pell City, Shelby, and Clanton Campuses.

C.   Collaboration: (internally and externally)

Externally:

Our agency has a strong rapport with federal, state, and local law enforcement communities. We receive funding from Gulf Coast HIDTA, High-Intensity Drug

Trafficking Area, to provide free training to law enforcement officers in criminal investigative techniques and crisis intervention techniques. Officers from Alabama, Mississippi, Louisiana, Arkansas, Tennessee, and Florida regularly attend training sessions held at our campuses. A variety of federal agencies not only support but participate in the training sessions. These agencies include the following: US Attorney's Office, Northern District of Alabama, Federal Bureau of Investigations, Bureau of Alcohol Tobacco and Firearms, Drug Enforcement Administration, US Secret Service, US Postal Inspectors, US Marshalls, IRS, ICE, and the Social Security Administration. These classes are also supported by the Alabama Law Enforcement Agency and the Alabama Attorney General's office.

Internally:

Our department could not ask for better support from the college community. The Information and Technology Division supports the intelligence and technological missions of the department. The maintenance division has been a tremendous asset during the video camera installation process. Additionally, the maintenance division has assisted with building props used during training events. The instructors from the EMS and Nursing programs assist with gunshot trauma training and active shooter exercises annually. Three of the EMS instructors have cross-trained as tactical medics to provide support in the event of an active shooter incident. Instructors from the science department assist with anatomy and psychology classes during the evidence technician programs. Dr. Samuel Jones, the psychology instructor, assists annually with crisis negotiation training for our agency in addition to local, state, and federal law enforcement.

Communication:

The majority of requests for services are made by phone to our dispatch center. The dispatch center provides communication to all officers at all four campuses. Our radio system is linked to all campuses via a voice-over IP system. Our department has emergency call phones located at the Jefferson, Shelby, and Clanton campuses. Plans for additional emergency phones at all Campuses are in the works. Emergency communication with the campus community can be made with the e2-campus emergency notification system. This system sends text messages to phones, posts on Twitter and Facebook, and will alert all networked computers on the Jefferson State system. Additionally, we have Alertus beacons that provide audible and visual alarms and display text messages that are installed in each of the buildings.

3. **Primary Function / Primary Purpose / Unit Mission:**

Through collaborative efforts and partnerships, the Jefferson State Campus Police Department strives to ensure a safe and secure environment within which all members of the campus community can achieve their purposes. In

addition, the department recognizes and accepts its responsibility for further public relations that exists between the college and the campus community, as well as the community at large. In partnership with the Faculty, Staff, Student Body, and surrounding Community, we endeavor to operate a Police Department that focuses on respectfully preventing crime while demonstrating that everyone matters.

4.   Goal Progress:

A.   Unit's Progress in Achieving Goals:

The primary goal of the department is to provide a safe and secure environment for the campus community to achieve its purpose.

a.   Criminal Offenses – On campus

Criminal Offense	2020	2021	2022
Murder / Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	2	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	2
Burglary	0	1	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0

b.   Hate Crimes – On Campus

Criminal Offense	2020	2021	2022
Murder / Non-Negligent Manslaughter	0	0	0
Negligent Manslaughter	0	0	0
Rape	0	0	0
Fondling	0	0	0
Incest	0	0	0
Statutory Rape	0	0	0
Robbery	0	0	0
Aggravated Assault	0	0	0
Burglary	0	0	0
Motor Vehicle Theft	0	0	0
Arson	0	0	0
Simple Assault	0	0	0
Larceny – Theft	0	0	1
Intimidation	0	0	0
Destruction/Damage/Vandalism of Property	0	0	0

c.   VAWA Offenses – On campus

Criminal Offense	2020	2021	2022
Domestic Violence	2	1	0
Dating Violence	2	0	0
Stalking	2	0	4

d.   Arrest On campus

Criminal Offense	2020	2021	2022
Weapon: Carrying, Possessing, etc.	0	0	0
Drug Abuse Violations	0	0	0
Liquor Law Violations	0	0	0
Public Drunkenness	0	0	0
Arrest for other Agencies	0	0	0

e.   Reported Theft Cases

Month	2018	2019	2020	2021	2022
January	3		1		1
February		1	1	1	
March	1			2	
April			1		
May	1				
June	1	3			
July		1			1
August		1		1	1
September			1		
October					
November	2	4	1		
December				1	
Total	8	10	5	5	3

1.   A review of crime statistics indicates that violent crime has been minimal and property crime is steadily decreasing.

2.   The department enhanced its ability to effectively respond to calls for service by purchasing a new vehicle.

3.   Sworn officers were provided equipment and training to enhance their ability to conduct complete criminal investigations.

4.   The video surveillance system was completely updated to promote the safety and security of the campus community.

5.   The safety of the campus community was enhanced by ensuring that the buildings comply with state and local codes by repairing and replacing inoperable locks, and upgrades are continuing.

6.   The goal to increase the ability of the campus community to summon assistance while in academic buildings by installing emergency phones in the hallways has not been met. The information technology staff is currently upgrading the phone system. The upgrade will allow for a more efficient system to be deployed.

7.   The productivity of the Director of Campus Safety was increased by purchasing a new computer for his office that met the minimum standards required by the Alabama Criminal Justice Information Center.

8.   The dispatchers' ability to provide intelligence to line officers and increase the effectiveness of police patrols was increased by purchasing a new computer for dispatch that complies with the Alabama Criminal Justice Information Center minimum standards for computer access.

9.   The ability of the Campus Police Department to communicate with other officers and the other campuses was gained by a total replacement of all base, car, and handheld radios.

13.   The Campus Police Department issued defensive chemical aerosol and provided training to the officers to ensure compliance with Alabama State Law mandating campus police departments to issue less lethal force equipment to officers.

B.   Adequacy of Resources to Achieve Goals

1.   The department has the lowest amount of personnel to adequately staff all shifts and effectively respond to calls for services. The department has recently lost officers through retirement and transfers. Those positions need to be filled to keep a safe number of Officers on patrol and to be able to keep our ever-growing campuses covered.

2.   The personnel we have will receive annual training to improve their ability to respond effectively and efficiently to calls for service.

3.   The department has adequate vehicles to effectively respond to calls for service. Many of our vehicles are approaching the end of their useable lives and will need to be replaced during the next three-year period.

4.   The department currently issues student, faculty, and staff photo identifications at all campuses. This has been a significant resource for identifying trespassers.

5.   All offices have access to investigative equipment to secure, process, and collect criminal evidence. All the officers have been trained in the use of the equipment. This equipment has been a valuable component in our history of successful prosecution of criminal activity.

6.   Our department utilizes the e-2 Campus emergency notification system in conjunction with the Alertus emergency notification beacons to provide emergency and timely warning information to the campus community.

7.   A video surveillance system is operable and is in place at all campuses. Most classrooms are equipped with cameras, and all hallways and entryways are equipped. This has been a significant factor in the reduction of reported criminal activity on campus.

8.   Our department utilizes intelligence from the Alabama Criminal Justice Information Center, and the Regional Organized Crime Information Center, for criminal intelligence information.

9.   Our department uses the Ultra records management system for maintaining incident, offense, and arrest records. This system is also utilized in the submission of criminal offense records to the Alabama Law Enforcement Agency and the US Department of Justice.

C.   Impact of Resources Received During Past Three Years

1.   The professional response to calls for service by dedicated and trained personnel is a key component to the reduction of criminal activity occurring on campus. All shifts are adequately staffed by qualified individuals.

2.   Equipment for crime scene documentation, evidence processing, collection, and packaging has been purchased and deployed at each campus. The use of this equipment has been instrumental in our history of successful prosecution of criminal activity on campus.

3.   Two (2) new patrol vehicles were purchased during the past three (3) years. This has enhanced the department's ability to patrol the campuses. These vehicles replaced a Ford Crown Victoria that had reached the end of its' useable life and was added to the fleet.

4.   A new video surveillance system has been deployed at all campuses. The use of the new video surveillance system has been a significant factor in the successful prosecution of many criminal cases occurring during the past three years.

5. The department has acquired new base radios, new vehicle-mounted two-way radios, and new handheld radios. This has increased the effectiveness of officers while on patrol.

7. A new computer was added to dispatch to comply with the new standards established by the National Crime Information Center. These provide officers with intelligence that allows for more effective responses to calls for services.

9. All sworn law enforcement officer employees, at a college or university in the State of Alabama, are required by state law to have a less lethal use of force option available while on duty. Many of the officers were carrying a defensive chemical aerosol that was older than the suggested manufacturer's recommended use date. All officers were issued new chemical aerosols and completed a chemical aerosol recertification course. All officers are now compliant with Alabama State Law.

11. The college uses the E2-campus alert emergency notification system to provide timely notification and emergency warnings to the campus communities. The system is enhanced with the Alertus notification beacons that provide an audible and visual warning to the campus community during emergencies. This system has been used multiple times during the last three years to provide emergency notifications to the campus community during inclement weather events. This system was also used to notify the campus community during a hoax bomb threat.

13. In summary, the combined assets provided to the department have allowed for early intervention and prevention of criminal activity; thereby, reducing the crime rate and making campus life safer and more enjoyable.

Part 2: Implications of Program Review for Developing 3 Year Plan:

1. **Vision and Direction of Unit:**

   A. As a result of your evaluation, what direction do you see your unit taking in the next three years?

      1. Our department plans to continue our strategy to reduce criminal activity on campus. By using historical data in combination with emerging trends, we will be able to deploy staffing effectively to address new issues as they arise.

      2. Our department plans to add to and enhance our current video surveillance system. The system has been a significant factor in the reduction of crime and increased feelings of safety and security.

3. Our department plans to increase the number of presentations to the campus community on emerging issues.

4. Our department plans to increase the use of social media to better communicate with the campus community.

B. Are there any anticipated conditions or trends that might impact the unit?

1. No

C. What changes in collaborative relationships are needed to make this unit more effective in its missions?

1. Our department is seeking partnerships with student groups to support and assist with presentations concerning sexual harassment, domestic violence, sexual assault prevention, response to active shooter events, and general crime prevention. We are also looking to add training for faculty, staff, employees, and the student body that will increase the ability to see warning signs of and help assist those, with mental disorders.

D. Identify any areas where communication could be improved.

1. Our department will increase the use of social media to increase communication with the campus community.

E. Describe the feasibility of making the plan you have outlined a reality. What are the resources or support needed? What challenges do you anticipate?

1. Our department is confident that we will be able to maintain our current level of effectiveness provided that our funding is consistent with the previous years.

2. Our department looks forward to collaborating with other campus community groups to promote safety and security issues.

Part 3: Evidence of Staff Participation in Program Review:

1. **Describe how the unit staff participated in the program review process. Include specific dates for meetings held or activities conducted.**

On Monday, November 14, 2022, at 1:00 pm, the Department had a supervisors meeting and discussed the steps needed and the avenues we must take to ultimately have our plan come closer to fruition. The meeting consisted of Chief Ron Kennedy, Lt. Phillip George, and Office Manager Selena Barber. The following topics were discussed:

1. The surveillance system that is deployed was reviewed. The committee agreed that the system needs to be added to increase campus security. We came to the decision that several additional cameras needed to be added to the parking lots at each campus.

2. The committee reviewed the emergency phones that are currently deployed. We all agreed that the program was a success but have found that the older 3G network phones no longer work. We further agreed that the phone system needed to be updated, and the current phones needed to be updated to 5G phones. We also agreed that there was a need to place more emergency phones around the buildings and in the parking lots.

3. The committee agreed that ALEA's E-Crimes records management system was working and met acceptable standards.

4. The committee reviewed the criminal intelligence utilized by the department and agreed that NCIC and ROCIC met the intelligence needs of the department.

5. The committee reviewed the emergency notification system and agreed that the e-2 campus emergency notification system and the Alertus beacons meet the needs of the campus community in providing timely emergency notifications.

On November 7, 2022, at 11:00 am the new members of the Environmental Health and Safety Committee met for the first time. The meeting consisted of Chief Ron Kennedy, Lt. Phillip George, Office Manager Selena Barber, Dr. Robert Bland, and Cassandra Chamberlain. Lynn Harris was absent from the meeting. The following topics were discussed:

1. What we, as a committee, needed to do to increase the health and safety of our Faculty, Staff, Student Body, and Campuses.

2. What types of Emergencies we will likely encounter and how they will be handled when they arise?

3. Who on campus can declare a state of emergency, when should an emergency be declared, and who should be on campus once an emergency is declared?

4. Once an emergency is declared, what should happen and how are personnel notified? How are policies enacted? What occurs once the emergency is deemed over, and normal activities are resumed? The use of the Alertus and E2-Campus systems to make notifications to the Campus Community. Improvement of the E2 Campus and Alertus systems for notifications.

5. Where the Alertus beacons are located and their ability to alert everyone safely. What can we add to them to increase their ability to get out needed information during an emergency?

6. Lighting on all campuses and how we can increase the lighting across all four campuses.

On August 12, 2022, at 9:00 am the Department had a supervisors meeting and reviewed the criminal activities log for the three years. The meeting consisted of Chief Ron Kennedy, Lt. Phillip George, and Office Manager Selena Barber. The following topics were discussed:

1. All reported criminal act statistics were reviewed.

2. All part one crimes were reviewed for three years.

3. The committee agreed that the increased patrol and the addition of the new camera system had effectively reduced the crime rate on campus.

4. The committee reviewed the departments' ability to close cases and agreed that the current strategy of investigating cases was successful.

5. The committee agreed that the department needed to increase its presentations to the campus community regarding crime prevention.

2. **Attach advisory committee minutes (if applicable) and a list of members. Describe any changes made in the unit due to input from the advisory committee.**

Supervisor's Meeting:

Chief Ron Kennedy

Lt. Phillip George

Officer Selena Barber

No changes were made because of the meeting. All supervisors had a role in the development of the plan during the last three years.

3. **List the names and titles of all participants in this program review.**

   Participants:

   Ron Kennedy, Chief of Police

   Phillip George, Lieutenant of Police

   Selena Barber, Office Manager / Dispatcher

4. **List names and titles of all participants in the EH & S Committee meeting.**

   Participants:

   Ron Kennedy, Chief of Police

   Phillip George, Lieutenant of Police

   Selena Barber, Office Manager / Dispatcher

   Dr. Robert Bland, Criminal Justice Program Coordinator

   Cassandra Chamberlain, EMS Program Coordinator

   (Absent) Lynn Harris, Maintenance Director