

A-1



City Of Tarrant

1133 East Lake Blvd

Tarrant, TX 76060

205.849.2800

August 15, 2022

Disciplinary Action Form

EMPLOYEE'S FIRST NAME	EMPLOYEE'S LAST NAME	EMPLOYEE NUMBER
Felicia	Sumerlin	
DEPARTMENT		CLASSIFICATION
Police		Police Officer
CHARGE:		
Violation of Personnel Board of Jefferson County Rule 12.2 c. Conduct unbecoming a classified employee; h. Insubordination j. Neglect of Duty; o. Inability to perform the essential functions of the job with or without reasonable accommodation.		
FACTS SUPPORTING CHARGE:		
Due to you not having completed an uninterrupted twelve (12)-month period of full-time paid service within the discrete Class as a Police Officer your employment status is probationary. During this probationary period, you have rarely if ever worn a Tarrant Police Officer Uniform. But you have posed as a Police Sergeant while in plain cloths. This behavior occurred after specifically being told by city HR that you are not a Sergeant, and your name was not on the Police Sergeant eligible register when on-boarding and even now (9+ months later). Despite being designated as an individual contributor by the Personnel Board of Jefferson County you "supervised" other Police Officers and Public Safety Dispatchers. You have quasi counselled, prepared payroll sheets, managed leave time for individuals with your same rank. Tarrant police staffers have communicated to me that this is a source of low morale and discontentment by your peers and those of higher rank creating a hostile work environment for some. You have failed to perform essential functions of a Police Officer like 1) conducting routine patrol activities such as patrolling high-problem areas to provide a police presence, 2) enforcing and regulating traffic and motor vehicle rules by monitoring for traffic law infractions, 3) pulling over vehicles in violation of laws, verifying driver and vehicle identification, observing driver and passenger behavior, administering field sobriety tests, and issuing warnings and citations to drivers. Yet, you have been paid for at least 398 hours (approximately \$13,372) of on-call time and \$9,062.70 of premium pay for Emergency Response Team (tactical and specialty assignments.)		
DECISION/PENALTY:		
As a result of these facts, it is my decision that your probationary employment be terminated effective immediately.		
CORRECTIVE ACTION REQUIRED		
N/A		
APPEAL RIGHTS		
N/A		

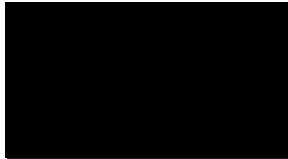
APPOINTING AUTHORITY'S SIGNATURE

DATE

EMPLOYEE'S SIGNATURE

DATE

Felicia Rucker-Sumerlin



August 16, 2022

Dear Chief Wendell Major,

It is with great reservation that I must end my tenure with the Tarrant Police Department. Please accept this notice as my official letter of resignation. I'd like to thank you for the opportunity to work with you in your new leadership role with Tarrant Police Department.

I wish you well on your journey.

A handwritten signature in black ink, appearing to read 'Felicia Rucker-Sumerlin', written over a horizontal line.

Felicia Rucker Sumerlin

CITY OF TARRANT

REVIEW AND RESPONSE TO COMPLAINT

August 26, 2022

To: Mayor Wayman Newton
From: M. Stephen Fancher
Subject: Officer Derrick Williamson's Letter of Concern & Notice of Intent

Officer Derrick Williamson detailed his concerns primarily regarding the real and perceived authority that probationary Officer Felicia Rucker-Sumerlin exercised in the chain of command in the Tarrant Police Department (TPD). Among those concerns are: 1) a mix of political issues intertwined in decisions made at TPD; 2) while under the impression that "Sergeant" Rucker-Sumerlin was his supervisor, Officer Williamson felt compelled to work on political campaign materials for her; 3) Officer Rucker-Sumerlin being allowed to pose first as "Sergeant" and then as "Administrative Assistant." 4) Officer Rucker-Sumerlin, though equally ranked, verbally counselled Officer Williamson; 5) certain individuals in TPD receive on-call pay (*one (1) hour of straight-time over-time per 8 hour on-call shift*) though rarely if ever respond to calls; 6) Officer Williamson indicated that he must cease extra duties until ethical corrections are made; 7) Officer Williamson requests a laptop computer with appropriate software, and a camera for evidence technician work; 8) Officer Williamson claims the City Council was told by Chief Major in January 2022 that he would receive a commendation that has yet to materialize.

Officer Williamson supplied sufficient document for the Administration to take his concerns seriously. In fact, these statements and documents lead to the decision to delve deeply into the Personnel Board of Jefferson County (PBJCAL) Rules and Regulations concerning 17.1 PROHIBITED ACTIVITIES and 11.11 ASSIGNMENT OF DUTIES OUT OF CLASS. The rules are as follows:

17.1 PROHIBITED ACTIVITIES

i. Any Classified Employee who engages in political activities in accordance with this Rule 17.1 shall do so only while on approved leave or while on personal time. No employee shall solicit any type of political campaign contributions from a subordinate employee. No Classified Employee shall coerce or attempt to coerce any subordinate employee to work in any capacity in any political campaigns or cause.

11.11 ASSIGNMENT OF DUTIES OUT OF CLASS

a. Unless otherwise provided in these Rules, no Classified Employee may be assigned duties of a different Class for a period in excess of thirty (30) calendar days or 240 working hours in any twelve (12)-month period, except with the approval of the Director. Due to the unique scheduling arrangements of firefighting personnel, no firefighter in the Classified Service may be assigned duties of a higher Class for more than four hundred thirty-two (432) hours in a twelve (12) month period, without approval of the Director. If a Classified Employee reasonably believes that an Appointing Authority has required him

or her to perform duties of a different Class in excess of the limits allowed in this Rule 11.11, the Classified Employee shall, within thirty (30) Calendar Days, notify the Director in writing. The Director shall undertake such review as deemed necessary and shall report his or her findings to the Board, which shall take such actions as deemed appropriate and notify the employee of its decision. Designation of an individual as "Acting" shall not circumvent this Rule 11.11.

Findings:

Virtually all of Officer Williamson's concerns were alleviated by the voluntary resignation of Officer Felicia Rucker-Sumerlin on August 16, 2022. That is, items 1) a mix of political issues intertwined in decisions made at TPD. 2) While under the impression that "Sergeant" Rucker-Sumerlin was his supervisor, Officer Williamson felt compelled to work on political campaign materials for her. 3) Officer Rucker-Sumerlin being allowed to pose first as "Sergeant" and then as "Administrative Assistant." 4) Officer Rucker-Sumerlin, though equally ranked, verbally counselled Officer Williamson.


To remedy the 5th concern that certain individuals in TPD receive on-call pay (*one (1) hour of straight-time over-time per 8 hour on-call shift*) though rarely if ever respond to calls. The city payroll office is reviewing the practice and developing a fair and equitable distribution policy for on-call pay for all city departments.

With respect to 6) Officer Williamson indicated that he must cease extra duties until ethical corrections are made. Perhaps Officer Williamson has overlooked an important disclaimer that appears on every Classification's job description: DISCLAIMER: This job description is not meant to be an all-inclusive list of the job duties, responsibilities, or skills and abilities required to do the job and may be changed at the discretion of the Personnel Board at any time. Consequently, Officer Williamson will find himself facing a violation of PBJCAL Rule 12.2 DEFINITION OF "FOR CAUSE" h. *Insubordination* for refusing an assignment if such assignment falls within PBJCAL Rule 11.11 ASSIGNMENT OF DUTIES OUT OF CLASS

a. Unless otherwise provided in these Rules, no Classified Employee may be assigned duties of a different Class for a period in excess of thirty (30) calendar days or 240 working hours in any twelve (12)-month period, except with the approval of the Director.

The request stated in 7), is for a laptop computer with appropriate software, and a camera to use while working as an Evidence Technician. That concern will be evaluated jointly between Tarrant Police Administration and Information Technology (IT) personnel.

Lastly, 8) the promise of a commendation is under review and, if warranted, will be spread upon the minutes of the City Council, a copy given to Officer Williamson, and one placed in his personnel file.

cc: Police Chief Wendell Major
Officer Derrick Williamson 
Employee Personnel File

Search Results for

wendell major

Filters

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Wendell Major
August 19 · 🌐

GOOD MORNING FAMILY AND FRIENDS So I'm doing what everyone else is doing. Fixing my blocked posts. I wondered where everybody had been! This is good to know. It's ridiculous to have 1,000+ friends and only 25 are allowed to see posts. I ignored this post earlier because I didn't think it worked. It WORKS!! I have a whole new news feed. I'm seeing posts from people I haven't seen in years. Here's how to bypass the system FB now has in place that limits posts on your news feed... [See more](#)

👤 10

19 comments · 1 share

👍 Like 💬 Comment ➦ Share



Felicia Rucker-Sumerlin
August 5, 2021 · 🌐

Congratulations to my friend and my brother, Wendell Major, for his new appointment at Tarrant PD. He will be the first African American Chief in Tarrant City history. He has served the citizens of Jefferson County well, both, as a Captain with the JC Sheriffs Office and also Fairfield PD as a sergeant, for well over 30 years. He's a man of honor, who carries himself with dignity and respect and I know that he will serve the citizens of Tarrant well.

👤 Frank Beicher and 145 others

111 comments · 1 share

👍 Like 💬 Comment ➦ Share

Pages



We Support Wendell Major for Alabama Attorney General
Community · 337 followers

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Ben Larkin is with **Wendell Major**
April 29, 2022 · 🌐

Ran into my good friend and Democratic nominee for Attorney General Wendell Major at ADC reception in Montgomery tonight!



A-2

CHANTE CROSBY

TIMELINE

08/2022 Complained about Rucker

09/2023 Put on Patrol

09/25/23 Complained because Chief gave security code to citizens

10/12/23 Inmate released rather than transported


10/23/23 EEOC CHARGE
 Race/Sex/Retaliation
 Chief remarks about women Substantiated
 Chief Watching Porn
 Detective to Patrol Substantiated
 Curry using N work Substantiated

10/28/23 Complaint to Hill and Fancher about Karmondi & Curry using N word

02/17/24 Request to Chief Major for city-issued equipment turned in by terminated
employee, Cynthia Morrow

02/19/24 Insubordination Notification from Chief Major regarding Morrow equipment

02/21/24 EEOC CHARGE SUPPLEMENT
 Reprimand
 Administrative Investigation

CHARGE OF DISCRIMINATION		AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER
This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.		_____ and EEOC	
<i>State or local Agency, if any</i>			
NAME (Indicate Mr., Ms., Mrs.) Chante Crosby		HOME TELEPHONE (Include Area Code) [REDACTED]	
STREET ADDRESS [REDACTED]		CITY, STATE AND ZIP CODE	DATE OF BIRTH [REDACTED]
NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)			
NAME City of Tarrant	NUMBER OF EMPLOYEES, MEMBERS Over 15	TELEPHONE (Include Area Code) 205-849-2800	
STREET ADDRESS 1604 Pinson Valley Parkway		CITY, STATE AND ZIP CODE Tarrant, AL 35217	COUNTY Jefferson
NAME		TELEPHONE NUMBER (Include Area Code)	
STREET ADDRESS		CITY, STATE AND ZIP CODE	COUNTY
CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))		DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL)	
<input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)		Latest 2/20/24 <input checked="" type="checkbox"/> CONTINUING ACTION	
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):			
<p>This is a supplement to my original EEOC Charge filed on 10/23/23. Since I filed my charge I have been subjected to retaliation and a retaliatory hostile work environment. On Monday 2/19/24, the interim Chief, Lt. Hill, issued me a false write up stating I did something I did not do. This was instigated by Chief Major, who is on Administrative Leave without pay and is named in my original EEOC Charge. Also Major is not supposed to come to work, but he continues to show up to intimidate me. On 2/21/24, I received an email from the Director of Human Resources, Mr. Stephen Fancher. The email's subject read Officer Crosby's Insubordination Employee Notification. On 2/18/24 Chief Major sent the email falsely accusing me of insubordination to members of the Tarrant City Council, the Tarrant City Attorneys, and individuals I do not know who were cc'd on the listed email with the subject line that read Officer Crosby's Insubordination Employee Notification. Chief Major has retaliated against me by placing me under an administrative investigation concerning something I did not do and informing others of this. I have been subjected to retaliation, such as demotion, harassment, discrimination, and a trumped up administrative investigation. In summary, since I have filed my charge, I have been retaliated against and subjected to a retaliatory hostile work environment.</p>			
I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.		NOTARY - (When necessary for State and Local Requirements)	
I declare under penalty of perjury that the foregoing is true and correct.		I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.	
Date <u>2/21/2024</u> Charging Party (Signature) 		SIGNATURE OF COMPLAINANT	
		SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)	

CHARGE OF DISCRIMINATION <small>This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.</small>	AGENCY <input type="checkbox"/> FEPA <input checked="" type="checkbox"/> EEOC	CHARGE NUMBER
--	---	---------------

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.) Chante Crosby	HOME TELEPHONE (Include Area Code) [REDACTED]
---	--

STREET ADDRESS [REDACTED]	CITY, STATE AND ZIP CODE	DATE OF BIRTH [REDACTED]
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NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME City of Tarrant	NUMBER OF EMPLOYEES, MEMBERS Over 15	TELEPHONE (Include Area Code) 205-849-2800
-------------------------	---	---

STREET ADDRESS 1604 Pinson Valley Parkway	CITY, STATE AND ZIP CODE Tarrant, AL 35217	COUNTY Jefferson
--	---	---------------------

NAME	TELEPHONE NUMBER (Include Area Code)
------	--------------------------------------

STREET ADDRESS	CITY, STATE AND ZIP CODE	COUNTY
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CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es)) <input checked="" type="checkbox"/> RACE <input type="checkbox"/> COLOR <input checked="" type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> AGE <input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> NATIONAL ORIGIN <input type="checkbox"/> DISABILITY <input type="checkbox"/> OTHER (Specify)	DATE DISCRIMINATION TOOK PLACE EARLIEST (ADEA/EPA) LATEST (ALL) Latest 10/20/23 <input checked="" type="checkbox"/> CONTINUING ACTION
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THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I am an African American woman. I began working for Respondent on 9/29/21. I was hired by the Chief Wendell Major as a Police Officer and to get the department past APOST certification. Because of my prior work as deputy in internal affairs for the County, I had the expertise do this. Not long after we past APOST certification, I was given the job of detective. Around March 2023, Chief made derogatory comments about females in policing saying we are too sensitive. One of the things I did as a detective was handle domestic violence situations so that comment directly addressed me. Also, around that same time I saw that he had been watching porn, and I commented about that. After that, Chief started treating me differently, and he demoted me from detective down to patrol and I lost my on call pay and my better shift. He told me the change was just temporary because Officer Derek Williamson, was on leave with pay. However, I still remain on that shift despite the that Williamson has returned 2 additional officers have been hired in patrol. In August a video surfaced of my patrol Sgt. Wayne Curry, who is black, stating "I work with a bunch of n*****s." Curry was terminated by the Mayor for something else related to an accident he had worked. Curry appealed the termination and won his job back in October 2023. On 10/12/23 I complained to Chief about having to work under Curry upon his return to work because I was offended by his remarks and did not feel safe. Chief ignored my complaint, and Curry returned to work. I am concerned about a Patrol Sgt. referring to employees, which would include me, with the "n" word. I have been demoted because of my female gender, because I let the chief know I did not approve gender comments and his watching porn at work which is retaliation. Also, my association with Ms. Jackson, who has filed her own EEOC Charge mentioning the Chief discriminating against her, and Derek Williamson who also filed an EEOC Charge against the Chief, is another reason the Chief is subjecting me to adverse employment actions. My charge is based on race, gender and associational discrimination and retaliation in violation of Title VII.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY - (When necessary for State and Local Requirements) I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
---	--

I declare under penalty of perjury that the foregoing is true and correct.	SIGNATURE OF COMPLAINANT SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (Day, month, and year)
--	--

10/20/23
Date

Chante Huss Crosby
Charging Party (Signature)

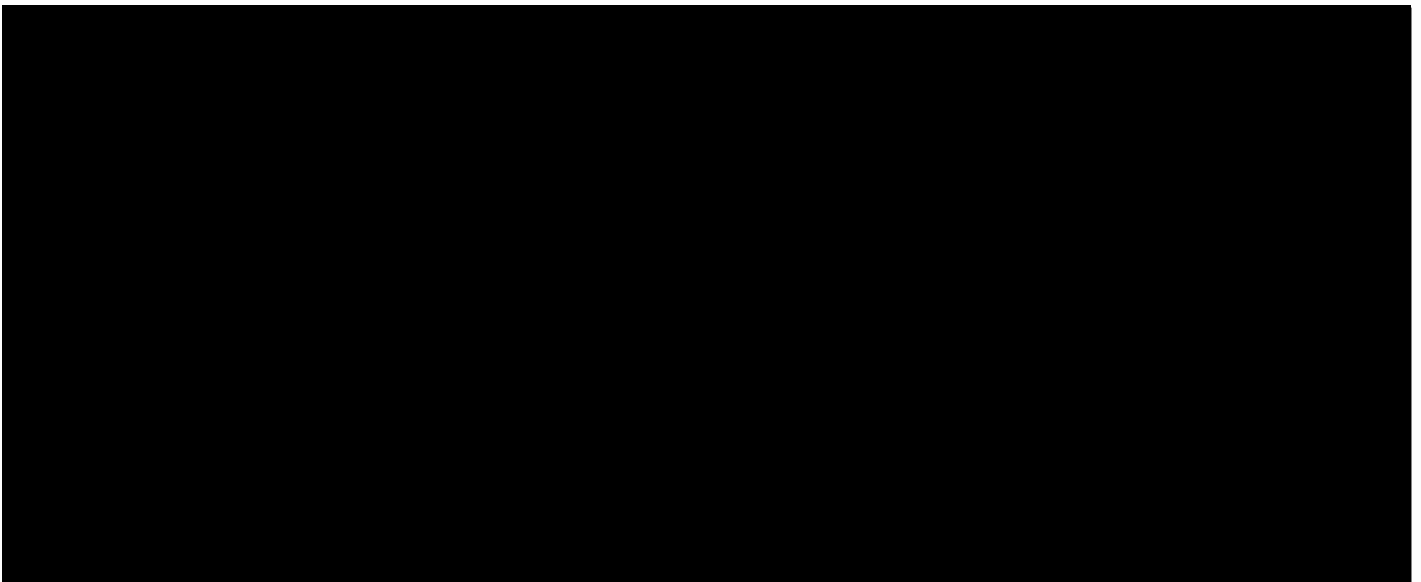
From: Chante Crosby CCrosby@tarrantpd.com
Subject: Fw: Insubordination
Date: Apr 14, 2024 at 6:35:08 PM
To: Debra Leo debraleo.adr@gmail.com

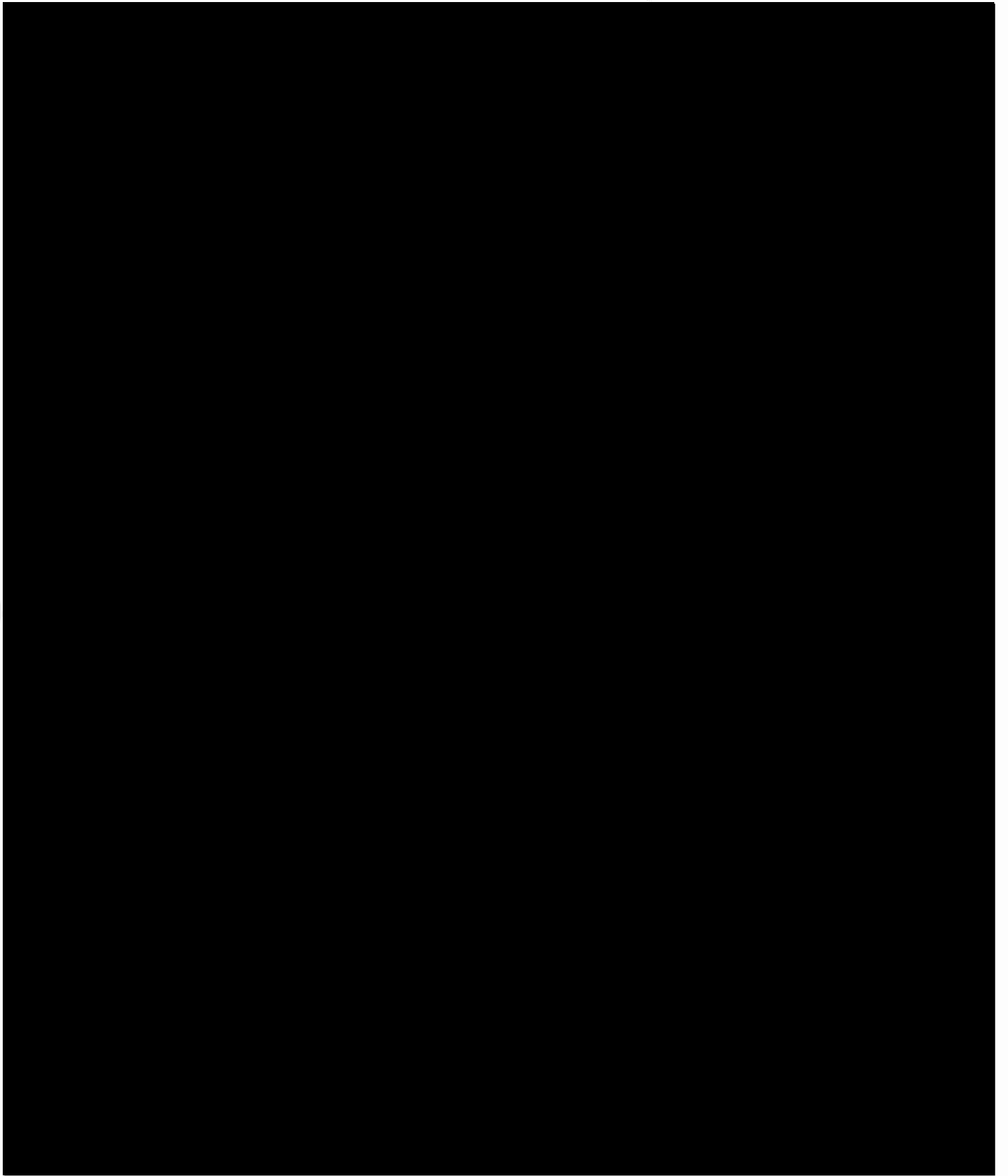
Detective Chante Crosby
Investigations Division / Internal Affairs
Tarrant Police Department
2593 Commerce Cir
Tarrant, Alabama 35217
W: 205-849-2811
C:205-948-3258
ccrosby@tarrantpd.com

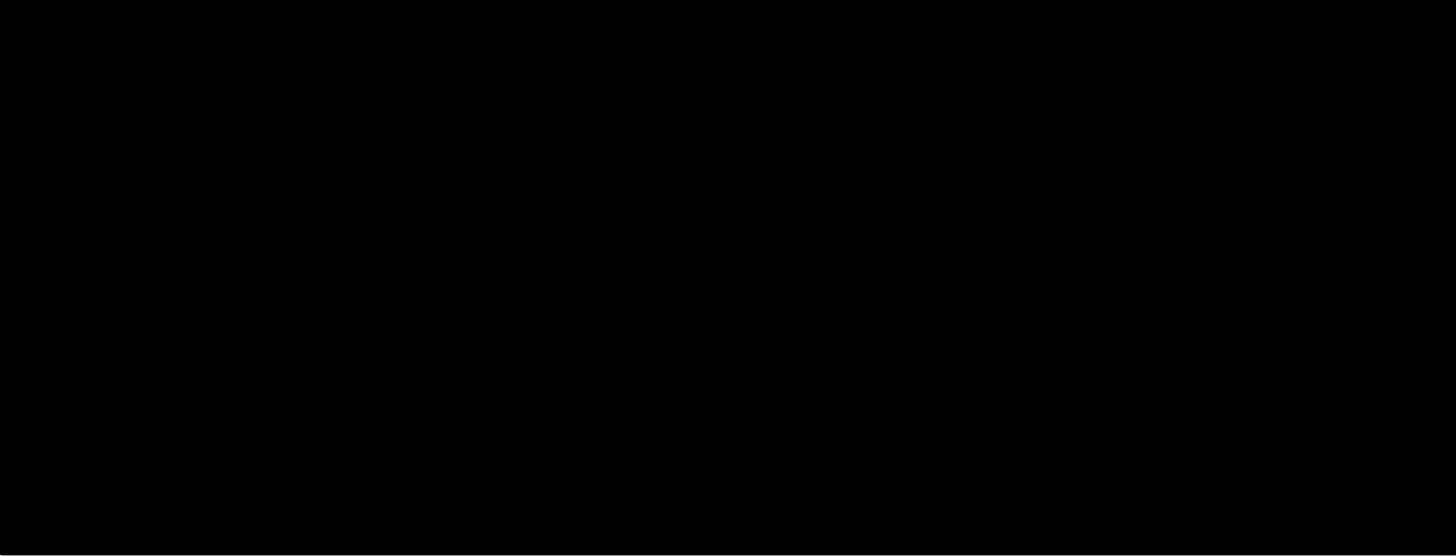
"He is my refuge and my fortress, my God in who I trust" Psalm 91

From: Chante Crosby
Sent: Wednesday, February 21, 2024 10:11 AM
To: jcg@wigginschilds.com <jcg@wigginschilds.com>
Cc: chantcrsby@aol.com <chantcrsby@aol.com>
Subject: Fw: Insubordination

Dear Attorney, Goldfarb,







Sincerely,
Mrs. Chante Crosby

Detective Chante Crosby
Investigations Division / Internal Affairs
Tarrant Police Department
2593 Commerce Cir
Tarrant, Alabama 35217
W: 205-849-2811
C:205-948-3258
ccrosby@tarrantpd.com

"He is my refuge and my fortress, my God in who I trust" Psalm 91



mime-attachment

38 KB

Very respectfully,
Detective Crosby

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Friday, August 4, 2023 10:05:50 AM
To: All Personnel <AllPersonnel@tarrantpd.com>
Subject: Ecrash Reports

Ecrash Reports are to be attached to the Eforce report system. All personnel are directed to attach any form one complete as an employee of the Tarrant Police Department to the appropriate RMS report associated with the form.

Documents completed in your capacity as a city employee are to be preserved in the associated case report. Supervisor are to ensure this process if followed strickly.

Effective immediately.

Very respectfully,
Crosby

Fw: Ecrash Reports

Chante Crosby <CCrosby@tarrantpd.com>

Sun 8/13/2023 6:09 PM

To: Derrick Williamson <DWilliamson@tarrantpd.com>

From: Chante Crosby <CCrosby@tarrantpd.com>

Sent: Sunday, August 13, 2023 6:06 PM

To: Wendell Major <WMajor@tarrantpd.com>

Subject: Fw: Ecrash Reports

Training on hoe to upload documents as attachment was covered in the Eforce training (where you set next to me). **I am aware of how to upload documents to Eforce. That was not the issue. The issue was uploading Ecrash reports to EForce which i have not received training on. Uploading Ecrash reports is more than one step as you are trying to make it seem. How do I remove the Ecrash report?? Before I upload it to Eforce it must be removed from Ecrash in which I was not trained on and asking you to tell me how.**

Attaching files to reports works the same way as attaching tow in sheet a signature capture sheets (which you have done on several occasions). **I have; however, I have not uploaded an Ecrash report to Eforce. Prior to me uploading Ecrash to Eforce, I have to be able to get the report off of Ecrash. Once I'm told how to get the report from ecrash to eforce, then will I be able to perform your requested task.**

If you focus on preforming the task you are assigned and spend less time on how the agency is administered your morale would greatly improve. **I am focused on performing my task, that is why I am asking how to perform the task. If you would just advise me on what I am asking to perform the task this situation could have been avoided. I take pride in my work and if I ask to be shown how to do a task, I expect my leadership to simply just tell me what to do. I do not expect back lash from my leadership. Why is it so hard for you to provide the steps on what you are requesting, and instead you speak of things I already know how to do. My morale will only improve if leadership be more concerned about the problems within the department instead of deflecting.**

I am not the only one that does not know how to complete the task. On August 12, 2023, Officer Smith told me that you rejected his accident report because he did not upload the Ecrash report to Eforce, and I told him no. However, when I get to work today. Officer Smith tells me that you approved his report withhout him uploaded the Ecrash report to Eforce. Why is it that you can do that for him and not me. Instead, you tell me I know how to everything but how to complete the task you are requesting of me.

Your field reports are your reporting to the Tarrant PD Administrion as to your performance and the investigation. My review and comment of your reports to me are intended to educate you and others as to the administration preference on how we expect you preform in the future. **How can you say your educating me when you can't seem to tell me how to do I**

From: Chante Crosby <CCrosby@tarrantpd.com>
Sent: Monday, August 7, 2023 4:31:15 PM
To: Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>
Subject: Re: Ecrash Reports

Good evening, I wasn't trained on the process that you are speaking of in the above email. Therefore, I'm unable to complete the requested process. Please advise the steps on how to complete the requested task.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Detective Crosby

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Friday, August 4, 2023 10:05:50 AM
To: All Personnel <AllPersonnel@tarrantpd.com>
Subject: Ecrash Reports

Ecrash Reports are to be attached to the Eforce report system. All personnel are directed to attach any form one complete as an employee of the Tarrant Police Department to the appropriate RMS report associated with the form.

Documents completed in your capacity as a city employee are to be preserved in the associated case report. Supervisor are to ensure this process if followed strickly.

Effective immediately.

Re: Ecrash Reports

Wendell Major <WMajor@tarrantpd.com>

Sun 8/13/2023 4:54 PM

To: Chante Crosby <CCrosby@tarrantpd.com>

Training on hoe to upload documents as attachment was covered in the Eforce training (where you set next to me).

Attaching files to reports works the same way as attaching tow in sheet a signature capture sheets (which you have done on several occasions).

If you focus on preforming the task you are assigned and spend less time on how the agency is administered your morale would greatly improve.

Your field reports are your reporting to the Tarrant PD Administrion as to your performance and the investigation. My review and comment of your reports to me are intended to educate you and others as to the administration preference on how we expect you preform in the future.

Focus on the things you can effect. Except
Constructive critiques and accomplish the task of enforcement of the law.

Document what you find problematic we will address it as we prioritize your concerns.

Wendell W Major
Sent from my iPhone

On Aug 13, 2023, at 12:07 PM, Chante Crosby <CCrosby@tarrantpd.com> wrote:

Good afternoon, Chief Major,

Please read the email traffic below concerning uploading Ecrash reports to Enforce.

You rejected my accident report #23004701, stating that I need to add the Ecrash report to the listed report number. However, I informed you that I needed to be trained on how to add Ecrash to the Eforce report. I also requested that you provide the steps/process to complete such a task. Ms. Jackson replied to the email and said she would show me the process. However, she has yet to do so.

How do you expect me to complete a task when I have yet to be trained on? Therefore, my report should not have been rejected.

This is the third report that should not have been rejected in the last few days. At this point, I feel you are singling me out; that makes me feel like you are harassing me. You continue to reject reports that should be accepted, and your reply to the email I sent to Sergeant Hill was unwanted and disturbing. I came here to work and not be harassed by my leadership.

This email is not meant to be disrespectful but to bring awareness.

Very respectfully,
Crosby

From: LaShaundra Jackson <lackson@tarrantpd.com>
Sent: Monday, August 7, 2023 8:25 PM
To: Chante Crosby <CCrosby@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>
Subject: Re: Ecrash Reports

I will advise the steps on how to complete the task

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

From: Chante Crosby <CCrosby@tarrantpd.com>
Sent: Monday, August 7, 2023 4:31:15 PM
To: Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>
Subject: Re: Ecrash Reports

Good evening, I wasn't trained on the process that you are speaking of in the above email. Therefore, I'm unable to complete the requested process. Please advise the steps on how to complete the requested task.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Detective Crosby

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Friday, August 4, 2023 10:05:50 AM
To: All Personnel <AllPersonnel@tarrantpd.com>
Subject: Ecrash Reports

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Documents completed in your capacity as a city employee are to be preserved in the associated case report. Supervisor are to ensure this process if followed strickly.

Effective immediately.

Fwd: Ecrash Reports

Chante Crosby <CCrosby@tarrantpd.com>

Tue 8/22/2023 10:55 AM

To: Tanilya Jackson <tjackson@cityoftarrant.com>

Sent from my iPhone

Begin forwarded message:

From: Chante Crosby <CCrosby@tarrantpd.com>

Date: August 13, 2023 at 12:07:44 PM CDT

To: Wendell Major <WMajor@tarrantpd.com>

Cc: Wayne Newton <wnewton@cityoftarrant.com>, Jimmy Hill <jhill@tarrantpd.com>, Cynthia Morrow <CMorrow@tarrantpd.com>, sfancher@cityoftarrant.com

Subject: Fw: Ecrash Reports

Good afternoon, Chief Major,

Please read the email traffic below concerning uploading Ecrash reports to Enforce.

You rejected my accident report #23004701, stating that I need to add the Ecrash report to the listed report number. However, I informed you that I needed to be trained on how to add Ecrash to the Eforce report. I also requested that you provide the steps/process to complete such a task. Ms. Jackson replied to the email and said she would show me the process. However, she has yet to do so.

How do you expect me to complete a task when I have yet to be trained on? Therefore, my report should not have been rejected.

This is the third report that should not have been rejected in the last few days. At this point, I feel you are singling me out; that makes me feel like you are harassing me. You continue to reject reports that should be accepted, and your reply to the email I sent to Sergeant Hill was unwanted and disturbing. I came here to work and not be harassed by my leadership.

You reassigned me to Patrol temporarily. Sergeant Morrow told me I would return to the Investigation Division when Officer Williamson returned to work. Officer Williamson has returned to work, and I am still on Patrol.

I do not understand why I was moved in the first place when you could have moved Officer Muwwakkil from the swing shift and placed him on a regular shift. I am senior to Officer Muwwakkil and don't understand why I was moved instead of him. The Detective Division was not short. The Patrol Division was short.

From: LaShaundra Jackson <ljackson@tarrantpd.com>

Sent: Monday, August 7, 2023 8:25 PM

To: Chante Crosby <CCrosby@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>

Subject: Re: Ecrash Reports

I will advise the steps on how to complete the task

Sent from my T-Mobile 5G Device
Get [Outlook for Android](#)

From: Chante Crosby <CCrosby@tarrantpd.com>

Sent: Monday, August 7, 2023 4:31:15 PM

To: Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>

Subject: Re: Ecrash Reports

Good evening, I wasn't trained on the process that you are speaking of in the above email. Therefore, I'm unable to complete the requested process. Please advise the steps on how to complete the requested task.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Detective Crosby

From: Wendell Major <WMajor@tarrantpd.com>

Sent: Friday, August 4, 2023 10:05:50 AM

To: All Personnel <AllPersonnel@tarrantpd.com>

Subject: Ecrash Reports

Ecrash Reports are to be attached to the Eforce report system. All personnel are directed to attach any form one complete as an employee of the Tarrant Police Department to the appropriate RMS report associated with the form.

Documents completed in your capacity as a city employee are to be preserved in the associated case report. Supervisor are to ensure this process if followed strickly.

Effective immediately.

Fw: Ecrash Reports

Chante Crosby <CCrosby@tarrantpd.com>

Thu 8/17/2023 5:26 PM

To: chantcrsby@aol.com <chantcrsby@aol.com>

 1 attachments (24 KB)

EF06DCB39FB9479A91647FEE8C1E38C4[24739161].png;

From: Chante Crosby

Sent: Wednesday, August 16, 2023 7:03 AM

To: Cynthia Morrow <CMorrow@tarrantpd.com>

Subject: Re: Ecrash Reports

Yes ma'am.

Sent from my iPhone

On Aug 14, 2023, at 3:40 PM, Cynthia Morrow <CMorrow@tarrantpd.com> wrote:

Monday, August 14, 2023

Good Morning Officer Crosby:

I do hope you are doing well and staying safe. I will attempt to address your concerns with the rejected reports in E-crash, procedures wth Bond and Bond monies, and low morale issues. See me when you come in on Wednesday.

Thanks,

<EF06DCB39FB9479A91647FEE8C1E38C4[24739161].png>

CYNTHIA MORROW, SERGEANT

Internal Affairs Division

City of Tarrant Police Department

2593 Commerce Circle

Tarrant, Alabama, 35217-2352

Office Phone: (205) 849-2811 x1206

Cellular Phone: (205) 616-9121

Email: cmorrow@tarrantpd.com

in a memo or policy. I need some clarification on what to do. I do not work for the magistrate; I work for you and look to you for guidance that you have yet to provide.

Putting me on Patrol stopped my on-call pay and changed my shift. I've been told I would be written up if I did not find anyone to work for me. However, leadership sends out a request for certain Officers that need to be off, requesting someone to work for that Office; however, that was not done in my situation. I was threatened with being written up if I could not find anyone to work for me. Certain Officers are privilege than others.

Due to Officer Williamson being on leave, I was put in his place to testify for him concerning Aniah's law bond hearing. Due to my testimony, the individual was not granted a bond which was the outcome we wanted. However, another Officer came behind me and did the same thing, and they got praised for their testimony and the same outcome as me, but I did not get praised.

It so much that needs to be done other than your rejecting reports. The Police Department has issues that need to be addressed other than reports. We need our Policies, Rules, and Regulations updated. A memo needs to be put in writing concerning the duties of the Sergeant so my concerns can be addressed to the correct person. We need memos or policies concerning arrests (probable cause), who take the inmate bond money, etc.

I know this may sound Petty to you, but it is a severe issue for me and plays a significant role in my morale. I've told you my morale was low, and you have yet to speak to me concerning my morale. Communication is the key, and we do not have that here at the Police Department. All I have here is low morale and a toxic work environment. I came to Tarrant City Police Department to assist you however I could. However, the work environment is toxic.

I'm appalled at how no one is addressing the morale issue. I'm also shocked at how leadership is not talking to Officers to try and see what they can do to boost the morale. It feels as if no one cares about us, Officers, and we are the ones that are suffering. The bickering amongst you and the Mayor, you and the magistrate, and you and payroll need to stop because it's negatively affecting me and other Officers.

This email is not meant to be disrespectful but to bring awareness.

Very respectfully,
Crosby

From: LaShaundra Jackson <ljackson@tarrantpd.com>
Sent: Monday, August 7, 2023 8:25 PM
To: Chante Crosby <CCrosby@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>
Subject: Re: Ecrash Reports

I will advise the steps on how to complete the task

Fw: Ecrash Reports

Chante Crosby <CCrosby@tarrantpd.com>

Sun 8/13/2023 12:07 PM

To: Wendell Major <WMajor@tarrantpd.com>

Cc: Wayne Newton <wnewton@cityoftarrant.com>; Jimmy Hill <jhill@tarrantpd.com>; Cynthia Morrow <CMorrow@tarrantpd.com>; sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>

Good afternoon, Chief Major,

Please read the email traffic below concerning uploading Ecrash reports to Enforce.

You rejected my accident report #23004701, stating that I need to add the Ecrash report to the listed report number. However, I informed you that I needed to be trained on how to add Ecrash to the Eforce report. I also requested that you provide the steps/process to complete such a task. Ms. Jackson replied to the email and said she would show me the process. However, she has yet to do so.

How do you expect me to complete a task when I have yet to be trained on? Therefore, my report should not have been rejected.

This is the third report that should not have been rejected in the last few days. At this point, I feel you are singling me out; that makes me feel like you are harassing me. You continue to reject reports that should be accepted, and your reply to the email I sent to Sergeant Hill was unwanted and disturbing. I came here to work and not be harassed by my leadership.

You reassigned me to Patrol temporarily. Sergeant Morrow told me I would return to the Investigation Division when Officer Williamson returned to work. Officer Williamson has returned to work, and I am still on Patrol.

I do not understand why I was moved in the first place when you could have moved Officer Muwwakkil from the swing shift and placed him on a regular shift. I am senior to Officer Muwwakkil and don't understand why I was moved instead of him. The Detective Division was not short. The Patrol Division was short.

However, since I've been on Patrol, my morale has worsened due to you rejecting reports that should not be rejected, incorrect pay, and not knowing what to do when we arrest or release an inmate.

The magistrate has sent us memos on what Officers should do. However, you have yet to send out any directive on either process. The magistrate says they are not taking money for bonds, and you told the Officers not to take bond money; however, you have yet to put that in a memo or policy. I need some clarification on what to do. I do not work for the magistrate; I work for you and look to you for guidance that you have yet to provide.

Putting me on Patrol stopped my on-call pay and changed my shift. I've been told I would be written up if I did not find anyone to work for me. However, leadership sends out a request for certain Officers that need to be off, requesting someone to work for that Office; however, that was not done in my situation. I was threatened with being written up if I could not find anyone to work for me. Certain Officers are privilege than others.

Due to Officer Williamson being on leave, I was put in his place to testify for him concerning Aniah's law bond hearing. Due to my testimony, the individual was not granted a bond which was the outcome we

Security Code to Police Department

Chante Crosby <CCrosby@tarrantpd.com>

Mon 9/25/2023 11:26 AM

To: Jimmy Hill <jhill@tarrantpd.com>

Cc: Cynthia Morrow <CMorrow@tarrantpd.com>

Good morning,

I have a security concern. This weekend a class for citizens was held in upstairs in the training room. The citizens that came to the training were given our security code to go in and out of our supposed to be secure area.

I mention this to Chief, however, his response was, "Isn't these the same people you walk around everyday."

The Police Department is meant to be a secure area. Just a couple of months ago 2 firemen were shot and one died.

I do not think a citizen should have the code to our facility due to fear of someone coming into our facility and causing physical harm or even death to an Officer or Dispatcher.

If possible, can you take my concern to leadership to see if we can get the code changed.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Crosby

*Email to Chief Major
on feeling unsafe
around Sergeant Curry.
Chief Major did not
respond.*

*Chief Major gave
citizens the code to
enter the Police
Station.*

RE: Security Code to Police Department

Cynthia Morrow <CMorrow@tarrantpd.com>

Mon 9/25/2023 11:56 AM

To: Chante Crosby <CCrosby@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>

Monday, September 25, 2023

Good Morning Chante'

I agree. This is a security concern that I will address with the Chie immediately.

Thanks,



CYNTHIA MORROW, SERGEANT
Internal Affairs Division

City of Tarrant Police Department

2593 Commerce Circle

Tarrant, Alabama, 35217-2352

Office Phone: (205) 849-2811 x1206

Cellular Phone: (205) 616-9121

Email: cmorrow@tarrantpd.com

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From: Chante Crosby

Sent: Monday, September 25, 2023 11:26 AM

To: Jimmy Hill

Cc: Cynthia Morrow

Subject: Security Code to Police Department

Good morning,

Re: Security Concerns

Derrick Williamson <DWilliamson@tarrantpd.com>

Mon 9/25/2023 1:49 PM

To: Cynthia Morrow <CMorrow@tarrantpd.com>; All Personnel <AllPersonnel@tarrantpd.com>
Cc: pbennett@cityoftarrant.com <pbennett@cityoftarrant.com>

Good afternoon,

I was informed, Chief Major provided the code to civilians on this weekend for a scheduled event. We did have several citizens throughout the building. Thank you for ensuring our safety.



DERRICK WILLIAMSON, JR., MJA, BCJ, ALEC, NP

OFFICER | CRIME SCENE INVESTIGATOR | SOCIAL MEDIA ADMINISTRATOR

2593 Commerce Circle, Tarrant, Alabama, 35217-2352

(205) 948-3218 (Work Cell)

(205) 849-2811 (Main)

(205) 848-7760 (Fax)

Visit us at CityofTarrant.com/Police & Facebook.com/TarrantPolice

"For he is the minister of God to thee for good. But if thou do that which is evil, be afraid; for he beareth not the sword in vain: for he is the minister of God, a revenger to execute wrath upon him that doeth evil." - Romans 13:4
"He that soweth iniquity shall reap vanity: and the rod of his anger shall fail." - Proverbs 22:8

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From: Cynthia Morrow <CMorrow@tarrantpd.com>

Sent: Monday, September 25, 2023 12:51 PM

To: All Personnel <AllPersonnel@tarrantpd.com>

Cc: pbennett@cityoftarrant.com <pbennett@cityoftarrant.com>

Subject: RE: Security Concerns

Monday, September 25, 2023

Today I was informed of a possible security concern that occurred this weekend in the building of the Tarrant Police Department/Fire Department. I spoke with Chief Patrick Bennett and asked that codes to all of the entry doors of the Tarrant Police Department be changed immediately. He will change the code and forward the new code to Supervisors who will forward the code to each of you.

Please **DO NOT** share this code with anyone who is not a **CURRENT** Employee of the City of Tarrant Police Department.

Thanks,

RE: Chandra Suggs

Cynthia Morrow <CMorrow@tarrantpd.com>

Thu 10/12/2023 10:37 AM

To: Chante Crosby <CCrosby@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>

Cc: Jimmy Hill <jhill@tarrantpd.com>

Thursday, October 12, 2023

Officer Crosby:

To eliminate this problem from happening in the future, after a warrant has been obtained through the District Attorney's Office, give the on-duty Dispatcher the **Warrant Number, Bond Amount, and Charge** on any detainee. The detainee can then be transported to the County Jail.

This will eliminate problems when a detainee is checked through the NCIC system, and the warrant does not show, and anyone trying to contact you. If no one has the information needed in order to transport the detainee, and his 48-hour extension has expired, he will be released.

Thanks



Email traffic on Chief Major releasing an inmate instead of transporting her to the Jefferson County Sheriff's Office.

CYNTHIA MORROW, SERGEANT
Internal Affairs Division
City of Tarrant Police Department
2593 Commerce Circle
Tarrant, Alabama, 35217-2352
Office Phone: (205) 849-2811 x1206
Cellular Phone: (205) 616-9121
Email: cmorrow@tarrantpd.com

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You did not transport Ms Suggs to the Jefferson County Jail, where the warrant you obtained required her to be transported to and held.

Sir, per policy, I can not transport a prisoner in my vehicle. I am not going to violate policy. I've never heard of me having to arrange transport for a prisoner. If this is something you want done. You need to write a policy or a memo stating that Officers have to transport prisoners.

You are directed in the future to write complete reports and supplement these reports with necessary information to include but not limited to obtaining warrants. You are also directed to transport suspect you arrest and obtain warrants on to the designated facility for their lawful detention and court review.

Please make sure you write a memo or policy on what you are directing me to do. I know for a fact Officers are not doing what you are requesting of me. I do write complete reports and supplements. You can not expect me to abide by your rule when this is the first I've heard of it.

From: Chante Crosby
Sent: Thursday, October 12, 2023 8:22 AM
To: Derrick Williamson <DWilliamson@tarrantpd.com>
Subject: Fwd: Chandra Suggs

Sent from my iPhone

Begin forwarded message:

From: Wendell Major <WMajor@tarrantpd.com>
Date: October 12, 2023 at 8:16:51 AM CDT
To: Chante Crosby <CCrosby@tarrantpd.com>
Cc: Jimmy Hill <jhill@tarrantpd.com>, Cynthia Morrow <CMorrow@tarrantpd.com>, Sergeant Wayne Curry <wcurry@tarrantpd.com>
Subject: Re: Chandra Suggs

Good Morning Officer Crosby

You did not answer when you were called by myself and dispatch before the 48 hrs. Expired.

You did not transport or arrange for the transport of the person you arrested to the proper facility within the required time.

You may not detain person for more than 48 hrs without a court order.

You obtained a court order and you were to ensure the order is carried out.

10/12/23, 2:08 PM

Mail - Chante Crosby - Outlook

Fw: 23005843 Suggs

Chante Crosby <CCrosby@tarrantpd.com>

Sat 10/7/2023 11:07 AM

To:jcda@jccal.org <jcda@jccal.org>

📎 1 attachments (1 MB)

doc01434820231007110512.pdf;

Good morning, please see attached.

Very respectfully,
Detective Crosby

██████████

From: Central Copier <Centralcopier@tarrantpd.com>

Sent: Saturday, October 7, 2023 11:05 AM

To: Chante Crosby <CCrosby@tarrantpd.com>

Subject:

TASKalfa 5054ci

[00:17:c8:c0:46:34]

Tarrant Police District Attorney Screening Sheet
205-849-2811 ORI AL0010800



Case Number: 23005843 Date of Incident: 10/07/2023 Time of Incident: 0858

Person Signing: Detective Crosby Officer in Charge: Detective Crosby Badge # 1109

Other Officers: Officer Williamson

Location: [REDACTED] Birmingham, Alabama 35217

Charges: DV 2nd

Property Taken/Value: _____ \$ _____

Victim: [REDACTED] Address: [REDACTED]

Race: Blk Sex: M DOB: [REDACTED] SSN: _____ Phone: [REDACTED]

Corporate Name: _____ Contact Number: _____

Business Rep: _____ Address: _____

Restitution: _____ Amount \$: _____ Relationship to Suspect: Husband

Suspect 1: IN CUSTODY? **Location:** TARRANT CITY JAIL **Priors:**

Name: Chandra Burton Suggs Address: [REDACTED]

Race: Blk Sex: F DOB: [REDACTED] Hair: Blk Eyes: Bro Ht: 5-06 Wt: 210 Phone: [REDACTED]

SSN: [REDACTED] Phone Number: [REDACTED]

Suspect 2: IN CUSTODY? **Location:** _____ **Priors:**

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

SSN: _____ Phone Number: _____

Drug Case Information:

Drug Type: _____ Trafficking Amount: _____ Tox #: _____

Chain of Custody: _____

Witness:

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

Sex	Race	EO	Eyes	Cell Phone	Residential Phone
1	BLACK	NON-HISPANIC	BRO	[REDACTED]	[REDACTED]
Residency Status	Class associations				
IDENT	DOMESTIC PROBLEM/Family Offense, Other				
Type Victim	INDIVIDUAL				

Other inv

Name Type	Name	State	Residential Phone
OTHER INV	[REDACTED]	[REDACTED]	[REDACTED]

Property

Record Type	Date Reported	Status	Property Type	Color
EVIDENCE	10/07/2023	NOT IN CUSTODY	CHEMICALS	WHI/BLU
Brand	Model/Desc	Serial No	Stolen Value	
PIGGLY WIGGLY	BLEACH 128 FL OZ (3.78L)	04129021	\$0.00	
Recovered Value	Damaged Value	Property Classification		
\$0.00	\$0.00	NO CLASS ASSOCIATON		
Property Location		Property Quantity		
[REDACTED] TARRANT, ALABAMA, 35217		1		
Property Owner	SUGGS, CHANDRA BURTON (Suspect)			

Narrative

Written By	Date Written
OSBY, CHANTE	10/07/2023

The charge against Suggs is Domestic Violence 2nd degree, which is not listed in our system. Domestic Violence 2, Burglary/ Second/Third is the charge listed, however, it is incorrect.

On October 17, 2023, I was dispatched to 2129 Lane Avenue on a Domestic Violence complaint. Dispatch advised that the wife, who was identified as Chandra Suggs, poured Bleach into her husband's eyes. The husband was identified as Robert Smith.

Upon arrival, I observed Officer Williamson, Suggs, and [REDACTED] standing outside of the listed location. Officer Williamson told [REDACTED] to come speak with me, in which he did. [REDACTED] pants appeared bleached, and he was wiping his face with a towel. As I approached [REDACTED], I could smell a strong odor of Bleach. I asked [REDACTED] what happened, and he told me that his wife wanted him to leave the residence, and he refused. That is when Suggs grabbed a bottle of Bleach and threw the Bleach on his entire body, including his eyes. [REDACTED] told me that he wanted his wife arrested and that he was going to press charges.

Suggs told me she wanted her husband to leave the residence, but he refused. Suggs said she called the police the night (October 6, 2023) because she and [REDACTED] verbally argued. Suggs said [REDACTED] was upset that she got home late and started the verbal argument.

Suggs said [REDACTED] was lying at the foot of her bed when she awakened today (October 7, 2023). Suggs said she

Case Management

Initial Investigator
CROSBY, CHANTE

Current Investigator
CROSBY, CHANTE

Report Status
Assigned

Assigned By
CROSBY, CHANTE

Date Assigned
10/07/2023 10:10

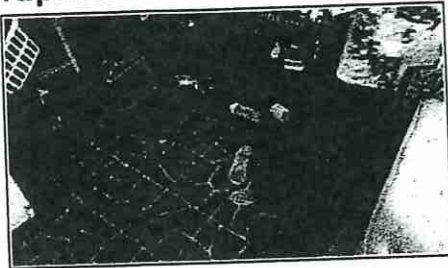
Investigative History

Investigator
CROSBY, CHANTE

Team Name
PATROL

Date
10/07/2023 10:10

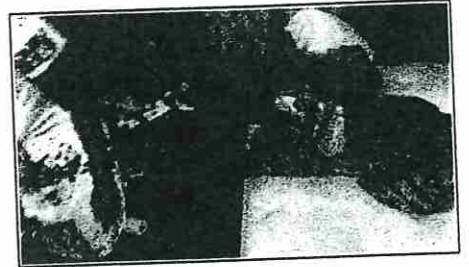
Graphics



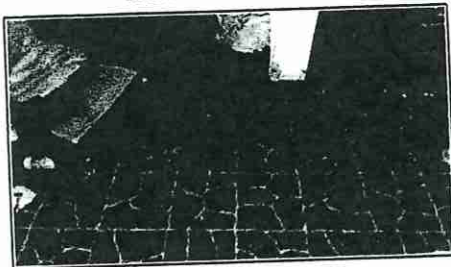
BEDROOM FLOOR



BEDROOM FLOOR



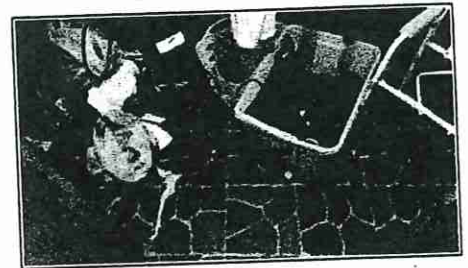
BEDROOM AREA



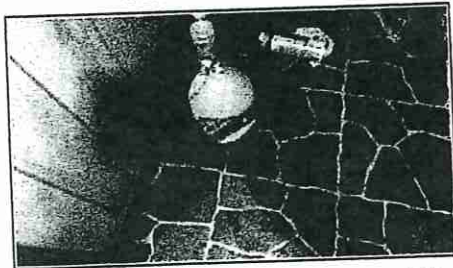
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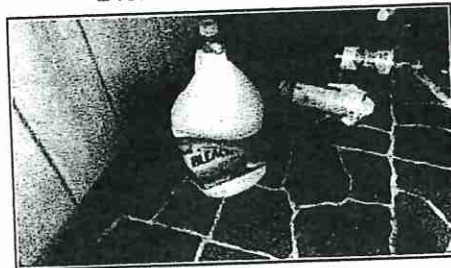
LAUNDRY AREA FLOOR



LAUNDRY AREA FLOOR



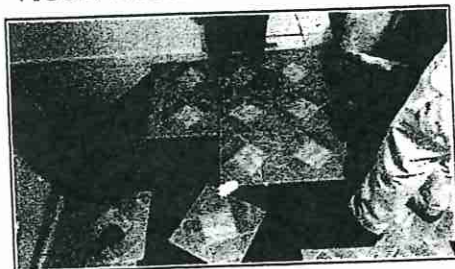
PIGGLY WIGGLY BLEACH (WEAPON)



PIGGLY WIGGLY BLEACH (WEAPON)



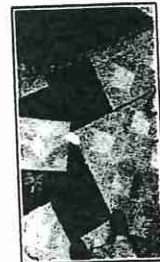
KITCHEN FLOOR



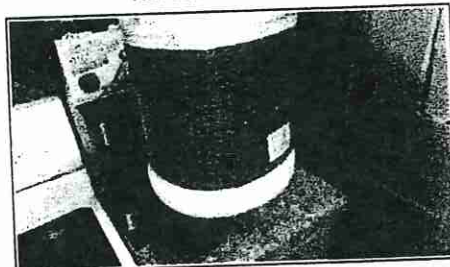
KITCHEN FLOOR



KITCHEN FLOOR



KITCHEN FLOOR





Booking Report

SUGGS, CHANDRA BURTON (B000065)

TARRANT POLICE DEPARTMENT
 2593 COMMERCE CIRCLE
 TARRANT, ALABAMA, 35217
 MAIN: (205) 849-2811
 FAX: (205) 848-7760

Holds

TARRANT POLICE DEPARTMENT
 HOLD FOR PENDING FELONY WARRANT

SUGGS, CHANDRA BURTON (B000065)

Street Address		City		State	Zip	
[REDACTED]		TARRANT		AL	35217	
Phone	Sex	Height	Weight	Race	EO	Hair Color
[REDACTED]	F	506	210	BLACK	NON-HISPANIC	BRO
Eye Color	Complexion	DOB		POB (City, ST)		
BRO	DARK BROWN	[REDACTED]		BIRMINGHAM,AL		
POB (Country)			Occupation		Gang Organization	
UNITED STATES			SECURITY ENGINEERS			
Employer		Employer Address		Employer Phone		
SECURITY ENGINEERS		1617 3RD AVE N, BIRMINGHAM, ALABAMA		(205) 251-0566		
Marital Status	Education	Religion	Emergency Contact			
M	12G	CHRISTIAN	[REDACTED]			
Emergency Phone	Emergency Address		Case Number			
	[REDACTED]		23005843			

Inmate Information

Inmate No.	ID/SSN	Misc Id	DL Number	DL State	DL Expiration
952074	[REDACTED]		[REDACTED]	AL	
SID Number	FBI Number	NCIC Number	OTN		

Arrest And Booking Information

Arresting Agency	Arrested By	Block	Cell	Bed
TPD	CROSBY, CHANTE	WOMEN	FOUR CELL A	3 RIGHT
Classification	Sentenced Type	Status (Location)	Parole/Probation	
MINIMUM	PRE-SENTENCED	IN-CUSTODY		
Arrest Location			Arrest Date	Billing
2129 LANE AVENUE, TARRANT, ALABAMA, 35217			10/07/2023 09:19	TPD
Bail Posted	Warrant Check By	Searched By		
	CROSBY, CHANTE	CROSBY, CHANTE		
Mug Taken By	Prints By	Date In		
WILLIAMSON, DERRICK	WILLIAMSON, DERRICK	10/07/2023 09:36		
Received By	Date Released	Released By	Scheduled Release	
WILLIAMSON, DERRICK				
Release Reason and Information				

Property Disclaimer

I, CHANDRA BURTON SUGGS,

hereby certify that the above listed property was taken from me during booking. I also authorize the receipt, opening and inspection of mail addressed to me by officials of this institution, and forwarding to me of all material which does not contain material of information prejudicial to the safety and discipline of the Tarrant Police Department Jail.

Date: 2023-10-07

Main Disclaimer

I, CHANDRA BURTON SUGGS,

hereby certify that the above listed property was taken from me during booking. I also authorize the receipt, opening and inspection of mail addressed to me by officials of this institution, and forwarding to me of all material which does not contain material of information prejudicial to the safety and discipline of the jail.

Date: 2023-10-07

X

Officer

Date: 2023-10-07

Tarrant Police District Attorney Screening Sheet
205-849-2811 ORI AL0010800



Case Number: 23005843 Date of Incident: 10/07/2023 Time of Incident: 0858

Person Signing: Detective Crosby Officer in Charge: Detective Crosby Badge # 1109

Other Officers: Officer Williamson

Location: [REDACTED]

Charges: DV 2nd

Property Taken/Value: _____ \$ _____

Victim: [REDACTED] Address: [REDACTED]

Race: Blk Sex: M DOB: [REDACTED] SSN: _____ Phone: [REDACTED]

Corporate Name: _____ Contact Number: _____

Business Rep: _____ Address: _____

Restitution: _____ Amount \$: _____ Relationship to Suspect: Husband

Suspect 1: IN CUSTODY? Location: TARRANT CITY JAIL Priors:

Name: Chandra Burton Suggs Address: [REDACTED]

Race: Blk Sex: F DOB: [REDACTED] Hair: Blk Eyes: Bro Ht: 5-06 Wt: 210 Phone: [REDACTED]

SSN: [REDACTED] Phone Number: [REDACTED]

Suspect 2: IN CUSTODY? Location: _____ Priors:

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

SSN: _____ Phone Number: _____

Drug Case Information:

Drug Type: _____ Trafficking Amount: _____ Tox #: _____

Chain of Custody: _____

Witness:

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

Name: _____ Address: _____

Race: _____ Sex: _____ DOB: _____ Hair: _____ Eyes: _____ Ht: _____ Wt: _____ Phone: _____

Sex M	Race BLACK	EO NON-HISPANIC	Eyes BRO	Cell Phone [REDACTED]	Residential Phone [REDACTED]
Residency Status RESIDENT		Class associations DOMESTIC PROBLEM/Family Offense, Other			
Type Victim INDIVIDUAL					

Other inv

Name Type OTHER INV	Name [REDACTED]	State [REDACTED]	Residential Phone [REDACTED]
------------------------	--------------------	---------------------	---------------------------------

Property

Record Type EVIDENCE	Date Reported 10/07/2023	Status NOT IN CUSTODY	Property Type CHEMICALS	Color WHI/BLU
Brand PIGGLY WIGGLY	Model/Desc BLEACH 128 FL OZ (3.78L)	Serial No 04129021	Stolen Value \$0.00	
Recovered Value \$0.00	Damaged Value \$0.00	Property Classification NO CLASS ASSOCIATON		
Property Location [REDACTED]		Property Quantity 1		
Property Owner SUGGS, CHANDRA BURTON (Suspect)				

Narrative

Written By CROSBY, CHANTE	Date Written 10/07/2023
------------------------------	----------------------------

The charge against Suggs is Domestic Violence 2nd degree, which is not listed in our system. Domestic Violence 2, Burglary/ Second/Third is the charge listed, however, it is incorrect.

On October 17, 2023, I was dispatched to 2129 Lane Avenue on a Domestic Violence complaint. Dispatch advised that the wife, who was identified as Chandra Suggs, poured Bleach into her husband's eyes. The husband was identified as Robert Smith.

Upon arrival, I observed Officer Williamson, Suggs, and [REDACTED] standing outside of the listed location. Officer Williamson told [REDACTED] to come speak with me, in which he did. [REDACTED] pants appeared bleached, and he was wiping his face with a towel. As I approached [REDACTED], I could smell a strong odor of Bleach. I asked [REDACTED] what happened, and he told me that his wife wanted him to leave the residence, and he refused. That is when Suggs grabbed a bottle of Bleach and threw the Bleach on his entire body, including his eyes [REDACTED] told me that he wanted his wife arrested and that he was going to press charges.

Suggs told me she wanted her husband to leave the residence, but he refused. Suggs said she called the police the night (October 6, 2023) because she and [REDACTED] verbally argued. Suggs said [REDACTED] was upset that she got home late and started the verbal argument.

Suggs said [REDACTED] was lying at the foot of her bed when she awakened today (October 7, 2023). Suggs said she

Management

Initial Investigator
CROSBY, CHANTE

Current Investigator
CROSBY, CHANTE

Report Status
Assigned

Assigned By
CROSBY, CHANTE

Date Assigned
10/07/2023 10:10

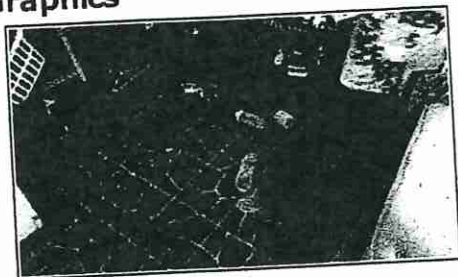
Investigative History

Investigator
CROSBY, CHANTE

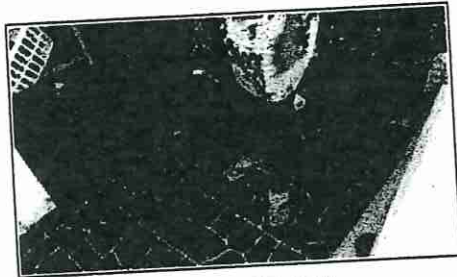
Team Name
PATROL

Date
10/07/2023 10:10

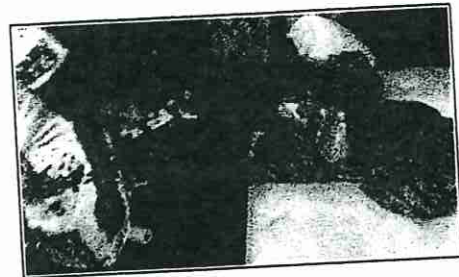
Graphics



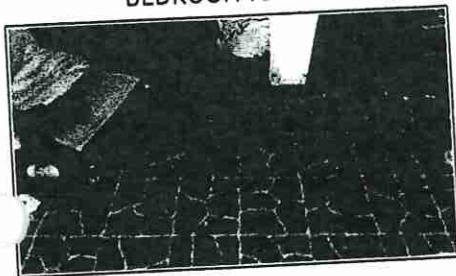
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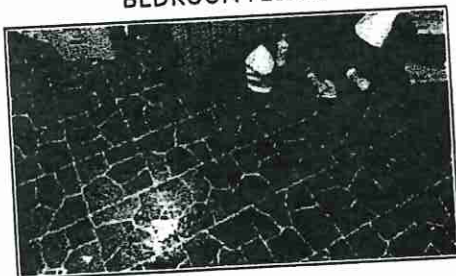
BEDROOM FLOOR



BEDROOM AREA



BEDROOM FLOOR



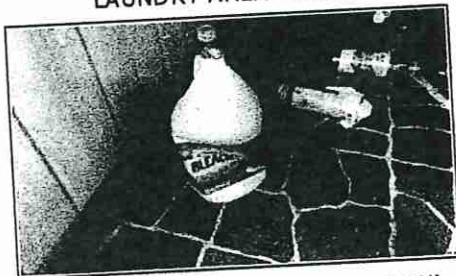
LAUNDRY AREA FLOOR



LAUNDRY AREA FLOOR



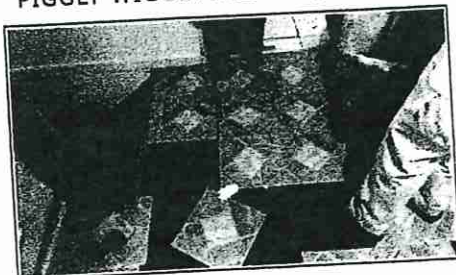
PIGGLY WIGGLY BLEACH (WEAPON)



PIGGLY WIGGLY BLEACH (WEAPON)



KITCHEN FLOOR



KITCHEN FLOOR



KITCHEN FLOOR



KITCHEN FLOOR





Booking Report

SUGGS, CHANDRA BURTON (B000065)

TARRANT POLICE DEPARTMENT
 2593 COMMERCE CIRCLE
 TARRANT, ALABAMA, 35217
 MAIN: (205) 849-2811
 FAX: (205) 848-7760

Holds

TARRANT POLICE DEPARTMENT
 HOLD FOR PENDING FELONY WARRANT

SUGGS, CHANDRA BURTON (B000065)

Street Address		City		State		Zip	
[REDACTED]		TARRANT		AL		35217	
Phone		Sex		Height		Weight	
[REDACTED]		F		506		210	
Eye Color		Complexion		DOB		Race	
BRO		DARK BROWN		[REDACTED]		BLACK	
POB (Country)		Occupation		EO		Hair Color	
UNITED STATES		SECURITY ENGINEERS		NON-HISPANIC		BRO	
Employer		Employer Address		Employer Phone		Gang Organization	
SECURITY ENGINEERS		1617 3RD AVE N, BIRMINGHAM, ALABAMA		(205) 251-0566			
Marital Status		Education		Religion		Emergency Contact	
M		12G		CHRISTIAN		[REDACTED]	
Emergency Phone		Emergency Address		Case Number			
[REDACTED]		TARRANT, ALABAMA		23005843			

Inmate Information

Inmate No.		ID/SSN		Misc Id		DL Number		DL State		DL Expiration	
952074		[REDACTED]				[REDACTED]		AL			
SID Number		FBI Number		NCIC Number		OTN					

Arrest And Booking Information

Arresting Agency		Arrested By		Block		Cell		Bed		
TPD		CROSBY, CHANTE		WOMEN		FOUR CELL A		3 RIGHT		
Classification		Sentenced Type		Status (Location)		Parole/Probation				
MINIMUM		PRE-SENTENCED		IN-CUSTODY						
Arrest Location				Arrest Date		Billing				
[REDACTED], TARRANT, ALABAMA, 35217				10/07/2023 09:19		TPD				
Bail Posted		Warrant Check By		Searched By						
		CROSBY, CHANTE		CROSBY, CHANTE						
Mug Taken By			Prints By			Date In				
WILLIAMSON, DERRICK			WILLIAMSON, DERRICK			10/07/2023 09:36				
Received By			Date Released		Released By		Scheduled Release			
WILLIAMSON, DERRICK										
Release Reason and Information										

Property Disclaimer

I, CHANDRA BURTON SUGGS,

hereby certify that the above listed property was taken from me during booking. I also authorize the receipt, opening and inspection of mail addressed to me by officials of this institution, and forwarding to me of all material which does not contain material of information prejudicial to the safety and discipline of the Tarrant Police Department Jail.

Date: 2023-10-07

Main Disclaimer

I, CHANDRA BURTON SUGGS,

hereby certify that the above listed property was taken from me during booking. I also authorize the receipt, opening and inspection of mail addressed to me by officials of this institution, and forwarding to me of all material which does not contain material of information prejudicial to the safety and discipline of the jail.

Date: 2023-10-07

X

Officer

Date: 2023-10-07

Officer Karmondi

Chante Crosby <CCrosby@tarrantpd.com>

Sat 10/28/2023 9:53 AM

To: Jimmy Hill <jhill@tarrantpd.com>; Cynthia Morrow <CMorrow@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Cc: sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>

Good morning,

I spoke with Sergeant Morrow earlier this year about Officer Karmondi using the N-word (nigger). The officers and Dispatchers informed me that earlier in 2023, Karmondi used the N-word in a story he told about his grandma, and he also used the N-word when he told the story about a call that he went on.

Officer Daniel informed another Officer and me that Karmondi was telling Daniel what Sergeant Curry said in the video when Sergeant Curry said that he works with a bunch of "N-word." Officer Daniel said Karmondi kept repeating the N-word, which made him feel uncomfortable.

I am offended by Officer Karmondi's use of the N-word and have been told by Officers that leadership was aware of the 2 incidents when Karmondi first used the N-word.

Karmondi's repeated use of the N-word is offensive and unacceptable.

4/3/24, 10:31 AM

Gmail - Fwd: Officer Crosby's Insubordination Employee Notification

<wmorse@wskllc.com>, morrolawcenter <morrolawcenter@bellsouth.net>
Subject: Fwd: Officer Crosby's Insubordination Employee Notification

Wendell W Major
Sent from my iPhone

Begin forwarded message:

From: Wendell Major <WMajor@tarrantpd.com>
Date: February 19, 2024 at 6:27:04 AM CST
To: cat15a@aol.com
Subject: Fw: Officer Crosby's Insubordination Employee Notification

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Sunday, February 18, 2024 6:32 PM
To: Cynthia Morrow <CMorrow@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>
Cc: Michael Brymer <mbrymer@msnattorneys.com>; Wayne Morse <wmorse@wskllc.com>; Charlie Waldrep <cwaldrep@wskllc.com>; cat15a@aol.com <cat15a@aol.com>; Tracie Threadford <mrstraciebthread@gmail.com>; Tommy Bryant <jtb103@aol.com>; Veronica Bandy Freeman <choson2@gmail.com>; Debbie Matthews <matthewsd334@gmail.com>
Subject: Re: Officer Crosby's Insubordination Employee Notification

Jimmy ,please serve on the named personnel. I will forward to the Mayor and the council for their review. This policy violation can not go unaddressed without subjecting the City to potential civil liability my attempts to get this employee to understand this strip search under these conditions is UNREASONABLE.

From: Cynthia Morrow <CMorrow@tarrantpd.com>
Sent: Sunday, February 18, 2024 5:41 PM
To: Wendell Major <WMajor@tarrantpd.com>
Subject: RE: Officer Crosby's Insubordination Employee Notification

Sunday, February 18, 2024

Chief

See attached for Officer Chante Crosby

Thanks

TARRANT POLICE DEPARTMENT EMPLOYEE NOTIFICATION FORM

(NAME) Officer Chante Crosby, you are the subject/witness in an ADMINISTRATIVE INVESTIGATION. (NAME) Chief Wendell Major, the Complainant(s) alleges you spoke with Lt. Jimmy Hill regarding Sgt Morrow's City issued equipment and he told you it was in my (Chief Wendell Major's) possession. You then called Sgt Morrow requesting she bring her equipment into the office and release it to you.

The Department is in the process of conducting an Internal Investigation. You are being asked to reveal knowledge of any information that is pertinent to the investigation of the above allegation(s). Failure to give a complete accounting may result in additional charges. No charges have been brought against you at this time. During the investigation, you may be instructed to give a statement(s) to the Investigator or legal representative. A report will be submitted to the Chief of Police upon completion of this investigation, with recommendations for further action, if necessary.

Pursuant to the provisions of Rules and Regulations: **Procedure No 109-12, FAILURE TO NOTIFY," Procedure 110-1, "Complainant investigations and Disciplinary action."** And **Procedure No 115-5, Polygraph Policy,"** you are directed to cooperate with the investigation. The interview will be taped and recorded; no "Off the record" statements will be allowed.

MAKING FALSE STATEMENTS OR FAILING TO PARTICIPATE IN ANY OR ALL OF THE REQUESTED EXAMINATIONS MAY RESULT IN DISCIPLINARY ACTION, UP TO AND INCLUDING TERMINATION OF EMPLOYMENT.

The Subject of an investigation may request an exact copy of their written or typed statement, or a copy of the recording of their interview if they supply their own tape for copy purposes. A member who is not a subject of the complaint but is a witness may be furnished a copy of their statement if they supply a tape. No member may obtain a copy of their statement in any form until the completion of the investigation and after all administrative or contemplated criminal actions are completed. Your statement cannot be used against you in any criminal proceeding.

I have read and understand the above information:

Employee's Signature: _____

Investigating Officer: _____

Date _____ **Time:** _____

Tarrant Police property is not stolen. You are directed to report same to your immediate supervisor in a written supplement incident offense report. I have control of the Tarrant Police Department property as the chief of the Tarrant police department. No unauthorized control of city property exist and you now aware of this fact.

Wendell W Major
Sent from my iPhone

On Feb 17, 2024, at 5:15 PM, Chante Crosby <CCrosby@tarrantpd.com> wrote:

Chief Major,

On February 14, 2024, Mayor Newton directed Cynthia Morrow (Morrow) to immediately relinquish all city-issued equipment to Lieutenant Jimmy Hill or Sergeant Derrick Williamson. However, Morrow has yet to comply with Mayor Newton's directive. Due to Morrow's failure to comply, I was directed by Mayor Newton to assist Lieutenant Hill in recovering all City of Tarrant Police Department-issued items.

Chief Major, on February 17, 2024, Lieutenant Hill told me that Morrow told him that she had turned everything over to you. I spoke with you about these items, and you replied, "Okay, I'll take care of that." If that is truthful, please turn Morrow's Tarrant Police Department-issued vehicle, uniforms, radio with mic, taser, cellular phone, badge, commission card, office and building keys, and any other equipment and or items that are in your possession to either Lieutenant Hill, Sergeant Williamson, or me.

If the items are not turned in by 9:00 am Monday, February 19, 2024, a warrant will be screened for theft of property for all items as stolen.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Detective Crosby
Office: 205-849-2811
Cell: 205-948-3258
Fax: 205-848-7760
Email: ccrosby@tarrantpd.com

<Tarrant Municipal Code 2-1.pdf>

Sec. 2-1. - Mayor—Duties.

The mayor shall, in addition to other duties imposed upon such official by law, be charged with the performance of the following duties:

- (1) Administering the oath of office to each of the other officers of the city.
- (2) Seeing that all contracts and agreements with the city are faithfully executed and performed; and to this end the mayor shall cause legal proceedings to be instituted and prosecuted against all persons failing to execute or perform their contracts or agreements with the city.
- (3) Supervision, direction and control of the heads of the various departments of the city government and their subordinates; and, in the performance of this duty, the mayor shall see to the faithful and economical execution of all the ordinances, regulations and laws of the city, and that each officer faithfully and efficiently discharges such officer's duties.
- (4) Increasing the police force of the city when such official deems it necessary for the preservation of good order and peace of the city; and such increased police force may be continued until the next meeting of the council if deemed necessary by the mayor; the mayor shall report such action and the cause thereof at such meeting.
- (5) The mayor shall prescribe rules, not inconsistent with the laws of the state or the ordinances of the city, for regulating the distribution and performance of all business of the city, and for the regulation of officers and employees under such official's control. The mayor shall see that a record of the money paid out for work done for the city, or otherwise expended by the city, is kept by the proper officers; that the records shall show the monthly expenditures, the true condition of the city's affairs, and that such records shall show all contracts, with the names of the contractors, in which the city is interested, and the bonded and other indebtedness of the city.
- (6) The mayor shall exercise general supervision over the fiscal affairs of the city, **the collection and return into the treasury and disbursements of all revenues and money of the city; of all property, assets and claims, and the sale and other disposition thereof.** The mayor shall see that all necessary proceedings are had for the protection of the city's interest in all its **property, assets and claims; that proper rules and regulations are** prescribed in relation to all accounts and settlements; that all reports connected with the fiscal department of the city are properly made; that no expenditure is made from the treasury without authority of law, and that the appropriations are not overdrawn.
- (7) The mayor is especially charged with the preservation of the faith and credit of the city in relation to its public debt and other liabilities; and shall see that proper provision is made to meet all principal and interest when due, but the mayor shall not bind the city or borrow money in its name except as provided by law and by ordinance of the city council.

- (8) The mayor shall from time to time, as the council may require, lay before it a full statement of the fiscal affairs of the city, and may communicate in writing to the council at all times, and shall at least once a year suggest to it changes in the ordinances and government of the city, if, in such official's judgment, any such changes be necessary or desirable. The mayor shall make annual reports to the council as to the financial condition and requirements of the city, with careful statement and estimate of the receipts and disbursements from every source.
- (9) The mayor shall require all officers having charge or oversight of city property at the close of each fiscal year to make and return to the council a full inventory of all such property in their respective hands or under their control. The mayor shall perform such other duties in relation to the property of the city and reports to the council as may be by law or ordinance required of such official.

(Code 1931, § 115)

Cross reference— Remitting fines, commuting sentences, granting pardons, § 6-9.

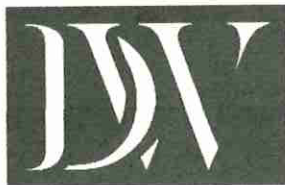
State Law reference— Mayor, Code of Ala. 1975, § 11-43-80 et seq.

A-3

DERRICK WILLIAMSON

TIMELINE

August 2022	Complaint concerning Rucker
8/25/22	Complaint Substantiated – Rucker Resigns
5/4/23	Internal Grievance Hostility from Curry for reporting Rucker
5/10/23	Memo concerning destroying paper warrants
6/2/23	5 Days Admin Leave with Pay based on complaint of hostile environment
6/14/23	10 Days Admin Leave
6/22/23	Admin Leave extended for 30 days
6/22/23	Investigation into removing Wayne Curry from system
8/24/23	Notice of Disciplinary Hearing issued by Major
9/6/23	Recommendation for Termination from Major Failure to attend Disciplinary Hearing for Failure to render Wayne Curry into the Tarrant Police Department ALACOP after being directed to do so by Chief Major
9/9/23	Response Was on paid Admin Leave on 8/2/24 so could not perform duties
10/7-8/23	Emails regarding Investigations assigned to Patrol Officers
10/26/23	EEOC Charge – Race-Color-Retaliation-Other Karmondi using racial terms Curry using racial terms Being placed under investigation for reading report (Caucasian female read same report and was not investigated) Being recommended for termination for not performing an act that was possibly a felon. Caucasians have committed dischargeable acts and were not discharged Being assigned Investigator duties without same benefits as Caucasian assigned Investigator duties
12/28/23	Memo reporting database changes by Major
02/17/24	Remove religious quote from email
02/18/24	Notice of Termination



DERRICK JAMES WILLIAMSON, JR.
[REDACTED]
[REDACTED]

Reference: Hostile Work Environment, Retaliation
Attention: Mayor Wayman Newton, Stephen Fancher

INTERNAL GRIEVANCE

I. FORMAL CONCERN(S)

As an employee who holds himself to high moral and ethical standards, and accepted employment to provide superior service to the citizens of Tarrant, Alabama ("Tarrant"), the following events occurring on May 2, 2023 as well as May 3, 2023 should not reflect the standards of supervision afforded to Tarrant employees.

As mentioned, I am diagnosed with anxiety similar to other officers employed. Hostility based upon events presented herein, in combination with the foregoing supervisor's viewing of video footage presented at the May 1, 2023 council meeting, are perceived to be retaliatory and abusive.¹ Although no individual is perfect, including myself, workplace bullying should not be acceptable. I've also been informed I am not the only individual having encountered similar behavior.

Pre-Cursor

As known of Sergeant Wayne Curry ("Sergeant Curry") who asked whether I had filed a complaint against Officer Felicia Rucker-Sumerlin ("Felicia") previously, I filed said complaint for confrontational behavior, *e.g.*, "you must be the only child", perceived mismanagement of city funds, being designated as a "Sergeant" in circumvention of personnel board rules, campaigning while on duty, and failing to act in her designated capacity; both long-term friends of Chief Major as commonly expressed. (Exhibit 1)

As believed, these are matters of public concern protected under the First Amendment. *See Lane v. Franks*, 134 S.Ct. 2369, 2373 (2014) ("corruption in a public program and misuse of state funds obviously involve matters of significant public concern"); *Carollo v. Boria*, 833 F.3d 1322, 1334 (11th Cir. 2016) ("participating in a state investigation of his supervisor's alleged misconduct and held that, '[a]t the time the defendants acted in 1991, clearly established law informed reasonable government officials that the plaintiff could not be punished for his First Amendment speech."); *Bailey v. Wheeler*, 843 F.3d 473, n.8 (2016) ("he engaged in protected speech when he complained

¹ "Marked by malevolence, having or showing unfriendly feelings, having an intimidating, antagonistic, or offensive nature... conflict, opposition, or resistance in thought or principle". *Merriam-Webster Dictionary*

Internal Grievance

to his chief, and again in his termination appeal, that Douglas County law-enforcement officers were involved in racial profiling and other inappropriate and unconstitutional conduct.”); *Stanley v. City of Dalton, Georgia*, 219 F.3d 1280, 1288 (11th Cir. 2000) (“Stanley’s speech is a theory, voiced to the GBI, that Chadwick might have stolen money from the evidence room. This speech relates to a matter of public concern.”); *Whitney v. City of Milan*, 677 F.3d 292, 297 (6th Cir. 2012) (“Crider’s order did, however, restrict private-citizen speech on a matter of public concern when he prohibited Whitney from promoting Williams’s allegations, including barring her participation and assistance in a lawsuit exposing those claims. Speech touches upon a matter of public concern ‘when it involves issues about which information is needed or appropriate to enable the members of society to make informed decisions about the operation of their government.’”).

Human Resources Director Stephen Fancher appropriately responded to these concerns following having received supporting evidence from various sources. (Exhibit 2) Following this complaint, after having known I was being considered for Detective as mentioned by Sergeant Curry, Chief Major and Sergeant Curry apparently changed their consideration. However, I was given a favorable recommendation. (Exhibit 4)

Supervisory & Subordinate Communication Style

Pursuant to Tarrant Police Department (“TPD”) Rules and Regulations (“Rules”), a “lawful order shall be construed as any order in keeping with the performance of any duty issued either verbally or written over the signature of the Chief of Police, a Supervisor; or prescribed by law, by the Manual of Rules, and Regulations or for the preservation of good order, efficiency and proper discipline of the department, which is not in conflict with the Manual of Rules and regulations.” (TPD Rules 4.46)

As proscribed, an officer may not be held responsible in certain circumstances: “should any such order conflict with a previous order or with any provision of the Manual of Rules and Regulations, the member to whom such order is given shall respectfully call attention to such conflict. If the officer giving the last order does not alter or retract such conflict, the Supervisors order shall stand and the responsibility shall be on the Supervisor and the officer obeying the order shall not be held responsible for disobedience of any order there-to-for issued.” (TPD Rules 4.47) Nonetheless, Chief Major has appointed me to operate in various capacities involving the dissemination of emails to all TPD personnel, *e.g.*, lead and contact for EFORCE software, Agency Information Security Officer, etc.

As re-iterated, and confirmed on numerous occasions, Chief Wendell Major has made his position known that he wishes for officers under his supervision to speak upon their concerns to promote proper decision making by himself as well as his supervisors. Accordingly, I have been commonly permitted to speak on my concerns and have commonly presented solutions. This has included asking Chief Major whether he wished to hear “yes sir” or my input, opinion, and/or suggestions; choosing to hear my input as

Internal Grievance

well as opinions each time asked. This style of supervisor and employee communication was known to Curry; as communications occurred regarding the foregoing in his presence and has assisted TPD with implementation of effective improvements. "Members of the Department are encouraged to offer suggestions and information through normal channels for improvement of the police service." (TPD Rules 4.35)

May 1, 2023

On May 2, 2023, after the controversial council meeting on May 1, 2023 where video footage was played where I discussed the act of destroying Tarrant Municipal Court records, I requested guidance from Sergeant Detective Morrow and Curry regarding procedures going forward which sparked the bail dispute at hand.² I advised, "I do believe we all need to receive guidance on these issues, what the standing policy is, and who shall complete what to avoid further conflict or further decrease in morale." (Exhibit 3) I was sincerely concerned that the same premise would arise causing a repeat issue leading to negative publicity for any officer of the department. I was thereafter advised, "Officer Williamson in future *EMAILS* please leave your personal feelings/thoughts (I.E low morale) out of the e-mails you send" and was later informed, "any emails you put out need to be pre-approved by a *SUPERVISOR!*" following advising that my supervisors are responsible for hearing my grievances.³

In order to understand what was perceived to be a negative temperament, I visited Curry's office. It seemed as if Curry's perception was that I had actually sent the foregoing email to everyone and he informed that "some of those emails you sent out I didn't agree on". I had only sent such to him and Sergeant Morrow. I asked Curry which emails in particular were a concern, he referenced to the attached email, and he informed me "don't say that" regarding my perception of low morale. I informed Curry it was his responsibility to hear my concerns as my immediate supervisor.⁴ Curry stated, "she don't wanna hear it either" referring to Sergeant Morrow.

Curry informed that I have been acting as if I had a problem with him since he "got here". Thereafter, he informed that I had not gotten pre-approval regarding an email sent to all personnel concerning Crime Scene Response; however, he was incorrect. Approval had been received from then Interim Chief of Police Cynthia Morrow who reviewed the presentation to be sent to all personnel. (Exhibit 5) This wasn't the first presentation created for all staff. (Exhibit 6)

² "A person commits the crime of tampering with governmental records if... Knowing he lacks the authority to do so, he intentionally destroys, mutilates, conceals, removes or otherwise substantially impairs the verity or availability of any governmental record". See Alabama Code § 13A-10-12. I was informed that numerous warrants are being recalled due to shredded original warrants.

³ TPD Rules 4.29 ("Members who feel aggrieved shall discuss their difficulties and differences with their Supervisor...").

⁴ TPD Rules 1.17 ("A Supervisor is responsible for the efficiency, discipline, and morale of all members of his command.").

Internal Grievance

As known and discussed among most officers, Curry, as he stated to me, acted as "Investigator" regarding a recent death investigation and took under his control the entire investigation without notifying a Detective or Evidence Technician (myself). Unfortunately, there were insufficient photographs taken by Curry on scene and the Forensic Pathologist has refuted Curry's designation of a natural death. Now, after inadequate preservation of evidence, the death is being treated appropriately as a homicide. Myself and Sergeant Morrow were attempting to resolve future concerns unaddressed by alternate administration.

I informed Sergeant Curry that the perceived hostility looked to be retaliation⁵ and he informed, "why would I retaliate against you Derrick? What have you done for me to retaliate? Why would you even say retaliation?! What you feeling guilty about?!" Motives were then apparent to me. I was thereafter asked, "you heard from Irondale yet?!" I had previously informed Curry I was considering a transfer to Irondale Police Department. I also informed Curry that his posting of signs depicting "Alert Alert Alert Audio/Video Recording in Progress" surrounding the patrol room appeared as if there was something to hide. (Exhibit 7) Curry informed me that he had said things within said room that he would have not said if he knew there was audio recording; nonetheless, most TPD personnel were aware of such. I was informed, "your tone is that you think we're equal" and "you're the subordinate" after reinforming Curry he was a supervisor responsible for hearing my concerns.⁶ I was later informed, "get out, get out of my office!". I did follow this request without hesitation by stating, "yes sir".

Following this interaction, and Curry's exiting Chief Major's office, Curry requested I come near his patrol vehicle outside; away from potential witnesses. Curry advised:

1. I wanted him and Chief Major "gone";
2. That I had an "agenda";
3. "No one" wanted to work with me because of a perceived friendship with Mayor Newton;
4. Generally, spoke about his ability to physically fight as known at Jefferson County Sheriff's Office;
5. That he did not "trust" me;
6. I couldn't be a supervisor because of perceived relaying of information to Mayor Newton;

⁵ "To return like for like, to get revenge, to repay in kind." *Merriam-Webster Dictionary*

⁶ "Employees in this job class conduct regular roll call meetings with their subordinates in order to distribute work, exchange information about police activities, and provide guidance and training to Police Officers and other personnel. Police Sergeants' work requires the use of independent judgment and specialized law enforcement knowledge and abilities in interpreting laws, rules and orders, and in leading subordinates... conducting meetings with subordinates... providing advice and suggestions". www.pbjcal.org/employment/descriptions

Internal Grievance

7. That Sergeant Morrow did things to help with morale because “females are more nurturing”;
8. I wasn’t a “team player”;
9. Someone told him it appeared as if I was the supervisor; and
10. Video footage presented at the May 1, 2023 council meeting was available for everyone to see.

I requested to discuss my concerns with Curry’s email directives with Chief Major and was initially told, “no”.⁷ Curry changed this response when I mentioned policy and going up the chain of command. Curry was also informed that any perceived personal friendship with Mayor Wayman Newton wasn’t of validity; as I had no relationship with Mayor Wayman Newton prior to my employment on August 2, 2021, maintained a business relationship as with any other supervisor, and had no control over certain matters.⁸ I informed that I simply do not follow actions which are illegal, unethical, and immoral and my goal is to serve the citizens of Tarrant.⁹

Upon meeting with Chief Major, Curry’s directives were modified and/or specified in order to promote efficiency. I was informed that supervisor approval will be needed to send emails to all personnel regarding avenues which make it appear as if I am a supervisor. This was no change in the previous understanding. Regarding avenues I manage, I was informed that the way things were previously done is fine.

May 3, 2023

On May 3, 2023, Curry instructed me to clear a seat for him to ride along with me within my assigned patrol vehicle advising, “to show me [him] the city from your perspective”. I verified I heard his request appropriately and informed I was enroute to the court. I later attended the Special Called Meeting regarding a vote for City Manager as directed by Chief Major according to Officer Johnston. Curry informed I would have to stay over just as if it was an emergency for said meeting even though I was a voluntary fill-in on said day. I remained during the course of the meeting at the court and at its conclusion Curry arrived within his assigned vehicle.

More shocking was that Curry approached with an aggressive tone and asked, “why didn’t you come pick me up when you got done like I told you to”, although, I was still at the Court for the individuals from the Special Called Meeting to clear. Curry was informed that I remained as the only officer present at the Special Called Meeting for security purposes and informed that I did not feel comfortable with his riding privately with me

⁷ TPD Rules 1.10 (“In decisions considered unfair, officers have the right of appeal through the chain of command to the Chief of Police. Such requests shall not be denied.”).

⁸ TPD Rules 3.62 (“Departments, giving to each all of the aid and information that they are entitled to receive.”).

⁹ TPD Rules 1.15 (“A Supervisor shall maintain a pleasant, courteous and dignified attitude...”).

Internal Grievance

within my assigned patrol vehicle. Curry informed, "I don't care what you're comfortable with... you don't have a choice!"

I requested that we speak with Chief Major to resolve the conflict; as I informed Curry that his behavior was fairly hostile and/or concerning the day prior. Curry stated, "you think you're the supervisor", referred to me as "a snitch", "Derrick you're a narcissist", and informed me again that "nobody trusts you Derrick". Curry stated, "you playing games... you like to play games, I can play them too" in a confrontational tone.¹⁰ Curry also stated, "I just want to know what your problem is... what you got **against me and Felicia**". Curry informed, "from now on, its Sergeant Curry". Curry was always referred to as such. I called Chief Major to get him to come to my vehicle; as I informed that I no longer wanted to speak with Curry because I wished for conversations to be recorded. Curry declined giving me permission to record conversations by saying, "no".¹¹

As I had mentioned concerns with condescending and stressful statements made by Curry the day prior to Chief Major, I requested a formal meeting as soon as possible. Chief Major recognized the request, refused to fully acknowledge or address Curry's behavior of stating "you like to play games, I can play them too", and thereafter left the conflict after Anthony Fields walked over.

After Chief Major walked away, I was then informed again by Curry that I didn't have "a choice" of whether he road in my vehicle and he began pulling on the handle of my locked front passenger door. I then again referred him to Chief Major; as Curry had previously mentioned the day prior, "I don't care about being sued", mentioned how many times he had been sued, and also stated in front of Chief Major within his office, "I ain't got nothing to lose". As I was unsure of Curry's intentions, and my voluntary shift was ending, I went off duty and to my residence.

Conclusion

As these matters raised concern for supervisory behavior, Chief Major did advise me to make these concerns un-generalized when discussed before his leaving. I did advise that I intended to file a written complaint, and potentially file a personnel board grievance, regarding this matter. I work very hard for the citizens of Tarrant, have represented the department well among peers, the District Attorney's Office, and citizens alike.

I would like to resolve these concerns peacefully; as the preponderance of the evidence presents that Curry harbors animus and retaliatory intent because of (1) his

¹⁰ I did not mention, or raise, that I engaged in any type of "game playing" or malicious behavior. "A person commits the crime of harassment if, with intent to harass, annoy, or alarm another person, he or she either... Directs abusive or obscene language or makes an obscene gesture towards another person." *Alabama Code § 13A-11-8*

¹¹ TPD Rules 1.47 ("Supervisors shall exercise their authority without bias or prejudice, and shall not, under any circumstances, or in any manner, obligate themselves to an officer of lesser rank.").

Internal Grievance

unsound belief of a personal vendetta against him and (2) having reported his friend Felicia. During events on May 3, 2023, I did feel alarmed and as if I was being placed in an unsafe situation as well as being bullied by a supervisor; as evident events, behavior, and misconduct of alternate officers should be of more concern than my perceived relationship with a politician/supervisor and a valid complaint filed.

II. PERSONNEL BOARD RULES

As specified within the Rules and Regulations of the Personnel Board of Jefferson County, for all classified employees, the following reasons shall constitute "for cause":

- a. Absent without leave;
- b. **Commission of a criminal offense;**
- c. **Conduct unbecoming a Classified Employee;**
- d. Conviction of any criminal offense involving moral turpitude;
- e. **Disorderly or immoral conduct;**
- f. Abuse of leave policies;
- g. **Incompetence or inefficiency;**
- h. Insubordination;
- i. Reporting to or engaging in work while under the influence of alcohol or a controlled substance;
- j. **Neglect of duty;**
- k. Negligence or willful damage to public property or waste of public supplies or equipment;
- l. Violation of any rule or regulation of the Appointing Authority, or failure to comply with instructions made and given by a superior officer or supervisor;
- m. Violation of any of the provisions of the Act or of these Rules;
- n. **Refusal to cooperate fully and truthfully in any internal investigation conducted by the Board, the Director, or an Appointing Authority, including failure or refusal to answer truthfully any question put to the employee relating to the affairs of government or the conduct of any officer or employee thereof;**
- o. Inability to perform the essential functions of the job with or without reasonable accommodation; or
- p. Any other legitimate and nondiscriminatory reason that constitutes good cause for disciplinary action, is reasonably specific, is consistent with the Act and these Rules, and is not motivated by any non-work-related preference or animus for or against any person. (p. 43)

As evident within TPD rules, and the foregoing, I maintain a responsibility to cooperate with any and all lawful investigations employed by the Appointing Authority regardless of who wishes my loyalty or obedience to lie elsewhere.

Internal Grievance

Furthermore, as mentioned by Chief Major on May 2, 2023, he expects all employees under his supervision to bring to his attention illegal and unethical actions; referred to as our "duty" to do so.

I hereby certify, to be best of my knowledge, that the foregoing information is true and correct.

Respectfully submitted this 4th day of May, 2023.



DERRICK JAMES WILLIAMSON, JR.

[Redacted]

Cellular Phone: [Redacted]

Email: [Redacted]

Secondary Email: [Redacted]

E-Fax: [Redacted]

Sworn to and subscribed on May 4, 2023 before Mary C. Harris Notary Public

Printed Name: Mary C. Harris

My Commission Expires Upon: Aug. 8, 2026



WAYMAN A. NEWTON
MAYOR



WENDELL W. MAJOR
CHIEF OF POLICE

TARRANT POLICE DEPARTMENT

2593 COMMERCE CIRCLE
TARRANT, ALABAMA, 35217-2352
WWW.FACEBOOK.COM/TARRANTPOLICE
(205) 849-2811 (MAIN) (205) 848-7760 (FAX)

Date: Wednesday, May 10, 2023

Reference: Warrant Executions via NCIC Entries, Over Detention Claims

Attention: Mayor Wayman Newton, Chief Magistrate Tanilya Jackson, Chief Wendell Major

INTRODUCTION

As specified within Criminal Justice Information Services Security Policy ("ACJIS Policy"), the responsibility of the Agency Information Security Officer ("AISO") includes:

1. Serve as the security point of contact (POC) to the FBI CJIS Division ISO.
2. Document technical compliance with the CJIS Security Policy with the goal to assure the confidentiality, integrity, and availability of criminal justice information to the user community throughout the CSA's user community, to include the local level.
3. Document and provide assistance for implementing the security-related controls for the Interface Agency and its users.
4. Establish a security incident response and reporting procedure to discover, investigate, document, and report to the CSA, the affected criminal justice agency, and the FBI CJIS Division ISO major incidents that significantly endanger the security or integrity of CJIS.

(ACJIS Policy 3.2.8; p. 7). More so, the Terminal Agency Coordinator ("TAC"), "serves as the point-of-contact at the local agency for matters relating to CJIS information access. The TAC administers CJIS systems programs within the local agency and oversees the agency's compliance with CJIS systems policies."

These titles are regulated by state law.¹ "ALEA is designated the CJIS Systems Agency to the FBI CJIS, or its successor, and the NLETS System Agency to NLETS, or its successor. ALEA may enforce all laws, rules, and regulations regarding transmittal, exchange, and retrieval of information with and through these entities. The CJIS Systems Officer, or a designee approved by the secretary, shall serve as the representative to those entities." Alabama Code § 41-9-591. "The commission may adopt rules and policies regarding the collection, storage, and dissemination of criminal justice information that conform to the policies of the FBI CJIS." Alabama Code § 41-9-594. The regulations regarding proper validations were administered by this agency.

¹ I informed Major, along with Rucker-Sumerlin and Anthony Fields, of each title's responsibility well in advance of these new and pressing concerns.

ADMINISTRATIVE NOTIFICATION(S)

Back in February of 2022, the former AISO, Chante Crosby ("Crosby"), informed Tarrant Police Department ("TPD") administration to keep myself and her updated regarding assigned responsibilities regarding entering and validating warrants. Within an informal meeting, myself and Crosby informed Chief Wendell Major ("Major") that his intention to remove physical warrants from TPD dispatch, or from dispatch access, was improper. More so, alternate officers, including Detective Rouse, witnessed alternate events of advisement.

Nonetheless, despite being informed, although we each maintained assigned responsibilities from Major as mentioned above, Major continued against our advisement. The impression was that said warrants were going to be relocated elsewhere instead of destroyed. As secondary TAC, I personally observed that several of such warrants presented to have been signed by former magistrates employed by the Tarrant Municipal Court ("TMC"). I was advised that Major's goal was to go "paperless", although, the practice of utilizing a hard copy of an arrest warrant has always been accepted to validate the existence of an arrest warrant. Furthermore, Major was observed by several employees, and EFORCE staff present on March 14, 2023, to refute Susie Hammond who informed him that a physical copy of the warrant must be housed where dispatch personnel may place hands on the physical warrant at all times.²

MEMORANDUM OF LAW

As these practices have generated significant concerns between TMC and TPD, and I have previously informed Major that his goal could potentially render civil liability, I'm writing to offer a recommendation seeing that I have not been permitted to truly operate within these assigned roles. I was also not included in any discussions to relocate new warrants to a shared drive on our network. Importantly, I've directly witnessed on three occasions warrants being present within the National Crime Information Center ("NCIC") database which have already been executed; I directed the removal of said NCIC records immediately. One of said instances included making contact with a subject who presented to have a warrant with TPD within NCIC although he pled that he was recently arrested on the same charge. As I was able to confirm his rendition as correct, he was not arrested. I informed Major of this likely issue after his removal of said warrants from dispatch; as we do not maintain a 24-hour magistrate within the TMC. As informed, the issue would lead to an officer making an arrest upon a warrant which has already been executed. Mindfully, we were informed that an NCIC entry was enough to make an arrest according to Major; I thoroughly disagreed but have not been allowed to relinquish my assignment as AISO. Anthony Fields, as informed by Major, advised that I may resign if I wished to cease voluntary duties; thereafter making them mandatory by directive.

In *Grech v. Clayton County, Ga.*, 335 F.3d 1326 (2003), Grech alleged "that he was falsely arrested on an expired bench warrant because of the Sheriff's policy of permitting invalid warrants to remain on certain computer databases and of inadequately training and supervising his employees." *Id.* at 1327. Nonetheless, the primary reason said claims were subject to summary judgement was because Grech filed suit against an

² Hammond is an employee of EFORCE from an alternate state who oversaw EFORCE training.

incorrect entity; Clayton County rather than the Sheriff. There, "Grech tried to explain to the city police officer that there was a mistake in the records because he had taken care of the 1985 charges... Grech later was transferred to the jail in Clayton County and then released on bond. Grech spent nine hours in jail. On August 17, 1998, a judge on the State Court of Clayton County returned the posted bond to Grech." *Id.* at 1328. More so, those same procedures, similar to our own, include "reviewing monthly validation listings sent out by the [ACJIS] and checking in some manner with the issuing authority to verify that a warrant has not been recalled or withdrawn." *Id.* at 1346.

In *Cannon v. Macon County*, 1 F.3d 1558 (1993), it was exclaimed "[t]he constitutional right to be free from continued detention after it was or should have been known that the detainee was entitled to release has been recognized in other circuits as well." *Id.* at 1563 (citing *Douthit v. Jones*, 619 F.2d 527 (5th Cir. 1980); *Sivard v. Pulaski County*, 959 F.2d 662 (7th Cir. 1992); *Sanders v. English*, 950 F.2d 1152 (5th Cir. 1992)). Accordingly, TPD may not detain an individual beyond a clear right to release regardless of the underlying misdemeanor charge, *e.g.*, right to bail or bond, inability to confirm the existence of an arrest warrant, etc.

The Alabama Supreme Court reiterated said principles in *City of Bayou La Batre v. Robinson*, 785 So.2d 1128 (2000). As stated, false imprisonment "consists in the unlawful detention of the person of another for any length of time whereby he is deprived of his personal liberty." *Id.* at 1131. There, "[t]he sheriff's department contacted the Bayou La Batre Police Department to confirm the existence of the outstanding warrant. When Officer Shane McClain of the Bayou La Batre Police Department looked in the drawer where the **department keeps its warrants**, he found the warrant for Robinson's arrest." *Id.* at 1130. (emphasis added). No immunity may be granted to the City of Tarrant, Alabama when substantial evidence exists in support of a false arrest. *Id.* at 1131 ("we must conclude that to allow his claim to proceed would not violate the municipality's immunity granted pursuant to § 11-47-190.").

Furthermore, "[u]nder Alabama law, a defendant who in bad faith directs a police officer to arrest an individual may be liable for falsely imprisoning that individual." *Bender v. Coram*, 2:14-CV-1583-KOB (N.D. Ala., May 26, 2015) (citing *Crown Cent. Petroleum Corp. v. Williams*, 679 So.2d 651, 654 (Ala. 1996)). "Claims of over detention under § 1983 can arise under the Fourth Amendment's right to be free from detention without probable cause or under the Fourteenth Amendment's substantive due-process right to be free from continued detention after it should have been known that the detainee was entitled to release." *Sosa v. Martin County, Florida*, 13 F.4th 1254 (2021).

In *Alcocer v. Mills*, 906 F.3d 944 (2018), an over-detention claim was again re-addressed. The court stated, "we have applied the Fourteenth Amendment analysis in cases involving over-detentions. In *Case*, 555 F.3d 1317, for example, the plaintiff was arrested based on probable cause that he had violated the law... But he was **not released from jail until roughly seven hours after he satisfied his bond**. There, plaintiff's over-detention appears to have been caused solely by some type of deficiency in the **administration of the jail**." *Id.* at 953 (emphasis added). The Eleventh Circuit made clear that "[i]n all of these cases, we held that the right at issue was the Fourteenth Amendment due-process right to be free from continued detention after law enforcement should have known that the detained person was entitled to release." *Id.* at 954. Unfortunately, there appears to have been a clear lack of reasonableness in ensuring these rights are regarded.

RECOMMENDATION(S)

As current AISO and TAC, I recommend the following actions be taken. As the preceding matters are of utmost importance in proceeding with the execution of arrest warrants by TPD:

1. Purging of all warrants within the NCIC database subject to the relocation of original warrants to the 24/7/365 access of dispatch personnel; or
2. Standing and signed memorandum outlining sufficient procedures to address these concerns by Judge Barnes, Chief Magistrate Jackson, and Chief Wendell Major.
 - a. Warrants must be validated via Tarrant Police Department dispatch by making contact with the physical and original hard copy of the warrant; and
 - b. If no access to the physical copy is available, an officer may not execute the arrest warrant subject to further confirmation from the TMC.

As these are only recommendations, I hope they are thoroughly considered.

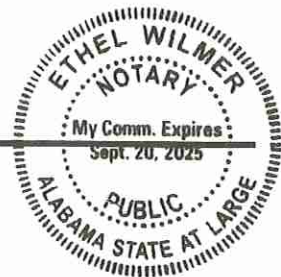
Respectfully submitted this 10th day of May, 2023.



DERRICK J. WILLIAMSON, JR., MJA, BCJ, ALEC
Police Officer | Agency Information Security Officer | APOSTC Liaison
Terminal Agency Coordinator | Social Media Administrator | Evidence Technician
2593 Commerce Circle, Tarrant, Alabama, 35217-2352
(205) 948-3218
www.cityoftarrant.com/police
www.facebook.com/tarrantpolice



Signature/Initials of Recommending Official



I certify that the information and personal recollections submitted in connection with this recommendation are true and correct to the best of my knowledge.

Sworn to and subscribed before Ethel Wilmer this 10th Day of May, 2023.
Notary Public

Signature: Ethel Wilmer My Commission Expires: 9/20/2025

Seal

**WAYMAN A. NEWTON
MAYOR**

1133 EAST LAKE BOULEVARD
P. O. Box 170220

COUNCIL MEMBERS

CATHY ANDERSON
JOHN T. "TOMMY" BRYANT

TRACIE B. THREADFORD
MAYOR PRO TEM

Tarrant, Alabama 35217-0220

205-849-2800
Fax 205-849-2805

Friday, June 2, 2023

COUNCIL MEMBERS

VERONICA BANDY FREEMAN
DEBORAH MATTHEWS

MICHAEL BRYMER
CITY ATTORNEY

CITY OF TARRANT

Director Crenshaw
Officer Williamson
Tarrant Police Department
Tarrant AL

In accordance with Rule 13.20 of the Personnel Board of Jefferson County you are placed on Administrative Leave with Pay for five Days effective June 2, 2023, due to your complaint of working a hostile environment.

13.20 ADMINISTRATIVE LEAVE

Unless the Appointing Authority has an established policy to the contrary, which is on file with the Board, administrative leave shall be governed by the following Rules:7

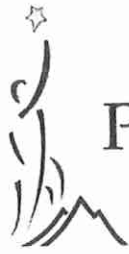
- a. General Rule. The Appointing Authority may place a Full-time employee on administrative leave, with or without pay. An employee placed on administrative leave, either with or without pay, shall not attend work, and shall not perform his or her regular job duties. Administrative leave records must be created and maintained as required by Rule 13.4.
- b. Administrative Leave With Pay. While on administrative leave with pay, an employee shall be entitled to all compensation, service time, and benefits earned and accruing to his or her Class. Administrative leave with pay may be authorized as follows:

1. Up to Five (5) Days Authorized by Appointing Authority. On its own initiative, the Appointing Authority may place an employee on administrative leave with pay for a period of time not to exceed five (5) working days. Prior to placing an employee on administrative leave with pay, the Appointing Authority must forward to the Director a written statement of the reason(s) for the action.

Yours truly,

W Newton

Mayor Wayman Newton



Personnel Board of Jefferson County

The Foundation of Your Merit System Career

June 14, 2023

Mayor Wayman Newton
City Manager John Brown
City of Tarrant
1133 East Lake Boulevard
Tarrant, Alabama 35217-0220

Re: Request for Administrative Leave with Pay – Derrick Williamson

Dear Mayor Newton & City Manager Brown:

This letter is to acknowledge the City of Tarrant's request received on June 8, 2023, for Mr. Derrick Williamson to be placed on Administrative Leave with Pay for ten (10) days, effective June 9, 2023. This request has been approved based on the City's communication indicating an investigation of is being actively conducted by the City into allegations made by Mr. Williamson. In accordance with Rule 13.20(b)(3), your request for thirty (30) additional days will be presented to the Three Member Board at the June 22, 2023 meeting for their approval. We will send confirmation after the Board Meeting. If you have any questions or any circumstances regarding this request have changed, please let me know as soon as possible.

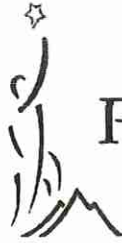
Sincerely,

Jeffrey Crenshaw, Director
Personnel Board of Jefferson County

cc: Ms. Tracie Threadford, City Councilmember (Mayor Pro Tempore)



2121 Rev. Abraham Woods, Jr., Blvd, Suite 100 Birmingham, Alabama 35203-2387
(205)279-3500 or toll-free (866)241-9001
www.pbjcal.org



Personnel Board of Jefferson County

The Foundation of Your Merit System Career

June 22, 2023

Mayor Wayman Newton
City of Tarrant
P.O. Box 170220
Tarrant, Alabama 35217

Re: Request for Administrative Leave with Pay- Derrick Williamson

Mayor Newton:

The Personnel Board is in receipt of your request for 30 additional days of Administrative Leave with Pay for the above-named employee, effective open of business on June 23, 2023. The Board acknowledged and approved the first 15 days in accordance with the provisions of Rule 13.20(b)(1) and (b)(2).

In accordance with Rule 13.20(b)(3), your extension request has been approved. If you have any questions or the leave dates referenced are incorrect, please contact Thaddeus Smith, Employee Relations Manager at (205) 279-3478.

Sincerely,

Jeff Crenshaw, Director
Personnel Board of Jefferson County

cc: Tracie Threadford, City Councilmember (Mayor Pro Tempore)



2121 Rev. Abraham Woods, Jr., Blvd, Suite 100 Birmingham, Alabama 35203-2387
(205)279-3500 or toll-free (866)241-9001
www.pbjcal.org

Bessemer Birmingham Centerpoint Emergency Management Fairfield Fultondale Gardendale Graysville Homewood Hueytown Irondale
Jefferson County Jefferson County Health Department Leeds Midfield Mountain Brook Pleasant Grove Tarrant City Trussville
Vestavia Hills Warrior

6/23/23, 2:27 PM

Mail - Derrick Williamson - Outlook

Sent via the Samsung Galaxy S20 FE 5G, an AT&T 5G smartphone
Get [Outlook for Android](#)

From: Wayman Newton <wayman.newton@gmail.com>

Sent: Thursday, June 22, 2023 12:45:10 PM

To: Cynthia Morrow <CMorrow@tarrantpd.com>

Cc: Stephen Fancher Fancher <sfancher@cityoftarrant.com>; Wendell Major
<WMajor@tarrantpd.com>; lbaker@cityoftarrant.com <lbaker@cityoftarrant.com>

Subject: D Williamson

Sgt. Morrow:

I understand you are conducting an investigation into Officer Williamson removing Wayne Curry from the system. Please be sure to note in your report that Williamson was acting at my orders as Wayne Curry is a terminated employee. I'm attaching a copy of a recent court order clearing up any confusion regarding my role as appointing authority for the City of Tarrant. Please cc Mr. Fancher, Ms. Baker and myself when you send any version of your report to Chief Major. When do you anticipate having your investigation completed?

WAN

<Derrick Williamson - ALWP (30 Days).pdf>

Re: D Williamson

Derrick Williamson <aeonpctech@live.com>

Fri 6/23/2023 12:50

To:sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>

Cc:Wayman Newton <wayman.newton@gmail.com>;Cynthia Morrow <CMorrow@tarrantpd.com>;Wendell Major <WMajor@tarrantpd.com>;lbaker@cityoftarrant.com <lbaker@cityoftarrant.com>;Shayla Myricks <smyricks@cityoftarrant.com>;scade@cityoftarrant.com <scade@cityoftarrant.com>

Received.

Derrick James Williamson, Jr.



On Jun 23, 2023, at 12:47, sfancher@cityoftarrant.com wrote:

For additional information regarding the Administrative Leave with Pay for Officer Williamson (see attached). Yesterday's Personnel Board approval brings the total Administrative Leave with Pay to 45 days.

Stephen Fancher
City of Tarrant
1133 East Lake Blvd
Tarrant, Alabama 35217
205.527.5007

From: Sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>

Sent: Thursday, June 22, 2023 1:28:14 PM

To: Wayman Newton <wayman.newton@gmail.com>; Cynthia Morrow <CMorrow@tarrantpd.com>; Derrick Williamson <aeonpctech@live.com>

Cc: Wendell Major <WMajor@tarrantpd.com>; lbaker@cityoftarrant.com <lbaker@cityoftarrant.com>; Shayla Myricks <smyricks@cityoftarrant.com>; scade@cityoftarrant.com <scade@cityoftarrant.com>

Subject: Re: D Williamson

To all:

In addition to the Mayor's message and request for investative information, please see the attached document detailing the approval of Officer Williamson's Administrative Leave with Pay by the Personnel Board of Jefferson County. Accordimgly, this will provide guidance in revising your payroll and work schedules.

Fancher

NOTICE OF DISCIPLINARY HEARING

DATE: 8-24, 2023

TO: Officer Derrick Williamson Officer [REDACTED]
NAME TITLE EMPLOYEE ID

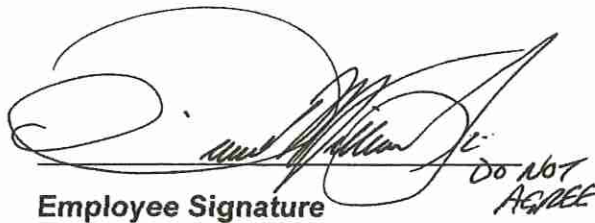
FROM: Chief Wendell Major

You are notified that possible personnel action is contemplated against you. The personnel actions could be to discipline and may result in suspension, demotion or dismissal.

This is to advise you that a DISCIPLINARY HEARING will be held at 9:00 am, on Saturday, September 2, 2023, in Chief Wendell Major's Office.

At this time, you will have the opportunity to respond to the statement listed on page 2 orally or in writing, or both, if you so desire. You also may be accompanied by a representative of your choosing. The hearing will not be of an adversary nature, and no examination of witnesses will be permitted. You must report to the hearing 15 minutes before the scheduled time, dressed in uniform or court attire. Secure all weapons in a safe in a Sergeant's Office or your vehicle.

You will be notified in writing within seven (7) working days of the decision. In the event disciplinary action is taken against you, the procedures for review or appeal will also be provided.

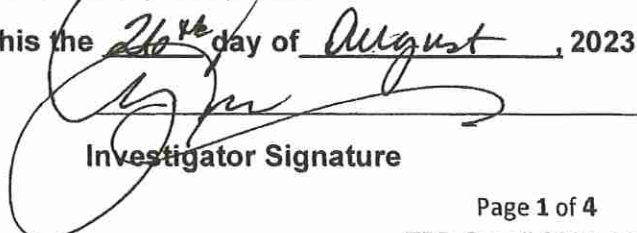

Employee Signature *DO NOT AGREE*

Wendell Major
Department Head/Designee Signature

This is to certify that (Check one)

- I have served a copy of this notice upon the above-named employee.
- Due to the unavailability of the employee, I have deposited this notice in the /United States Mail Property addressed to the last known address of the above individual, postage prepaid, Certified Mail, and Return Receipt Requested.

On this the 26th day of August, 2023.


Investigator Signature



City of Tarrant Crime Commission



i [Page · Community Organization · Community Service](#)

📍 Tarrant, AL · Tarrant City, AL

✉ TarrantDistrict1@gmail.com

★ Not yet rated (0 Reviews) **i**

Photos

[See all photos](#)



City of Tarrant Crime Commission



September 2 at 11:33 AM · 🌐

Today we had a disciplinary meeting for 3 officers. Unfortunately, Mayor Newton advised that Officer Williamson and Officer Jiles not show up so that we could help defend their jobs. Officer Olliver, even though advised not to show, did show up and we were able to hear him out and suggested a verbal warning for his infraction. I am not sure why Mayor Newton advised te officers not to show as we are probably the most fair group of individuals that we can be. We do not hold grudges and we do not take sides at any capacity but because we are trained to be professionals based on the 1st and 4th ammendments of the Constitution by Chief Major and his staff of officers, it is assumed that we are biased. Yet we are not, we are individuals with individual thoughts, experiences, backgrounds and points of view.

👍 2

🔗 1

👍 Like

💬 Comment

🔗 Share

WAYMAN A. NEWTON
MAYOR



WENDELL W. MAJOR
CHIEF OF POLICE

CITY OF TARRANT POLICE DEPARTMENT

2593 COMMERCE CIRCLE
Tarrant, Alabama 35217-0220

Date: 6 September 2023
TO: Officer Derrick Williamson
FROM: Wendell Major, Chief of Police

RE: Chief of Police Review of Recommended Disciplinary Action Case # TPD IA 2300-002

On 2 September 2023 a Disciplinary Hearing was held to review accusations you fail to carry out assigned duties to wit:

Your failure to reenter Sergeant Wayne Curry into the Tarrant Police Department ALACOP roster as a sworn Officer after being directed by Tarrant Police Chief Wendell Major to do so, on 2 August 2023.

After an Investigation by Sergeant C. Morrow, a Review by the Tarrant Crime Commission, and myself, where you failed to appear after having been directed to do so in writing, I have concluded you willfully failed to perform the assigned task and properly report the tasks as directed and further failed to make a supervisor aware of any difficulties you had that you could not manage to accomplish your assigned duties. **With this conclusion in mind. I am recommending your employment with the City of Tarrant be terminated to Mayor Wayman Newton, for violation of: Rules and Regulations, City of Tarrant:**

3.75 - General Offenses - Disciplinary Action: A member of the Department found guilty of violating a rule or regulation, or any of the provisions of general or special order, or upon conviction in a court having a criminal justification or any one of the following listed offenses, shall be subjected to reprimand, suspension, or termination or suffer such other disciplinary action as the Chief of Police may impose. 3.75.2 - Disobedience of orders, or rules.

Cc: Mayor Wayman Newton
President Pro Temp Tracie Threadford
Personnel File of Officer Shannon Giles
City Attorney Michael Brymer

TARRANT POLICE DEPARTMENT

PRIDE EXCELLENCE HONOR



WAYMAN NEWTON, MAYOR
WENDELL MAJOR, CHIEF OF POLICE

RE: Recommendation for Termination

CC: Mayor Newton, Deputy Mayor Baker, HR Director Fancher, City Attorney Brymer, Etc.

RECOMMENDATION RESPONSE

Although it is recognized that a failure to complete said action was sanctioned by the Appointing Authority, Mayor Wayman Newton ("Newton"), said recommendation has been received. See Alabama Code § 45-37-121.19(a) ("An appointing authority may dismiss or demote an employee holding permanent status for just cause whenever he or she considers the good of the service will be served thereby, for reason stated in writing, served on the affected employee, and a copy furnished to the director, which action shall become a public record."). As Chief Wendell Major's ("Major") recommendation to Newton is termination for something said Appointing Authority approved, this recommendation is quite perplexing.

However, the pre-disciplinary hearing process legally must be approved by the Appointing Authority and *City of Mobile v. Lawley*, 246 So.3d 147 (Ala. 2017) is applicable. Major and the Tarrant City Crime Commission are in violation of Alabama Code § 11-43-230 stating, "[e]very municipality shall establish written due process procedures applicable to the pre-disciplinary hearing. At a minimum, this due process shall consist of written notice to the officer of the reasons for the termination or suspension. **This notice shall be issued by the person or persons with authority to suspend or terminate the law enforcement officer.** The notice shall inform the officer that he or she has 10 days to request, in writing, a hearing before the person or persons with authority to suspend or terminate... **The hearing shall be conducted by an impartial officer or body with authority to suspend or terminate the law enforcement officer.**"¹

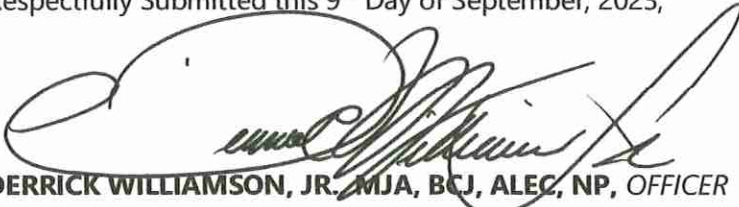
As stated, "[t]his article shall not apply to any municipality with an established due process procedure for law enforcement officers on July 14, 2001, so long as the municipality continues to have a due process procedure in full force and effect." See Alabama Code § 11-43-232. Unfortunately, the Jefferson County Personnel Board ("JCPB") has no procedure for pre-disciplinary hearings, nonetheless, they *are not* a municipality. More so, the City of Tarrant maintains no documented due process procedure which has been issued to the undersigned and the Tarrant City Crime Commission has not been formally sanctioned to oversee due process rights. Furthermore, no such procedure exists in the Rules and Regulations of the Tarrant Police Department. Finally, neither Major or the Tarrant City Crime Commission maintains authority to suspend or terminate a law enforcement officer. This recommendation and unsanctioned process poses a civil liability for the City of Tarrant and the Tarrant City Crime Commission. The undersigned, since employment on August 2, 2021, having no prior formal discipline in said position, has provided exceptional public service to the citizens of Tarrant and shall continue to do so.

¹ As Major is directly involved in the matters of his recommendation, his impartiality is also in question. See Merriam-Webster (defining "impartial" as "not partial or biased: treating or affecting all equally").

NOTED ERRORS IN RECOMMENDATION

1. The undersigned finds that the term "renter" is inaccurate.
2. The undersigned was on paid administrative leave on "2 August 2023" and no directives were received on said date.
3. The undersigned could not "willfully fail" to conduct a task while on paid administrative leave. Jefferson County Personnel Board Rule 13.20(a) ("The Appointing Authority may place a Full-time employee on administrative leave, with or without pay. An employee placed on administrative leave, either with or without pay, shall not attend work and shall not perform his or her regular job duties.").
4. The undersigned informed Mr. Wayne Curry and Major of paid administrative leave.
5. The undersigned objects to documents relating to his employment being placed in Officer Shannon Giles' personnel file as mentioned therein.

Respectfully Submitted this 9th Day of September, 2023,



DERRICK WILLIAMSON, JR. MJA, BCJ, ALEC, NP, OFFICER
Social Media Administrator | Evidence Technician

2593 Commerce Circle
Tarrant, Alabama, 35217-2352
dwilliamson@tarrantpd.com
(205) 948-3218

Fw: INVESTIGATIONS: Assigned to Patrol Officers

Derrick Williamson <DWilliamson@tarrantpd.com>

Sat 10/7/2023 10:47 AM

To: Chante Crosby <CCrosby@tarrantpd.com>

Thank you,



"For he is the minister of God to thee for good. But if thou do that which is evil, be afraid; for he beareth not the sword in vain: for he is the minister of God, a revenger to execute wrath upon him that doeth evil." - Romans 13:4

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From: Derrick Williamson <DWilliamson@tarrantpd.com>**Sent:** Saturday, October 7, 2023 10:42 AM**To:** Wendell Major <WMajor@tarrantpd.com>**Cc:** Cynthia Morrow <CMorrow@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>**Subject:** Re: INVESTIGATIONS: Assigned to Patrol Officers

Good morning,

As understood, we are disregarding the policy adopted. This is simply an official record that Tarrant Police Department has abandoned its policy regarding these matters. I would not like to be later be held accountable; as this concern has been noted and referred to senior leadership. I agree that the duties of a Detective are encompassed within the classification of a police officer, however, Tarrant Police Department was initially following its policy regarding these matters. Disregarding written policy subjects the department's officers to loss of state agent immunity under *Ex Parte Cranman*. Officers assigned to patrol have been unable to focus on such due to the sheer number of requirements instituted that do not coincide with policy and are extremely tedious. It's understood that a Detective's division no longer truly exists and, although I already receive maximum premium pay, other officers assigned to conduct investigations contrary to policy may have a concern that they are not receiving an additional 5% premium to conduct thorough felony investigations. Also, we are not receiving the benefits of being assigned to a detective division, *i.e.*, Monday through Friday scheduling.

I have no issue being directed to complete thorough felony investigations, as seen by the number of complete felony investigations I have conducted, unless it is contrary to what is written and beneficial. I also must be allowed sufficient timing, including being outside of patrol rotation, to do so. I find it concerning to direct and assign tasks which cannot be appropriately completed by the selected personnel. Nonetheless, the Tarrant Police Department must be fair and impartial in its dealings with staff as well as the citizens we serve.

Thank you for your response Chief,

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From: Wendell Major <WMajor@tarrantpd.com>
Sent: Saturday, October 7, 2023 10:30 AM
To: Derrick Williamson <DWilliamson@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>
Cc: Cynthia Morrow <CMorrow@tarrantpd.com>
Subject: Re: INVESTIGATIONS: Assigned to Patrol Officers

There are no investigatory duties of a "detective" that are not also duties of a patrol officer. You appear to be unclear on how assignments of job duties are determined. All personnel are to be asked to perform duties within their job classification and no separate job classification exist within the Tarrant Police Department / PBJC for patrol officer/police officer/detective.

As a patrol officer you are expected to investigate the incidents you are dispatched to. The leadership of the police department will determine what or if any additional resources will be directed to the incident after reviewing the initial officer's written report.

From: Derrick Williamson <DWilliamson@tarrantpd.com>
Sent: Friday, October 6, 2023 1:51 PM
To: Jimmy Hill <jhill@tarrantpd.com>
Cc: Cynthia Morrow <CMorrow@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Subject: INVESTIGATIONS: Assigned to Patrol Officers

Good afternoon,

I would like to understand why felony cases are being **assigned** to patrol officers to complete. I am not a Detective and try my best to focus my efforts on actual patrol; as we are receiving numerous complaints regarding the lack of patrol units on the streets being seen as well as enforcing traffic laws. Patrol officers have not been commonly assigned felony cases to investigate where we will have to call citizens, interview individuals, and visit locations. I was originally informed that we may voluntarily complete these cases. More so, policy says the complete opposite of being directed to complete these.

EFFECTIVE DATE: 03/01/2010	REVISION DATE:	SECTION: 400.05
SUBJECT: CRIMINAL INVESTIGATIONS-Responsibilities		APPROVED BY: Jon A. Tyler, Chief of Police

Purpose:

The purpose of this policy is to determine the responsibilities of the **Detectives** Division. These responsibilities will require thorough, professional, and objective investigation of crimes to ensure an accurate disposition.

A. Responsibilities of the Investigations Division:

Tarrant Police **Investigators** will be responsible for investigating all felonies, and serious misdemeanors. The Lieutenant will schedule a Detective to be "on-call" at all times. The Lieutenant shall be notified by the "on-call" Detective of any serious felony crime scenes under investigation. The Lieutenant will be responsible for assigning cases to the Detectives.

Thank you,



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OFFICER | CRIME SCENE INVESTIGATOR | SOCIAL MEDIA ADMINISTRATOR
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 (205) 948-3218 (Work Cell) (205) 849-2811 (Main) (205) 848-7760 (Fax)
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Re: INVESTIGATIONS: Assigned to Patrol Officers

Derrick Williamson <DWilliamson@tarrantpd.com>

Sun 10/8/2023 11:45 AM

To: Wendell Major <WMajor@tarrantpd.com>

Cc: Cynthia Morrow <CMorrow@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>; Wayne Newton <wnewton@cityoftarrant.com>; sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>

Bcc: Chante Crosby <CCrosby@tarrantpd.com>

Good morning,

Chief, with all due respect, we are not debating what is clearly written in the referenced policy. It is most clear that "[t]he purpose of this policy is to determine the responsibilities of the **Detectives Division**. These responsibilities will require thorough, professional, and objective investigation of crimes to ensure an accurate disposition... **Tarrant Police Investigators will be responsible for investigating all felonies, and serious misdemeanors**. The Lieutenant will schedule a Detective to be "on-call" at all times. The Lieutenant shall be notified by the "on-call" Detective of any serious felony crime scenes under investigation. The Lieutenant will be responsible for assigning cases to the Detectives." It is evident that you are not correct regarding this matter and should be willing to admit such. I'm simply making my stance known by submitting it in writing for when problems arise regarding the abandonment of this policy.

The Jefferson County Personnel Board does not specify that "Police Officers and Sheriff's Deputies in the rank of Sergeant and below who are regularly assigned to any of the following may be eligible for one step above the regular pay step... Complex Investigations (criminal, evidence collection or detective functions)" for absolutely no reason. See Salary Administration Guide & Pay Plan, p. 16.

More so, this is a notification that I do not have the proper resources to do as you are requesting. Detective Rouse maintains a (1) Monday through Friday schedule, (2) an office for confidentiality, (3) additional investigative resources, (4) receives increased pay, (5) is on call as a Detective, (6) wears a different uniform, (7) does not have to patrol Tarrant's corporate limits, (8) may leave the corporate limits to investigate crimes, and (9) is not included in a rotation to respond to calls for service to take initial reports. If you are not offering such to other individuals, such as an African American officer without the designation of Detective, then there is a clear disparity.

You additionally assigned a case to me that Officer Smith was assigned after you created a narrative in his name. I cannot understand how this practice would not potentially result in an officer being on the stand and having to say, "I didn't write that report". More so, causing an appearance that Tarrant Police Department falsified documentation. Although they were my notes, the assigned investigations must also be **fair** across available officers. If an officer maintains a greater skillset, you must give them an incentive to conduct those tasks. Assigning additional work to certain employees causes a concern for harassment, bias, and setting up an employee for failure.

Thank you for your response,

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From: Wendell Major <WMajor@tarrantpd.com>

Sent: Sunday, October 8, 2023 11:10 AM

10/26/23, 7:45 AM

Mail - Derrick Williamson - Outlook

To: Derrick Williamson <DWilliamson@tarrantpd.com>
Subject: Re: INVESTIGATIONS: Assigned to Patrol Officers

There is no abandonment of TPD Policy. The policy you cite is of what the Investigation Division responsibilities are and does not preclude patrol officer from fully investigating all of the calls they are assigned. If the TPD leadership reassigns an incident you were previously assigned to the investigation division, the incident will be removed from your Eforce que. Officers may be at varying time be assigned incidents and are expect to fully investigate the incident to the best of their ability and skill set. If the officer believes he/she is in need of assistance then the officer should communicate the assistance needed an how the officer perceives the investigatory course of action to be taken to their immediate supervisor.

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DERRICK WILLIAMSON, JR., MJA, BCJ, ALEC, NP

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<p style="text-align: center;">AMENDED CHARGE OF DISCRIMINATION</p> <p style="font-size: small;">This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.</p>	<p>Charge Presented To: Agency(ies) Charge No(s):</p> <p><input type="checkbox"/> FEPA</p> <p><input checked="" type="checkbox"/> EEOC</p>
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N/A and EEOC
State or local Agency, if any

Name (indicate Mr., Ms., Mrs.) Derrick James Williamson, Jr.	Home Phone (incl. Area Code) [REDACTED]	Date of Birth [REDACTED]
--	--	-----------------------------

Street Address [REDACTED]	City, State and ZIP Code [REDACTED]
------------------------------	--

Named is the Employer, Labor Organization, Employment Agency, Apprenticeship Committee, or State or Local Government Agency That I Believe Discriminated Against Me or Others. (If more than two, list under PARTICULARS below.)

Name City of Tarrant, Alabama (Tarrant Police Department)	No. Employees, Members 50+	Phone No. (Include Area Code) (205) 849-2811
---	--------------------------------------	--

Street Address 1133 East Lake Boulevard	City, State and ZIP Code Tarrant, Alabama, 35217
---	--

Name N/A	No. Employees, Members N/A	Phone No. (Include Area Code) N/A
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Street Address N/A	City, State and ZIP Code
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<p>DISCRIMINATION BASED ON (Check appropriate box(es))</p> <p><input checked="" type="checkbox"/> RACE <input checked="" type="checkbox"/> COLOR <input type="checkbox"/> SEX <input type="checkbox"/> RELIGION <input type="checkbox"/> NATIONAL ORIGIN</p> <p><input checked="" type="checkbox"/> RETALIATION <input type="checkbox"/> AGE <input type="checkbox"/> DISABILITY <input type="checkbox"/> GENETIC INFORMATION</p> <p><input checked="" type="checkbox"/> OTHER (Specify)</p>	<p>DATE(S) DISCRIMINATION TOOK PLACE</p> <table style="width:100%; border: none;"> <tr> <td style="text-align: center; font-size: small;">Earliest</td> <td style="text-align: center; font-size: small;">Latest</td> </tr> <tr> <td style="text-align: center;">2/20/2017</td> <td style="text-align: center;">10/25/2023</td> </tr> </table> <p><input checked="" type="checkbox"/> CONTINUING ACTION</p>	Earliest	Latest	2/20/2017	10/25/2023
Earliest	Latest				
2/20/2017	10/25/2023				

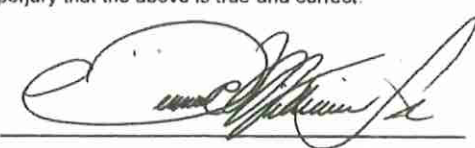
THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s))

Earlier in 2023, I became aware that Officer Kimball Karmondi had recited events involving his grandmother where he used the term "nigger" when repeating what his grandmother had stated. Upon information and belief, Karmondi wasn't disciplined for this; recitation of derogatory language which I believe to violate Tarrant Police Department's rules and regulations. Councilman Bryant, of the Tarrant City Council of the same government, had previously utilized the terminology of "house nigger" and his resignation was requested although he was not impeached. Bryant remains on the council; as he refused to resign.

Also, approximately in the month of April 2023, I was made aware that Officer Christopher Johnston, who I was informed was caught sleeping on duty in his patrol vehicle resulting in a citizen calling Tarrant Police Department concerned, did not receive discipline for this matter according to what I was informed. I had spoken to Sergeant Wayne Curry ("Curry") about this matter which he informed that I wouldn't know whether he had issued discipline or not for the matter. On October 3, 2023, Human Resources for the City of Tarrant informed me that they weren't even aware of this issue; I know Tarrant Police Department administration was. This was not Johnston's first time being caught sleeping on duty as I was informed.

During May of 2023, I became aware that Officer Kimball Karmondi had damaged a security camera within the Tarrant Police Department squad room and had not been punished for such. Chief Wendell Major ("Major"), Tarrant Police Department's new chief of the African American race, was aware of this conduct. Upon information and belief, Karmondi wasn't disciplined for this conduct as well by Major or his immediate supervisor when noticed of the incident/crime. Sergeant Wayne Curry ("Curry"), around this time, actually posted signs noticing employees of audio and video recording in the area where this property damage occurred as instructed of Major. Major informed me that the notices had to be posted because of the audio recording occurring.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.	NOTARY – When necessary for State and Local Agency Requirements
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I declare under penalty of perjury that the above is true and correct.	I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.
<p style="text-align: center;">  _____ Charging Party Signature </p>	<p style="text-align: center;">SIGNATURE OF COMPLAINANT</p> <p style="text-align: center;">OCT 26 2023</p> <p style="text-align: center;">SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE</p> <p style="text-align: center;">(month, day, year) Birmingham District Office</p>
<p>10/26/2023</p> <p style="font-size: small;">Date</p>	

AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

N/A

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s))

I had previously filed complaints because I believed I was being harassed by Curry. On May 1, 2023, Curry stated during a conversation, "your tone is that you think we're equal" and "you're the subordinate". On that date he also told me he could fight and had "nothing to lose". On May 2, 2023, Curry stated, "you think you're the supervisor", referred to me as "a snitch", "Derrick you're a narcissist", and informed me again that "nobody trusts you Derrick". Curry also stated, "you playing games... you like to play games, I can play them too" in a confrontational tone." Curry even attempted to force himself into my assigned patrol vehicle where I was seated. This was extremely intimidating. I was even previously instructed to bring a doctor's excuse for a legitimate illness while **Caucasian officers were not required to do so regarding their illnesses**. Two other African American officers also have dealt with similar concerns with Curry.

Also, in the last few months, I was made aware of an incident where neither a Detective or Evidence Technician was contacted regarding a juvenile's death. The officers responding to this call were Caucasian, Officer Patrick Howle and Officer Christopher Johnston (from my recollection), and did not follow policy as previously instructed; to contact a Detective and/or Evidence Technician regarding homicides. This was not a natural death. **Neither Caucasian was disciplined** (or even recommended for discipline) and Major was aware of this grave violation of policy.

On June 2, 2023, I was instructed by Major to **re-enter Curry** into state databases with access to criminal justice information and criminal records after Curry's lawful termination. I declined to do so because this was considered to be a felony if completed as asked and I was placed on paid administrative leave due to an investigation of a hostile work environment. Major lied informing me that Curry was not terminated. **I was later recommended** for termination by Major even though I had done nothing incorrect.

Also in June of 2023, after Curry was terminated, he came to the Tarrant Police Department while impersonating a peace officer and made the following statement within his previously assigned office: "**This what you get when you work with a bunch of niggers**, I know you don't like that word but **there's a difference between black folks and niggers**. How bout this, there's a difference between black folks and hood folks. Because it's some hood folks up here." Curry is African American. It is believed that the subject Curry was speaking to **was a Caucasian female**.

On August 31, 2023, I was informed that Major had illegally "rehired" Curry following his lawful termination on May 31, 2023 as a "reserve officer". Major testified to having unlawfully done so on this date. I also became completely aware that Major and Curry are long-term friends of over 30 years. On October 3, 2023, Curry was re-instated by the Jefferson County Personnel Board unrelated to these matters and is set to return to supervising African American employees including myself.

On September 27, 2023, I was placed under investigation for **reading a police report** written by Major regarding Chief Magistrate Jackson. Major lied in this report stating Jackson struck her child in the face. Officer Chante Crosby, an African American, was also placed under an internal affairs investigation. Dispatcher **Belinda McMichael, a Caucasian, also read this report but wasn't placed under an internal affairs investigation**. I was interrogated by Sergeant Morrow and recommended for discipline for being allegedly disrespectful to Sergeant Morrow because I stated the investigation was harassment.

On October 7, 2023, I informed Major of disparate practices regarding assigning felony investigations to me in violation of Tarrant Police Department policy. Major was not truthful about his abandonment of the policy. I am assigned to patrol and am not a Detective. However, **Detective Jacob Rouse, a Caucasian, maintains a (1) Monday through Friday schedule, (2) an office for confidentiality, (3) additional investigative resources, (4) receives increased pay, (5) is on call as a Detective, (6) wears a different uniform, (7) does not have to patrol Tarrant's corporate limits, (8) may leave the corporate limits to investigate crimes, and (9) is not included in a rotation to respond to calls for service to take initial reports. I do not receive these benefits; being made to complete more work for no additional benefits as opposed to a Caucasian.**

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

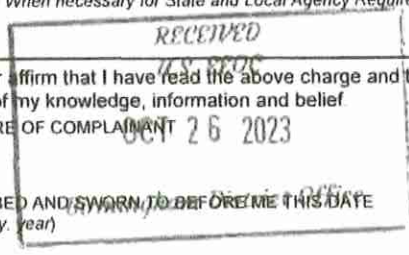
I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE (month, day, year)



[Handwritten Signature]

10/26/2023

Date

Charging Party Signature

AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: _____ Agency(ies) Charge No(s): _____

FEPA
 EEOC

N/A

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s))

On October 9, 2023, Mayor Newton instituted practices to protect me from harassment of Curry by directing Curry to work a shift opposite of mine (7:00 pm to 3:00 am). Major refused to regard Mayor Newton's directives and told Curry to continue to work a shift with me still at work. Curry violated Mayor Newton's directive on at least three occasions; I did not feel comfortable being around Curry while these issues are reviewed.

On October 25, 2023, I was made aware by Officer Artze Daniel that Officer Karmondi was freely and disrespectfully still repeating the term "nigger" regarding what Sergeant Curry stated as mentioned in this charge. Daniel informed he was offended by Officer Karmondi's recitation of the term several times. This violates Tarrant Police Department's policies. According to sources, Karmondi's hiring was recommended by Major.

I feel these practices, of permitting Curry and Major to supervise their own race, avoiding discipline of Caucasians and invoking a hostile work environment, are in violation of § 2000e-2(a)(2) ("limit, segregate, or classify") of Title VII of the Civil Rights Act of 1991 proscribing disparate treatment premised upon the African American race. See *Vance v. Ball State Univ.*, 570 U.S. 421 (2013) ("a victim can prevail simply by showing that the employer was negligent in permitting the harassment to occur... Vance complained that Davis 'gave her a hard time at work..."; *Little v. United Technologies*, 103 F.3d 956 (1997). I believe these practices are also retaliation in violation of § 2000e-2(a)(3) of Title VII of the Civil Rights Act of 1991. More so, two other EEOC charges have been recently filed regarding Major and one informal discrimination complaint.

Pre-Cursor (Discrimination Thriving in Tarrant Police Department Environment)

On February 2, 2017 at 2:31 PM, I was contacted by Brenda Boggan (hereinafter "Boggan") regarding being certified for the position of Police Officer by the Jefferson County Personnel Board. Boggan's email indicated she was an Administrative Assistant with the Tarrant Police Department. Boggan's communication also presented her initial email was written by Lieutenant Larry Rice. On this date, I responded that I was interested in the position of Police Officer with the Tarrant Police Department and Boggan advised that a current Police Officer, such as myself, would begin employment "at least at a step 3".

On February 14, 2017, Boggan advised that I had been scheduled for a panel interview on Monday, February 20, 2017 at 10:00 AM. On February 20, 2017, I forwarded my completed application indicating I had graduated from high school, had also received an associate's degree from Jefferson State Community College, had several training certifications relating to law enforcement, and one year and six months of law enforcement experience. My application also indicated experience in a detention center and security.

On February 20, 2017, I arrived early for my interview. I presented a detailed resume to the interview panel consisting of only Caucasian police officers in various positions currently working with the Tarrant Police Department. I was informed that my presentation and interview went well. I was advised that my presented materials were well put together by one of the panelists. I felt I did excellent on the interview before the Tarrant Police Department's interview panel. Following my interview, I never received any indication that I was not selected and received no communication from the City of Tarrant, or its Police Department, that I was not selected. Years later, I was hired on August 2, 2021 under new leadership.

On June 29, 2021, I became aware of facts presenting that I was potentially not selected due to discrimination in the Tarrant Police Department's hiring practices. Mayor Wayman Newton (hereinafter "Newton"), the city's first African American Mayor elected in November of 2020, mentioned that the former Police Chief, Dennis Reno (hereinafter "Reno"), advised him "I don't hire black officers because black officers don't like to police their own".

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

10/26/2023

Date



Charging Party Signature

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year)

OCT 26 2023
Birmingham District Office

AMENDED CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974. See enclosed Privacy Act Statement and other information before completing this form.

Charge Presented To: Agency(ies) Charge No(s):

FEPA
 EEOC

N/A

and EEOC

State or local Agency, if any

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)).

I read this posted within the media. Reno is Caucasian. Newton quoted this language as being accurate from my understanding. Upon information and belief, Reno has stated "I don't hire off race, I hire off qualifications" to the media. City Councilor Tracie Threadford stated these practices are "racial" and that "Tarrant just doesn't want to move forward under the hand of a black man" as mentioned in the media. Threadford is an African American female.

Reno was the Police Chief during the time of my application of February 2017. Upon information and belief, a Caucasian was selected in lieu of my selection. Upon information and belief, according to public comment, the Tarrant Police Department did not have any African American officers during my time of application and did not hire African American Police Officers until 2020. Tarrant Police Department now has a police force nearly entirely comprised of African American police officers. Despite this change in the racial makeup of the department, the previous issues have occurred.

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or phone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

I declare under penalty of perjury that the above is true and correct.

NOTARY - When necessary for State and Local Agency Requirements

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

SIGNATURE OF COMPLAINANT

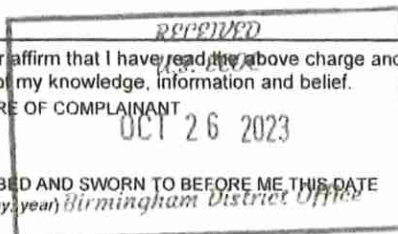
SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(month, day, year) Birmingham District Office

10/26/2023

Date



Charging Party Signature



TARRANT POLICE DEPARTMENT

PRIDE EXCELLENCE HONOR



WAYMAN A. NEWTON, MAYOR
WENDELL W. MAJOR, CHIEF OF POLICE

Reference: Removal of Certain Investigated Criminal Offenses from EFORCE

It has been brought to my attention that Chief Wendell Major has presented the rationale that criminal activity may be underreported, which he does not agree with based upon information investigated by the reporting officer. The following details pertinent law pertaining to this concern which has been an ongoing issue for quite some time:

During a previous appointment as Agency Information Security Office (AISO), clarification was sought on whether we may utilize EFORCE's format to produce Incident/Offense Reports. (Exhibit 1) The Tarrant Police Department received strict guidance that, "[s]ince it is all electronic now I think they consider it irreverently as long as they capture all the state UCR data field collection requirements and the NIBRS data collection requirements. Derrick just needs to make sure eForce understands that they have to collect both sets of data." *Id.* This guidance was confirmed by Maury Mitchell, the State Crime Information Director for the Alabama Law Enforcement Agency. (Exhibit 2)

PERTINENT LAW

"The commission shall provide for a uniform crime reporting system for the periodic collection and analysis of crimes reported to any and all criminal justice agencies within the state. The collection of said data and the time for submission of said data shall be subject to the commission's regulation-making authority."

Alabama Code § 41-9-620

This former request for clarification was premised upon a review of Alabama Administrative Code § 265-X-3-.03. As specified within this portion of Administrative Code, "[t]he following data elements are included in the event section on page one of the I/O Report... Type Incident or Offense (10, 14) – Select the appropriate box to indicate if the offense is a 1) felony or 2) misdemeanor. Also select whether the offense was 1) attempted or 2) completed. List the nature of the offense or incident being investigated. When more than one offense is involved, list each offense beginning with the most serious. (Required data element)." This rule has been created under authority vested by Alabama Code § 41-9-621 to the Alabama Criminal Justice Information Center Commission ("Commission"). Apparently, it is required that each offense being investigated is listed, indicated, and reported to the Commission.

The Commission shall, "[p]eriodically publish statistics, no less frequently than annually, that do not identify persons and report such information to the chief executive officers of the agencies and branches of government concerned; the information shall accurately reflect the level and nature of crime in this state and the general operation of the agencies within the criminal justice system." Alabama Code 41-9-621(5). In the event these inaccuracies continue, the commission is empowered to, "establish guidelines for violations of data reporting or unlawful dissemination..."

The measures established may include, but are not limited to, any of the following:

1. Suspension of access to ALEA information systems pending investigation.
2. Temporary or permanent suspension of access to ALEA information systems if it is determined a violation occurred.
3. Implementation of a user agency's administrative sanction.
4. Pursuance of prosecution for misuse of information.
5. Denial of access if convicted of any criminal offense."

CRIMINAL OFFENSE

Finally, Alabama Code § 13A-8-112 specifies that "[a] person who acts without authority or who exceeds authorization of use commits the crime of computer tampering by knowingly... Altering, damaging, deleting, or destroying computer programs or data... If any violation relates to access to an Alabama Criminal Justice Information Center information system or to *data regulated under the authority of the Alabama Justice Information Commission*, the offense is a Class B felony, punishable as provided by law. Misuse of each individual record constitutes a separate offense under this subsection." *Id.* at (a)(1), (b)(5) (emphasis added). This charge has been formerly presented to Chief Wendell Major by being disseminated via email.

SOME RELEVANT INCIDENTS

The following are a few cases which have revealed a removal of simply any, and all, indications of homicide investigations occurring:

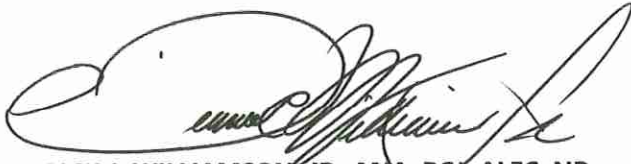
- 23004128 – Removal of Indication of Homicide, Willful Other (Reckless Manslaughter)
- 23005085 - Removal of Indication of Homicide, Willful Other (Attempted Murder)
- 23002436 - Removal of Indication of Homicide, Willful Other (Attempted Murder)
- 230200505 - Removal of Indication of Attempted Murder

Documents detailing those audit trails, and more, are readily available if deemed public information to be released by Mayor Wayman Newton. Unfortunately, Mayor Wayman Newton's concerns of underreporting crime by Chief Wendell Major is accurate.

CONCLUSION

With those laws in mind, several cases have had investigated charges altered and removed to present incorrect data to the commission and finally, the Federal Bureau of Investigation (FBI). *See* Alabama Code § 41-9-595. Accordingly, this practice is perceived to be unlawful. In the event this concern continues, the commission will be petitioned for a declaratory judgment pursuant to Alabama Administrative Code § 265-X-1-.07. I find it quite perplexing that I must continue to address some of the most trivial issues which several officers continue to express disapproval of. I'm requesting that this practice cease.

Respectfully submitted this 28th day of December 2023.



DERRICK J. WILLIAMSON, JR., MJA, BCJ, ALEC, NP

Police Corporal | Agency Information Security Officer (AISO) | Crime Scene Investigator (CSI)

Terminal Agency Coordinator (TAC) | Social Media Administrator

Tarrant Police Department (AL0010800)

2593 Commerce Circle, Tarrant, Alabama, 35217-2352

(205) 948-3218 (Work Cellular)

(205) 849-2811 (Main Office)

(205) 848-7760 (Facsimile)

Visit us at CityofTarrant.com & [Facebook.com](https://www.facebook.com)

Re: Important

Derrick Williamson <DWilliamson@tarrantpd.com>

Sat 2024-02-17 6:34 PM

To: Wendell Major <WMajor@tarrantpd.com>

Cc: sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>; Wayne Newton <wnewton@cityoftarrant.com>; Chante Crosby <CCrosby@tarrantpd.com>; lbaker@cityoftarrant.com <lbaker@cityoftarrant.com>; Michael Brymer <mbrymer@msnattorneys.com>; Jimmy Hill <jhill@tarrantpd.com>

Your request is denied. Suspended employees shall not operate in their official capacity and your directive violates the First Amendment of the United States Constitution; a right to practice religion while not imposing religious preferences on alternate employees. An Equal Employment Opportunity Commission ("EEOC") charge of discrimination shall follow on February 19, 2024.

Thank you,



DERRICK WILLIAMSON, JR., MJA, BCJ, ALEC, NP
 SERGEANT | AGENCY ISO, TAC & AUDITS | PUBLIC INFORMATION OFFICER | CSI
 (205) 948-3218 (Work) (205) 849-2811 (Main) (205) 848-7760 (Fax)
 2593 Commerce Circle, Tarrant, Alabama, 35217-2352
 Visit us at CityofTarrant.com/Police & Facebook.com/TarrantPolice

"For he is the minister of God to thee for good. But if thou do that which is evil, be afraid; for he beareth not the sword in vain: for he is the minister of God, a revenger to execute wrath upon him that doeth evil." - Romans 13:4
"He that soweth iniquity shall reap vanity: and the rod of his anger shall fail." - Proverbs 22:8

This email may contain legally privileged and/or confidential information. This message and/or any files transmitted with it are intended solely for the use of the addressee(s). This email is to be treated as confidential and may not be used or disclosed except for the purpose for which it was sent. If you receive this email in error, please contact the sender immediately, delete it, any attachments, and all copies of it from your system, and destroy any hard copies of it. You are hereby notified that disclosing, copying, distributing, or taking any action on the contents, attachments, or information herein is strictly prohibited

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Saturday, February 17, 2024 6:31 PM
To: Derrick Williamson <DWilliamson@tarrantpd.com>
Subject: Re: Important

You are directed to remove the religious quote from your city email as it gives the impression of a particular religious preference in the performance your duties not permitted by our constitution.

Sent from my iPad

On Feb 17, 2024, at 6:10 PM, Derrick Williamson <DWilliamson@tarrantpd.com> wrote:

Chief Wendell Warren Major,



Debra Leo <debraleo.adr@gmail.com>

Fwd: Officer Crosby's Insubordination Employee Notification

1 message

Stephen Fancher <sfancher@cityoftarrant.com>
To: Debraleo.adr@gmail.com

Wed, Apr 3, 2024 at 9:54 AM

3rd Crosby email

----- Original Message -----

From: "Laverne Knight"
Sent: 2/20/2024 12:34:24 PM
To: sfancher@cityoftarrant.com
Cc: a valle@cityoftarrant.com
Subject: Fwd: Officer Crosby's Insubordination Employee Notification

Sir,

For your files.

-laverne

Very respectfully,

Laverne Knight, PhD
Tarrant City Clerk
City of Tarrant, Alabama
Established 1918
205.849.2800 ext 1025 office

cityclerk@cityoftarrant.com email

'May all kings bow down to Him and all nations serve Him' Psalms 72:11

----- Original Message -----

From: "Wendell Major" <WMajor@tarrantpd.com>
Sent: 2/19/2024 7:39:42 PM
To: "Laverne Knight" <lknight@cityoftarrant.com>, "cityclerk@cityoftarrant.com" <cityclerk@cityoftarrant.com>
Subject: Fwd: Officer Crosby's Insubordination Employee Notification

Wendell W Major
Sent from my iPhone

Begin forwarded message:

From: Wendell Major <WMajor@tarrantpd.com>
Date: February 19, 2024 at 7:38:42 PM CST
To: Michael Brymer Attorney At Law <mbrymer@msnattorneys.com>, Tracie Threadford <Mrstraciebthread@gmail.com>, veronica b white <choson2@gmail.com>, Debbie Matthews <matthewsd334@gmail.com>, Charlie Waldrep <cwaldrep@wskllc.com>, Tommy Bryant <jtb103@aol.com>, Wayman Newton <wnewton@cityoftarrant.com>, Wayne Morse

**NOTICE TO EMPLOYEE OF
DISCIPLINARY ACTION**

TO: Derrick Williamson DATE: 2/18/2024
Employee's Name & Classification
FROM: Wendell Major TITLE: Chief
Department Head or Appointing Authority

YOU ARE HEREBY NOTIFIED THAT, AS A RESULT OF THE DETERMINATION HEARING HELD ON 2/17/2024, THE FOLLOWING DECISION HAS BEEN MADE WITH RESPECT TO THE CHARGES. YOU HAVE BEEN FOUND GUILTY OF VIOLATING THE FOLLOWING: [Cite all specific *Personnel Board Rules & Regulations under Rule 12.2* CAUSE OF ACTION and any departmental rules or policies that the employee was found to be in violation of and repeat the basis for the charges.]

See Pages 2,3,4

AS A RESULT OF YOUR ACTIONS YOU ARE HEREBY TERMINATED

EFFECTIVE CLOSE-OF-BUSINESS 2/18/2024. [Specify the type of disciplinary action to be taken: Dismissal; Suspension; Demotion; and/or specify the outcome of the Predetermination Hearing]

In making the foregoing decision, your entire work record with the City of Tarrant Police Department has been considered. You have the right to request and receive copies of documentation utilized in arriving at the aforementioned decision.

Personnel Board Rule 12.4 explains the process for appealing this decision to the Personnel Board of Jefferson County, Alabama. Any such appeal must be in writing and received by the Board within ten (10) calendar days of receipt of this NOTICE.

18 February 2024
Date of Notice

Wendell Major Chief of Police
Signature of Appointing Authority
Dept. Head

***SERVICE OF NOTICE**

- () I have served a copy of this notice upon the above named employee.
- () Due to the unavailability of this employee, I have deposited the NOTICE in the U.S. Mail, properly addressed to the last known address of this individual, postage prepaid, Certified Mail, Return Receipt requested.

This the _____ day of _____ BY: _____
Signature of Person Delivering Notice

pc: Executive Director of Personnel Board

A-4

TANILYA JACKSON

TIMELINE

- 01/27/23 emails between Jackson and Williamson regarding Screening Domestic Violence
- 05/9-11/23 emails between Jackson and Major concerning Appearance Bonds, Bail and shredding warrants
- 05/30/23 Major released prisoner without authorization or completed Appearance Bond
- 07/23 Jackson complains about Major making false statements against her to City Council, i.e.,
Stating she refused Eforce Training
Refusing to release inmate then stating reason was he didn't have paperwork
Stating he had all warrants with no paperwork removed from NCIC
Telling Officers Jackson called them stupid
Stating Protection from abuse is felon, when it is misdemeanor
- 09/2023 DHR Report
- 10/04/23 Major told Bondsman that PD would not be accepting Bondman's Process
- 10/13/23 Email to Morrow about Morrow laughing because Major lied to DHR
- 10/13/23 Email from Harris to HR regarding Morrow's unprofessional behavior
- 10/13/23 EEOC charge filed
- 10/25/23 Major restricted access to Magistrate's Office & Municipal Court
- 10/26/23 Email to HR – Major pulled into Court parking lot, then followed Jackson as she was leaving
- 11/09/23 Email – attempting to have warrant recalled. Major removed Dispatcher's access to system

CHARGE OF DISCRIMINATION

This form is affected by the Privacy Act of 1974; See Privacy Act Statement before completing this form.

AGENCY

FEPA
 EEOC

CHARGE NUMBER

Received 10-13-2023
420-2024-00227

and EEOC

State or local Agency, if any

NAME (Indicate Mr., Ms., Mrs.)

Tanilya Jackson

HOME TELEPHONE (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

DATE OF BIRTH

NAMED IS THE EMPLOYER, LABOR ORGANIZATION, EMPLOYMENT AGENCY, APPRENTICESHIP COMMITTEE, STATE OR LOCAL GOVERNMENT AGENCY WHO DISCRIMINATED AGAINST ME (If more than one list below.)

NAME

City of Tarrant

NUMBER OF EMPLOYEES, MEMBERS

Over 15

TELEPHONE (Include Area Code)

205-849-2800

STREET ADDRESS

1604 Pinson Valley Parkway

CITY, STATE AND ZIP CODE

Tarrant, AL 35217

COUNTY

Jefferson

NAME

TELEPHONE NUMBER (Include Area Code)

STREET ADDRESS

CITY, STATE AND ZIP CODE

COUNTY

CAUSE OF DISCRIMINATION BASED ON (Check appropriate box(es))

RACE COLOR SEX RELIGION AGE
 RETALIATION NATIONAL ORIGIN DISABILITY OTHER (Specify)

DATE DISCRIMINATION TOOK PLACE
EARLIEST (ADEA/EPA) LATEST (ALL)

Latest 10/13/23

CONTINUING ACTION

THE PARTICULARS ARE (If additional paper is needed, attach extra sheet(s)):

I am an African American woman. I began working for Respondent as the Magistrate Supervisor in late November 2022. Not long after I began working there the Chief of Police, Wendell Major, began asking me to go to lunch with him. It was a daily thing multiple times a day. I continuously told him no. I reported the Chief to the Mayor and said it made me uncomfortable. The Chief would also compliment the way I looked. After Chief learned I was not going to go out with him, he began to retaliate against me by interfering with my ability to do my job. For example, he would refuse to take bonds that I had authorized and keep the inmate in jail. Chief would then lie to the City Counsel and tell them that I had refused to do a bond. Most recently, in September 2023, Chief falsely accused me of physically abusing my son, and said it was recorded on video. He contacted DHR to have my son taken away from me. DHR came out to my house telling me I had been reported for physically abusing my child, and I was prohibited from being alone with my son. Chief also made out a false police report on me. The investigation quickly resolved and I was cleared because the evidence showed Chief had made up a false report on me. I have reported this to the Mayor and HR but nothing has been done. I was subjected to retaliation and a retaliatory hostile work environment for objecting to Chief's advances. The above violates Title VII for sex discrimination, retaliation and hostile work environment.

Tanilya Jackson

I want this charge filed with both the EEOC and the State or local Agency, if any. I will advise the agencies if I change my address or telephone number and I will cooperate fully with them in the processing of my charge in accordance with their procedures.

NOTARY - (When necessary for State and Local Requirements)

I swear or affirm that I have read the above charge and that it is true to the best of my knowledge, information and belief.

I declare under penalty of perjury that the foregoing is true and correct.

SIGNATURE OF COMPLAINANT

10-13-23

Date

Tanilya Jackson
Charging Party (Signature)

SUBSCRIBED AND SWORN TO BEFORE ME THIS DATE
(Day, month, and year)

MICHAEL BRYMER
CITY ATTORNEY

WAYMAN A. NEWTON
MAYOR

DR. LAVERNE KNIGHT
CITY CLERK

CITY OF TARRANT

1133 Eastlake Blvd.
P. O. Box 170220

Tarrant, Alabama 35217-0220

Phone (205)849-2800

Fax (205)849-2805

COUNCIL MEMBERS
CATHY ANDERSON
JOHN T. "TOMMY" BRYANT

COUNCIL MEMBERS
VERONICA BANDY FREEMAN
DEBORAH MATTHEWS

TRACIE B. THREADFORD
MAYOR PRO TEM

October 25, 2023

To: Police Chief Wendell Major
From: Mayor Wayman Newton (2)
Subject: RESTRICTED ACCESS to Magistrate's Office and Municipal Court

Effective today, October 25, 2023 you are prohibited from entering the Magistrate's Office and Municipal Court area to make certain that Magistrate Jackson is safe and not subject to undue influence or harassment while her EEOC action is pending. In the interim please communicate with City Clerk, Dr. Laverne Knight for Magistrate and Municipal Court matters.

As you are aware and of equal importance, all Public Safety Dispatchers now report directly to Fire Chief Patrick Bennett. Nevertheless, due to recently discovered irregularities and complaints concerning Public Safety Communications, please refrain from direct contact with the dispatchers. I am designating Sergeant Hill as the liaison between the Police and Fire Departments for such communications.

Your full cooperation is expected and required to reduce the City's exposure as the facts are brought to light.

cc: Vice-Mayor Lisa Baker
Fire Chief Patrick Bennett
Police Sergeant James Hill
City Clerk Dr. Laverne Knight
Stephen Fancher
Tanilya Jackson
LaJessica Harris
Ashley Valle

Tanilya Jackson

From: Lajessica Harris <lharris@cityoftarrant.com>
Sent: Thursday, November 9, 2023 9:55 AM
To: Tanilya Jackson; 'Wendell Major'
Cc: wnewton@cityoftarrant.com; sfancher@cityoftarrant.com; lbaker@cityoftarrant.com; 'Derrick Williamson'
Subject: Re: reccall brandon graves

Chief if I'm not mistaken the two officers are off duty today. The young man is trying to gain employment and isn't allowed to because his warrant is still showing active. He called a few minutes ago asking why it wasn't removed.

----- Original Message -----

From: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Sent: 11/9/2023 9:33:15 AM
To: "'Wendell Major'" <WMajor@tarrantpd.com>, "'Lajessica Harris'" <lharris@cityoftarrant.com>
Cc: wnewton@cityoftarrant.com, sfancher@cityoftarrant.com, lbaker@cityoftarrant.com, "'Derrick Williamson'" <DWilliamson@tarrantpd.com>
Subject: RE: reccall brandon graves

They are being directed to you because it was you who removed the access. The pettiness you're displaying because you are mad about a supervision change is unprofessional and affecting the citizen's you took an oath to serve! You went from saying two of you're officers can remove them, to now this? Noted!

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Thursday, November 9, 2023 9:17 AM
To: Lajessica Harris <lharris@cityoftarrant.com>
Cc: Tanilya Jackson <tjackson@cityoftarrant.com>; wnewton@cityoftarrant.com; sfancher@cityoftarrant.com; lbaker@cityoftarrant.com; Derrick Williamson <DWilliamson@tarrantpd.com>
Subject: Re: reccall brandon graves

I dont know the Dispach Center enters and removes warrants and tgey are managed bt Chief Bennett.

Please direct your inquiries to Cheif Bennett or the Mayor as i am not involved in dispach center operations at the Mayor'sdirection.

Wendell W Major

Sent from my iPhone

On Nov 9, 2023, at 8:51 AM, Lajessica Harris <lharris@cityoftarrant.com> wrote:

Okay, so did you recall the warrant I requested to have removed on yesterday? How are the two officers going to be available to enter and remove warrants as requested? For instance once a warrant recall is issued it should be immediately removed from all systems and I'm afraid that if the officers are on a call or off duty they will not have time to stop and remove the request in a timely matter.

----- Original Message -----

From: "Wendell Major" <WMajor@tarrantpd.com>

Sent: 11/9/2023 8:37:43 AM

To: "Tanilya Jackson" <tjackson@cityoftarrant.com>

Cc: "Lajessica Harris" <lharris@cityoftarrant.com>, "wnewton@cityoftarrant.com"

<wnewton@cityoftarrant.com>, "sfancher@cityoftarrant.com"

<sfancher@cityoftarrant.com>, "lbaker@cityoftarrant.com" <lbaker@cityoftarrant.com>,

"Derrick Williamson" <DWilliamson@tarrantpd.com>

Subject: Re: reccall brandon graves

Officers Crosby and Williamson are ACJIS certified and may login and remove warrants when receive written recall orders.

Wendell W Major

Sent from my iPhone

On Nov 9, 2023, at 8:24 AM, Tanilya Jackson <tjackson@cityoftarrant.com> wrote:

```
@font-face { font-family: "Cambria Math"; } @font-face { font-family: Calibri; }
@font-face { font-family: Aptos; } p.MsoNormal, li.MsoNormal,
div.MsoNormal { margin: 0in; font-size: 11pt; font-family: Calibri, sans-serif; }
a:link, span.MsoHyperlink { color: rgb(5, 99, 193); text-decoration: underline; }
span.EmailStyle20 { font-family: Calibri, sans-serif; color: windowtext; }
.MsoChpDefault { font-size: 10pt; } @page WordSection1 { size: 8.5in 11in;
margin: 1in; } div.WordSection1 { page: WordSection1; }
```

Please be mindful we have yet to get a response and the individual took care of the warrant to have his license reinstated, and still has a warrant. As Magistrate Harris stated, if this person get pulled over he could be detained for a warrant he shouldn't have, which could result in a lawsuit.

From: Lajessica Harris <lharris@cityoftarrant.com>

Sent: Wednesday, November 8, 2023 5:29 PM

To: wmajor@tarrantpd.com

Cc: wnewton@cityoftarrant.com; sfancher@cityoftarrant.com;

lbaker@cityoftarrant.com; dwilliamson@tarrantpd.com;

tjackson@cityoftarrant.com

Subject: Fwd: Re: reccall brandon graves

I tried to have a recall done and it was brought to my attention from one of the dispatchers that they no longer have any access to NCIC. My question is how are the warrants to be cleared if they do not have access? Also will you be able to assist in removing this warrant for person? I would hate for him to be stopped by law enforcement and they serve a FTA warrant that shouldn't be in the system.

----- Original Message -----

From: "Rachel Brown" <RBrown@tarrantpd.com>

Sent: 11/8/2023 4:54:20 PM

To: "Lajessica Harris" <lharris@cityoftarrant.com>, "LaShaundra Jackson" <ljackson@tarrantpd.com>

Subject: Re: reccall brandon graves

We no longer have access to NCIC. We are unable to enter nor clear any warrants out of the system.

From: Lajessica Harris <lharris@cityoftarrant.com>

Sent: Wednesday, November 8, 2023 4:50 PM

To: Rachel Brown <RBrown@tarrantpd.com>; LaShaundra Jackson <ljackson@tarrantpd.com>

Subject: reccall brandon graves

----- Original Message -----

From: tarrantscanners@gmail.com

Sent: 11/8/2023 4:19:21 PM

To: "Lajessica Harris" <Lharris@cityoftarrant.com>

Subject: Message from "RNP5838797BB6A1"

This E-mail was sent from "RNP5838797BB6A1" (IM C3000).

Scan Date: 11.08.2023 15:24:22 (-0600)

Queries to: tarrantscanners@gmail.com

Tanilya Jackson

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Thursday, October 26, 2023 8:37 AM
To: 'Wayman Newton'
Cc: 'Stephen Fancher'
Subject: RE: Restricted Access to Magistrate's Office & Municipal Court

Good Morning,

I'm bringing this to your attention because I was uncomfortable, especially knowing he's using the camera footage to watch me. I was in the building alone and I thought I noticed Major pull up so I decided to leave because, again because I was in the building alone. When I pulled off Major pulled out and got behind me and this also made me feel uncomfortable and a sense of intimidation. I don't know if he was attempting to get my tag number to search to get my address, seeing as though he's attempted to get that as well. I don't even sleep comfortably at home knowing he's attempted to get my address. I shouldn't have to come to work and feel uncomfortable or fear, I don't even park in my parking spot because of fear and I park outside of my office window so I can view my vehicle. I can't work like this!

-----Original Message-----

From: Wayman Newton <wnewton@cityoftarrant.com>
Sent: Wednesday, October 25, 2023 2:22 PM
To: wmajor@tarrantpd.com
Cc: pbennett@cityoftarrant.com; mbrymer@msnattorneys.com; sfancher@cityoftarrant.com; avalue@cityoftarrant.com; lbaker@cityoftarrant.com; lknight@cityoftarrant.com; tjackson@cityoftarrant.com; lharris@cityoftarrant.com; jhill@tarrantpd.com; Tommy Bryant <jtb103@aol.com>; Debbie Matthews <matthewsd334@gmail.com>; cat15a@aol.com; Tracie Threadford <mrstraciebthread@gmail.com>; Veronica Bandy Freeman <choson2@gmail.com>
Subject: Restricted Access to Magistrate's Office & Municipal Court
Importance: High

Chief Major:

Effective today, October 25, 2023 you are prohibited from entering the Magistrate's Office and Municipal Court area to make certain that Magistrate Jackson is safe and not subject to undue influence or harassment while her EEOC action is pending. In the interim please communicate with City Clerk, Dr. Laverne Knight for Magistrate and Municipal Court matters.

As you are aware and of equal importance, all Public Safety Dispatchers now report directly to Fire Chief Patrick Bennett. Nevertheless, due to recently discovered irregularities and complaints concerning Public Safety Communications, please refrain from direct contact with the dispatchers. I am designating Sergeant Hill as the liaison between the Police and Fire Departments for such communications.

Your full cooperation is expected and required to reduce the City's exposure as the facts are brought to light.

WAN

Wayman Newton, Mayor
City of Tarrant
1133 Eastlake Boulevard
Tarrant, Alabama 35217-0220
(205) 849-2800, Ext. 1031

Tanilya Jackson

From: Lajessica Harris <lharris@cityoftarrant.com>
Sent: Friday, October 13, 2023 12:18 PM
To: Tjackson@cityoftarrant.com
Subject: Fwd: Today

----- Original Message -----

From: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Sent: 10/13/2023 12:09:25 PM
To: "Cynthia Morrow" <CMorrow@tarrantpd.com>
Cc: sfancher@cityoftarrant.com, wnewton@cityoftarrant.com, "Lajessica Harris" <lharris@cityoftarrant.com>
Subject: Today

Morrow,

I find it quite DISGUSTING that you came up here laughing at my anger like its funny that I was lied on by your "chief" about physically abusing my child! If you want a statement talk to DHR who closed the complaint less than 24hrs after being investigated...you know the people Wendell lied on me to, while falsifying a police report! You should be ashamed and embarrassed!

Tanilya Jackson

From: Lajessica Harris <lharris@cityoftarrant.com>
Sent: Friday, October 13, 2023 12:54 PM
To: Tanilya Jackson; 'Stephen Fancher'; 'Cynthia Morrow'
Cc: wnewton@cityoftarrant.com
Subject: Re: Today

Just to be a witness to this type of taunting is beyond me; I've never seen such unprofessionalism in my years of this profession from law enforcement. What a shame to have to come to a workplace full of toxicity.

----- Original Message -----

From: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Sent: 10/13/2023 12:48:15 PM
To: "'Stephen Fancher'" <sfancher@cityoftarrant.com>, "'Cynthia Morrow'" <CMorrow@tarrantpd.com>
Cc: wnewton@cityoftarrant.com, "'Lajessica Harris'" <lharris@cityoftarrant.com>
Subject: RE: Today

You and I both!

From: Stephen Fancher <sfancher@cityoftarrant.com>
Sent: Friday, October 13, 2023 12:41 PM
To: Tanilya Jackson <tjackson@cityoftarrant.com>; 'Cynthia Morrow' <CMorrow@tarrantpd.com>
Cc: wnewton@cityoftarrant.com; 'Lajessica Harris' <lharris@cityoftarrant.com>
Subject: Re: Today

Ms. Jackson,

I am dumbfounded by Tarrant Police Department's leadership.

----- Original Message -----

From: "Tanilya Jackson"
Sent: 10/13/2023 12:09:25 PM
To: "'Cynthia Morrow'"
Cc: sfancher@cityoftarrant.com, wnewton@cityoftarrant.com, "'Lajessica Harris'"
Subject: Today

Morrow,

I find it quite DISGUSTING that you came up here laughing at my anger like it's funny that I was lied on by your "chief" about physically abusing my child! If you want a statement talk to DHR who closed the complaint less than 24hrs after being investigated...you know the people Wendell lied on me to, while falsifying a police report! You should be ashamed and embarrassed!

Tanilya Jackson

From: Lajessica Harris <lharris@cityoftarrant.com>
Sent: Wednesday, October 4, 2023 12:56 PM
To: Tjackson@cityoftarrant.com
Cc: sfancher@cityoftarrant.com; wnewton@cityoftarrant.com
Subject: release order for Tony Williams
Attachments: release.PDF

I had to release another inmate on TOP 4th (Tony Williams), The Chief informed the Bondsman that he would not be accepting their paperwork. Chief informed me that the police department will not be accepting nor doing the Bondman's Process.

Thursday, August 24, 2023

Per our instructions from City Hall, ^{after} we went to pay two (2) \$35.00 fees for:

- 1) Eugene Lindleton Brazell and 2) Leticia Liggs

We were told by the Magistrate that these fees had to be paid at the jail. We were given the attached forms.

Upon arrival at the jail, we were told by Ms. Lashundra, the fees could not be paid at the jail because as long as City Hall was opened, the jail could not accept the money. Ms. Lashundra made contact with the Chief of Police who verified the information.

We were then instructed to come back to the jail at 4:00 p.m. and they could accept the fees.

This was not acceptable for it was not 2:30 p.m. and we had to go past other bonds.

It was suggested we could mail money orders to the City of Tallent to the ATTENTION of the MAGISTRATE. A receipt would be issued. The money orders are attached.

Thank you for your assistance.

Sincerely,
Leticia Liggs

Last Chance Bail Bond
Tax I.D. 179237
402 6th Avenue South
B'ham, AL 35206

State of Alabama

Report CS332 Rev 04/2020

Bail Bond Fee Transmittal

(Pursuant to Act 2012-535)

Date: 8/2

Case: MC-23-

Tarrant Municipal Court

V.

LATERICA RIGGS

Charge: Harassment

Date of Incident: August 20th, 2023

Type of Bond:

- Professional Bail/Surety
- Property
- Cash
- Judicial Public

inal Recognizance

WESTERN UNION FINANCIAL SERVICES INC. - ISSUER - Denver, Colorado
 Payable at Wells Fargo Bank, N.A. - Payee - Jacksonville, FL - 32202

MONEY ORDER

19-479582075

A 354703 D 082223
 T 1225 97
 194795820757 L 000355

\$ 35.00

PAY EXACTLY THIRTY-FIVE DOLLARS AND NO CENTS

PAY TO THE ORDER OF City of Tarrant

402-6th Avenue South Ft. Worth, TX 76105

Laterica Riggs
Laterica Riggs

⑆ 10 2 4004 000 ⑆ 10 194 79 58 20 75 7 ⑆

WAS THE \$35 BAIL FEE Paid:

- The Bail Fee was paid and is attached hereto
- The Bail Fee has not been paid
 - Recognizance/Signature Bond
 - Multiple Charges/Same Incident (Fee paid on other charge)
 - Release due to Documented Medical Reasons

Signature of Law Enforcement Office

Date

Printed Name

TO BE COMPLETED BY CLERK'S OFFICE

Signature of Circuit/District/Municipal Clerk's Office

Date

Printed Name

14:15:45

TARJESSICA

State of Alabama

Report CS332 Rev 04/2020

Bail Bond Fee Transmittal (Pursuant to Act 2012-535)

Date: 8/24/2023

Case: MC-23-000045

Tarrant Municipal Court

V.

LATERICA RIGGS

Charge: Harassment

Date of Incident: August 20th, 2023

Type of Bond:

- Professional Bail/Surety
- Property
- Cash
- Judicial Public

Personal Recognizance

WesternUnion/WU

WESTERN UNION FINANCIAL SERVICES INC. - ISSUER - Denver, Colorado
Parents at Wells Fargo Bank, Great Junction - Downtown N.A., Grand Junction, Colorado

MONEY ORDER

19-479582075

A 354703 D 082223
T 1225 97
194795820757 L 000355

\$ 35.00

PAY EXACTLY THIRTY-FIVE DOLLARS AND NO CENTS
PAY TO THE ORDER OF

City of Tarrant
402-6th Avenue South Ft. Worth, TX 76105

Laterica Riggs
Relia Clod

⑆ 102600400⑆ 40194795820757⑆

WAS THE \$35 BAIL FEE Paid:

- The Bail Fee was paid and is attached hereto
- The Bail Fee has not been paid
 - Recognizance/Signature Bond
 - Multiple Charges/Same Incident (Fee paid on other charge)
 - Release due to Documented Medical Reasons

Signature of Law Enforcement Office

Date

Printed Name

TO BE COMPLETED BY CLERK'S OFFICE

Signature of Circuit/District/Municipal Clerk's Office

Date

Printed Name

Received by

Form: CS332

8/24/2023

14:15:45

TARJESSICA

To whom it may concern,

I'm writing this letter because I'm tired of the false narrative and allegations that have been made about me and my character by Chief Major. I will address the City Council meeting on July 17, 2023; it was said that I refused Eforce training...that is a lie! I've had TWO training sessions with eforce, the first week I started in December and in May when we hired another Magistrate for the office. Chief Major scheduled a training for the police department without asking me if I was available, once the date and time was given to me after it had been scheduled, I could not attend the class because not only would my schedule not permit, I would've had to close down Municipal Court for a day because I was in the office by myself at that time. Refusing and not being able to attend are 2 different things! Also, I don't need to get training for a system I don't and can not use! Attached you will find an email response from one of the eforce representatives stating their system would not work for Municipal Court. As far as me "telling eforce what I need," It's not what I need, it's what the law of Alabama says in the State code book. It's not my job to build a system that's supposed to be already built! All other systems (InCode, ETA, RMS and etc.) already have this in place and I didn't have to tell them that a harassment charge shouldn't be under simple assault, it's their job to make sure this is correct when they are presenting their product. To the matter at hand, the problem wasn't so much the charge, because I have discretion to correct the charge when issuing a warrant, the issue was what was in the narrative. What was wrote in the narrative did not support the sworn testimony of the victim and his witness, and when told to do a supplement report of the narrative (I wrote this on a sticky note for the victim), the Chief refused, just like he refused to release an inmate after he had authorization from me and the paperwork he needed, then got up and lied about it at the council meeting! Officer Johnston was then called by the Mayor and he came to do the supplement report that the Chief refused to do! I also saw where me "doing my job" was questioned....I have been in the workforce since the age of 12 and I've ALWAYS done my job! I even stayed late on the day in questioned and got a late fee for my child to make sure the gentleman got his warrant! I don my job so well that EVERY employer I've ever had still wants me back, including where I left to come here! I do my job so well, that I've called out your Chief on incorrect procedures, paperwork and etc. and that's what the problem is! Let's call a spade a spade! Since my first day here, I've discovered illegal and incorrect practices done by both the prior Magistrate and the current Chief, for example, the Chief wrote in the report that he had no way of verifying if a warrant was "good" and you know why? Because not only did I discover that the Chief had illegally shredded all the original warrant paperwork, that legally has to be kept at the police department, I've had 2 officers and one of the dispatch officers confirm that they told him he couldn't do it and he did it anyway! He also told me himself, along with the dispatch supervisor that they did not keep the paperwork until I started. He also lied to the council and said that he had all warrants with no paperwork removed from NCIC! I've sat back and quietly watched two council meetings where I've been lied on, my character questioned by city council members who are going off lies from someone trying to

cover his butt, and now, if I "did my job" and I refuse to keep silent! Every time I try to correct the paperwork I get a tug and pull from the Chief. He's even lied and told his officer's that the reason why he doesn't want them to fill out the paperwork (that they legally MUST do) is because I called his officers "stupid" and that has never happened. I've have officers ask me about this, to the point where I called a meeting with them to let them know that was a lie! I can go on and on! I've even had officers do the paperwork correctly and when they bring it to me, say "things run so smoothly when he's not here" because he goes out of his way to try to make it difficult for Municipal Court to get the correct paperwork, because of his issue with me!. This is the same Chief, along with Sgt. Curry, that tried to tell me a "Protection from abuse order" is a felony, when I told him it's a misdemeanor! All of this is being documented on my end, and by Magistrate Harris as well!

Signed THE CHIEF MAGISTATE....not "THAT Magistrate!"

Tanilya Jackson

From: Lajessica Harris <lharris@cityoftarrant.com>
Sent: Tuesday, May 30, 2023 1:14 PM
To: tjackson@cityoftarrant.com; sfancher@cityoftarrant.com
Cc: wnewton@cityoftarrant.com
Subject: Incomplete Appearance Bond And Unauthorized Release
Attachments: 20230530121012699.pdf

Good Afternoon,

On 5/30/23 approximately 8:00A.M. I received a phone call that Officer Muwwakkil had made a DUI arrest on a Hispanic male the night before. Once I received the phone call I went to the police department to conduct the pretrial process. When I arrived at the police department I asked Dispatcher B. Evans to print out the Appearance Bond for the Bondsman and Arrestee to complete. Before B. Evans was able to print the document he and I filled in the blanks. Once that was complete I had Det Rouse to assist me with the arrestee. I had Det Rouse read the arrestee his Miranda Rights, and afterwards I gave the Arrestee a "Good Bond" of \$1000.00 which means he can use a bondsman. When Det Rouse Translated the bond amount he initially said "Cash Bond" but I quickly corrected him. We allowed the arrestee to make a phone call using his personal cellular phone due to the fact that he couldn't speak English and that his brother in which he was calling would better understand and be able to translate and know the process of obtaining a bondsman. Det Rouse then gave the arrestee a copy of the list of bondsmen that The City Of Tarrant allows to conduct such business with. the Arrestee took a photo of the list and sent it to his brother via text. This was authorized by myself so the Arrestee and relative would know what it would take for him to be bonded and released from jail. I informed Det Rouse that we were done with pretrial and the only thing that the arrestee is waiting on is for a bondsman to arrive. I also informed Det Rouse that the only thing that needed to be completed was the Bondman's information that would be on the Appearance Bond. After I had the arrestee sign I signed the same documentation because I remember the debate about Chief W Major stating that he nor his officers were authorized to complete such forms and nor were they authorized to release said inmates. So I took an extra precaution and initiative to sign the paperwork prior to the bondsman arrival because I did not want any confusion to why an inmate was released or not released. Approximately 10:30A.M. Officer Smith brought me the original copy of the Appearance Bond that I instructed the officer to have completed by the Bondsman after they arrive; the form was still incomplete and I asked "Why am I receiving an incomplete form?" I also asked "Did the inmate bond out and if so what Bonding Company did he use?". Officer Smith Said "If there are any questions please call Det Rouse." I was able to make contact with Det Rouse and he informed me that Chief Major Instructed him to **RELEASE the inmate**. Det Rouse was only doing what he was instructed to do by his superior. I decided to ask Chief Major why would he do such a thing. He proceeded to tell me that the paperwork was complete and that what I had given was an order of release form. I told him that I did not authorize a release form for the inmate; and of course he became defensive stating that it was in fact the paper for release and the courts should handle the bonds because I signed it the inmate was to be released. I informed him that if there was a release form I would have sent that as well as the appearance bond. Note an appearance bond is a form that should be completed during the bonding process for the Bondsman inmate and releasing officer to sign, this is to ensure that the inmate knows what date they should return to the courts. Since Chief Major was the releasing officer I asked him to sign the Appearance Bond and he refused. He also said that there was no space for the bondman to complete on the Appearance Bond. After he refused I asked why is it so hard for him to comprehend the paperwork and why does he not listen to what is being asked. I then told him I will not argue him about if he is not going to sign the document I will be Notating it.

Now that the Inmate has been released without a bondman to ensure his appearance there is no way of knowing if or when he will return to the court.

----- Original Message -----

From: tarrantscanners@gmail.com

Sent: 5/30/2023 1:07:41 PM

To: "LaJessica Harris" <Lharris@cityoftarrant.com>

Subject: Message from "RNP5838797BB6A1"

This E-mail was sent from "RNP5838797BB6A1" (IM C3000).

Scan Date: 05.30.2023 12:10:12 (-0500)

Queries to: tarrantscanners@gmail.com

Tanilya Jackson

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Thursday, May 11, 2023 8:57 AM
To: 'Wendell Major'; 'Michael Brymer Attorney At Law'; 'tracie threadford'
Cc: 'Wayne Newton'; 'lharris@cityoftarrant.com'
Subject: RE: Bond Approval

Good Morning,

The Appearance Bonds can be signed by a Judge, Magistrate, Sheriff (or Officer, this is the same), upon his/her release. Neither have to signed by a Magistrate during, or if after hours, to release the inmate, they can be signed Chief, Releasing Officer, or anyone the Police Chief designates. You all have been signing them after hours (I have copies) prior to last night. Is there a new memo that states otherwise? A bond can be given written and or verbally by Judge or Magistrate, and if neither is available then it can be given by the law enforcement agency based upon the bonding schedule.

§ 15-13-107. Who may or shall accept, take, and approve bail and under what circumstances.

- (a) Judges of any court within the State of Alabama may accept, take, and approve bail within the jurisdiction of their respective courts.
- (b) Circuit, district, and municipal court clerks, including magistrates, may accept, take, and approve bail within the jurisdiction of their respective courts.
- (c) Only judicial officers and circuit, district, and municipal court clerks or a designee of the court may accept and approve appeal bonds and cash bonds. Provided, however, that any person designated by the court to receive cash bonds, shall be bonded to receive court moneys, and have the written approval of their chief administrative officer. Clerks of the courts of Alabama may delegate to their employees the right to accept and approve appeal bonds and cash bonds.
- (d) Sheriffs of the state and chiefs of police having custody of a defendant may accept, take, and approve property or professional surety bail. The authority may be delegated to their deputies and officers.
- (e) The judicial officers and persons in subsections (a), (b), (c), and (d) shall accept and shall release the defendant when bail meets the requirements as set out in Division 10, applying to professional surety. The judicial officers and persons in subsection (c) shall accept, approve, and release the defendant when the bail meets the requirements as set out in Division 9, applying to cash bail. The judicial officers and persons in subsections (a), (b), (c), and (d) may accept, approve, and release the defendant when the officer or person, as designated, is of the opinion the bail meets the requirements as set out in Division 8 of this chapter, applying to property bail.

As far as the Conditional Release form, that also doesn't require a Magistrates signature prior to releasing the inmate.

Alabama Code Title 15. Criminal Procedure § 15-13-190

- (b) The judge or magistrate MAY impose conditions of release or bail on the person to protect the alleged victim of domestic violence or the person protected by a protection order, and to ensure the appearance of the person at a subsequent court proceeding.
- (c) If conditions of release are imposed, the judge or magistrate shall issue a written order for conditional release, immediately distribute a copy of the order to the law enforcement agency having custody of the arrested or charged person, place information pertaining to the order in the domestic violence protection order registry, and provide the law enforcement agency with any available information concerning the location of the alleged victim in a manner that protects the safety of the victim. Law enforcement shall provide a copy of the written order to the victim within 24 hours of receipt, provided that the victim provides law enforcement with current and accurate contact information

Have a great day!

From: Wendell Major <WMajor@tarrantpd.com>

Sent: Wednesday, May 10, 2023 6:14 PM

To: Tanilya Jackson <tjackson@cityoftarrant.com>; lharris@cityoftarrant.com; Michael Brymer Attorney At Law <mbrymer@msnattorneys.com>; tracie threadford <mrstraciebthread@gmail.com>

Subject: Bond Approval

These unsigned documents (attached) were delivered to the Tarrant City Jail in this unsigned condition. As such they are unacceptable to acknowledge the Court's approval of the individual release from custody!

Please sign indicating the Court's (your) agreement this person should be released from custody and under what circumstances (bond Amount if any)

Wendell W Major

Sent from my iPhone

Tanilya Jackson

From: Derrick Williamson <DWilliamson@tarrantpd.com>
Sent: Tuesday, May 9, 2023 2:28 PM
To: Tanilya Jackson
Cc: Wayne Newton; lharris@cityoftarrant.com; Chante Crosby; Wendell Major
Subject: Re: Warrant Recalls (resent to fix grammatical error)

Good afternoon,

With all do respect, as Agency Information Security Officer (AISO), Chief Major informed me that an NCIC entry purporting to support the existence of an active arrest warrant was enough to make the arrest. It was referred to as enough probable cause to do so even though I disagreed. Whatever issues are occurring need to be resolved as soon as possible. We were not informed to confirm the existence of a warrant with the court prior to an arrest if the NCIC entry was present.

Thank you,



DERRICK WILLIAMSON, JR., MJA, BCJ, ALEC, NP

**Police Officer | Agency Information Security Officer (AISO, TAC & UCR)
Evidence Technician | Social Media Administrator | APOSTC Liaison**

2593 Commerce Circle, Tarrant, Alabama, 35217-2352

(205) 948-3218 (Work Cell)

(205) 849-2811 (Main)

(205) 848-7760 (Fax)

Visit us at CityofTarrant.com/Police & Facebook.com/TarrantPolice

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From: Wendell Major <WMajor@tarrantpd.com>
Sent: Tuesday, May 9, 2023 2:23 PM
To: Tanilya Jackson <tjackson@cityoftarrant.com>
Cc: All Personnel <AllPersonnel@tarrantpd.com>; Wayne Newton <wnewton@cityoftarrant.com>; lharris@cityoftarrant.com <lharris@cityoftarrant.com>
Subject: Re: Warrant Recalls (resent to fix grammatical error)

I think you misunderstood what I said. I told the council that the documents which were unsigned and purporting to be warrants were removed from dispatch so those unsigned documents could not be used to verify the existence of a warrant.

Through our validation process we would remove NCIC entries of warrants from NCIC if the Court could not supply a signed warrant.

This was to prevent the arrest of anyone for an offense that no court signed documents existed to authorize the persons arrest.

If the Court department does not supply a signed copy of a warrant officers will not arrest the person.

The Police Department does not issue or recall warrants of any kind.

Wendell W Major
Sent from my iPhone

On May 9, 2023, at 2:02 PM, Tanilya Jackson <tjackson@cityoftarrant.com> wrote:

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Tanilya L. Jackson
Magistrate Supervisor/Court Clerk

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Tuesday, May 9, 2023 1:59 PM
To: 'allpersonnel@tarrantpd.com' <allpersonnel@tarrantpd.com>
Cc: 'Wayne Newton' <wnewton@cityoftarrant.com>; 'lharris@cityoftarrant.com' <lharris@cityoftarrant.com>
Subject: Warrant Recalls

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Tanilya Jackson

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Tuesday, May 9, 2023 2:59 PM
To: 'Wendell Major'
Cc: 'All Personnel'; 'Wayne Newton'; 'lharris@cityoftarrant.com'
Subject: RE: Warrant Recalls (resent to fix grammatical error)

You told me personally, that you all didn't keep copies of any warrant paperwork until I got here. So what documents were removed? I was also told that you authorized the shredding of all signed court documents that was stored in the dispatch office, even after it was expressed to you that it "wasn't a good idea." Is this correct?

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Tuesday, May 9, 2023 2:23 PM
To: Tanilya Jackson <tjackson@cityoftarrant.com>
Cc: All Personnel <AllPersonnel@tarrantpd.com>; Wayne Newton <wnewton@cityoftarrant.com>; lharris@cityoftarrant.com
Subject: Re: Warrant Recalls (resent to fix grammatical error)

I think you misunderstood what I said. I told the council that the documents which were unsigned and purporting to be warrants were removed from dispatch so those unsigned documents could not be used to verify the existence of a warrant.

Through our validation process we would remove NCIC entries of warrants from NCIC if the Court could not supply a signed warrant.

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Tanilya Jackson

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Tuesday, May 9, 2023 3:04 PM
To: 'Wendell Major'
Cc: 'All Personnel'; 'Wayne Newton'; 'lharris@cityoftarrant.com'
Subject: RE: Warrant Recalls (resent to fix grammatical error)

...also are you saying you all were entering warrants in NCIC without the signed paperwork from the Magistrate?

From: Wendell Major <WMajor@tarrantpd.com>
Sent: Tuesday, May 9, 2023 2:23 PM
To: Tanilya Jackson <tjackson@cityoftarrant.com>
Cc: All Personnel <AllPersonnel@tarrantpd.com>; Wayne Newton <wnewton@cityoftarrant.com>; lharris@cityoftarrant.com
Subject: Re: Warrant Recalls (resent to fix grammatical error)

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From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Tuesday, May 9, 2023 3:09 PM
To: 'Wendell Major'
Cc: 'All Personnel'; 'Wayne Newton'; 'lharris@cityoftarrant.com'
Subject: RE: Warrant Recalls (resent to fix grammatical error)

...and another question...if the person you all are arresting asks for a copy of the warrant, what do you show them. The signed document that was used to enter the warrant into NCIC should be kept at the dispatch officer per the state of alabama law.

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Cc: All Personnel <AllPersonnel@tarrantpd.com>; Wayne Newton <wnewton@cityoftarrant.com>; lharris@cityoftarrant.com
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IN THE MUNICIPAL COURT OF TARRANT, ALABAMA
(Circuit, District or Municipal) (Name of County or Municipality)

STATE OF ALABAMA
 MUNICIPALITY v. [REDACTED] Defendant

I, [REDACTED] **Last Chance Bail Bond** (Defendant), as principal
Tax ID: 170237
 and I (we), [REDACTED] **402 6th Avenue South**
(Please print) Birmingham, AL 35205, as surety(ies), agree to pay the State of Alabama the above named municipality the sum of \$ 1,000 (for municipal courts, this sum should not exceed \$1,000) and such costs as authorized by law unless the defendant appear(s) before the above-named court on Feb 24, 2023 (date) at 1:00 PM M. (time) (if date and time are unknown, the words "the scheduled" may be placed in the date blank and a line may be placed in the space for time) and from day to day of each session thereafter until defendant is discharged by to answer to the charge of DUI, or any other charge as authorized law.

If the trial is moved to another county/municipality, this undertaking is for the appearance of the defendant from day to day of each session of the court to which the defendant is removed until discharged by law.

As sureties, were hereby jointly and severally certify that we have property valued over and above all debts and liabilities that has a fair market value equal to or greater than the amount of the above bond, and we, and each of us, waive the benefit of all laws exempting property from levy and sale under execution or other process for the collection of debt by the Constitution and laws of the State of Alabama, and we especially waive our rights to claim as exempt our wages or salary that we have under the laws of Alabama, and our rights to homestead exemptions that we have under the Constitution of Alabama and the laws of the State of Alabama, as set out in a separate writing.

Signed and sealed this date with notice that false statements are punishable as perjury.

Signature of Defendant: [REDACTED]

12/23/2022 Date

OFFICER H. KARMON TPD # 112/112
 Approved by: Judge/Magistrate/Sheriff

Approved by: Judge/Magistrate/Sheriff

Defendant's Information					
Date of Birth	Sex	Height	Weight	Employer	
[REDACTED]				Employer's Address	
[REDACTED]				Employer's Telephone Number	

Property Bond Professional Surety/Bail Company Bond Cash Bond

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Friday, January 27, 2023 12:38 PM
To: Derrick Williamson <DWilliamson@tarrantpd.com>
Cc: Sergeant Wayne Curry <wcurry@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Okie Dokie! I was just wondering because both reports have the same date and time. Thank you for clarifying. Also you need to remove your name from the "Complainant" section, because the victims name would go there if she chooses to follow-up with a warrant. Thank you!

----- Original Message -----

From: "Derrick Williamson" <DWilliamson@tarrantpd.com>
Sent: 1/27/2023 11:34:11 AM
To: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Cc: "Sergeant Wayne Curry" <wcurry@tarrantpd.com>, "Wendell Major" <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Good morning,
You requested the following revisions:

1. Alleged victim be removed from the "witness" area and moved to the "person attacked" area.

Also, please be aware that we received two separate calls to this residence around the same time and that two case numbers were automatically issued. Officer Smith was the primary officer on the initial call.

Thank you,

From: Tanilya Jackson <tjackson@cityoftarrant.com>
Sent: Friday, January 27, 2023 1:47 PM
To: Derrick Williamson <DWilliamson@tarrantpd.com>
Cc: Sergeant Wayne Curry <wcurry@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Your "testimony" or account of what you were told is in the report. Since an arrest wasn't made, the alleged victim must come to try to get a warrant. If you wanted the state to pursue the charges then you should have made an arrest when you went on the call, because per what I read in the report, the alleged offender was at the location and you spoke to him, and he admitted (per your report) that he "accidentally" broke the television. Per the report, you also spoke to the listed witness, who, per your account, admitted to you, to hearing the alleged threat that was made towards the alleged victim. Since you left without making an arrest, the alleged victim must now come into the Magistrates office to try to obtain a warrant and must bring in the witness who is listed on the report and deposition to give me their sworn testimony of what they saw and/or heard, and any proof of crime.

----- Original Message -----

From: "Derrick Williamson" <DWilliamson@tarrantpd.com>
Sent: 1/27/2023 12:44:27 PM
To: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Cc: "Sergeant Wayne Curry" <wcurry@tarrantpd.com>, "Wendell Major" <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Good afternoon,

I was under the impression I was testifying to the details that I was aware of. I was also under the impression that the state may pursue charges of domestic violence without the victim. Your requested changes are attached and I apologize for any confusion.

Thank you,



DERRICK WILLIAMSON, JR., MJA, BCJ, ALEC, NP

Police Officer | Agency Information Security Officer | Evidence Technician
Terminal Agency Coordinator | Social Media Administrator

2593 Commerce Circle, Tarrant, Alabama, 35217 (205) 848-2811 (Main)
(205) 848-3218 (Work) (205) 848-7760 (Fax) (205) 422-9664 (Personal)

Visit us at CityofTarrant.com & Facebook.com/TarrantPolice

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Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Derrick Williamson <DWilliamson@tarrantpd.com>

Mon 1/30/2023 10:07 AM

To: Tanilya Jackson <tjackson@cityoftarrant.com>

Cc: Sergeant Wayne Curry <wcurry@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>; Cynthia Morrow <CMorrow@tarrantpd.com>

You have a great day as well Chief Magistrate Jackson. Sorry for any confusion.

Thanks.

From: Tanilya Jackson <tjackson@cityoftarrant.com>

Sent: Monday, January 30, 2023 10:05:26 AM

To: Derrick Williamson <DWilliamson@tarrantpd.com>

Cc: Sergeant Wayne Curry <wcurry@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>; Cynthia Morrow <CMorrow@tarrantpd.com>

Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

That wasn't directed towards you, I was making a point! Confrontational? lol At this point, since it's obviously a problem with ME and what I say...The Tarrant police department can do what you want. I will not correct any paperwork going forward, if it right it's right and if it's wrong it's just wrong. Like I said it won't affect me. Have a great day! :-)

----- Original Message -----

From: "Derrick Williamson" <DWilliamson@tarrantpd.com>

Sent: 1/30/2023 9:20:03 AM

To: "Tanilya Jackson" <tjackson@cityoftarrant.com>

Cc: "Sergeant Wayne Curry" <wcurry@tarrantpd.com>, "Wendell Major" <WMajor@tarrantpd.com>, "Cynthia Morrow" <CMorrow@tarrantpd.com>

Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Good morning,

Chief Magistrate Jackson, I agree with your stance of ensuring lawful avenues but I'm not purview to any of said issues you're mentioning. I pride myself in doing my job appropriately and I have been unable to locate any statutes which define who may be a complainant to commence proceedings or how a deposition form should be completed created by the Administrative Office of Courts. If it would best suite you, I will gladly forward a memorandum of law so we both may be on the same page. It appears you're being confrontational regarding issues which I have no involvement.

Nonetheless, if there are issues with me specifically please outline those concerns so I may correct any issues moving forward.

Thank you

From: Tanilya Jackson <tjackson@cityoftarrant.com>

Sent: Monday, January 30, 2023 7:58:52 AM

2/1/23, 8:04 AM

Mail - Derrick Williamson - Outlook

To: Derrick Williamson <DWilliamson@tarrantpd.com>
Cc: Sergeant Wayne Curry <wcurry@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Good Morning,

I want to make something clear. This isn't MY policy, it is the law in the State of Alabama. I'm not coming in here trying to make changes because it works best for ME, I'm correcting bad and unlawful practices to make sure the City of Tarrant and the Police dept. does not get sued. This doesn't affect me at all. This is why last week I got to the point where I said I don't care what the police dept does because every time I say something I have to go through THIS! I'm not picking on yall, I'm trying to make sure it's done right. So please stop saying it's MY policy and what I want. Two weeks ago, there was a debate about a PFA violation being a Misdemeanor vs it being a Felony. Now by no means do I know it all, because I'm still learning everyday, but what I do know is how to do my job and I'm going to do just that whether you all like it or not! I'm here to help get it right, not make your jobs harder!! Have an awesome day!

----- Original Message -----

From: "Derrick Williamson" <DWilliamson@tarrantpd.com>
Sent: 1/28/2023 11:34:28 AM
To: "Tanilya Jackson" <tjackson@cityoftarrant.com>
Cc: "Sergeant Wayne Curry" <wcurry@tarrantpd.com>, "Wendell Major" <WMajor@tarrantpd.com>
Subject: Re: SCREENING: Deshazo, Demetrius - Domestic Violence in the Third Degree (Menacing)

Unfortunately, he was in no medical condition, *i.e.*, numerous healing gunshot wounds, to be taken into custody at the time. I understand your policy regarding the issuance of domestic violence warrants and it is noted for the future.

Thank you for responding to assist,



This email may contain legally privileged and/or confidential information. This message and/or any files transmitted with it are intended solely for the use of the addressee(s). This email is to be treated as confidential and may not be used or disclosed except for the purpose for which it was sent. If you receive this email in error, please contact the sender immediately, delete it, any attachments, and all copies of it from your system, and destroy any hard copies of it. You are hereby notified that disclosing, copying, distributing, or taking any action on the contents, attachments, or information herein is strictly prohibited.

B-1

JUSTICE INFORMATION COMMISSION
ADMINISTRATIVE CODE

CHAPTER 265-X-3
ALABAMA UNIFORM CRIME REPORTING FORMS

*every cell
for Sewer
unheard*

265-X-3-.03

Alabama Uniform Incident/Offense Report
Instructions.

(a) The proposed revisions to the Alabama Uniform Incident/Offense Report (IO Report) are intended to go into effect during January 2006. Previous versions are valid until January 1, 2008. A copy of the proposed new form can be found at Appendix A at the end of this chapter.

(b) General instructions for completing forms include the following. Paper forms are for local use only effective January 1, 2010. Effective January 1, 2010, all local law enforcement agencies in Alabama shall submit data from Alabama Uniform Incident/Offense, Arrest and Supplemental Reports to ACJIC in an electronic file format as determined by the Director.

1. Print legibly or type.
2. Use black ink (for copying purposes).
3. When putting check marks in boxes, be sure your choice is obvious. If using a paper report for field reporting, put the point of your pen inside the box that corresponds to the correct choice when making a check or make an "X" inside the box.
4. Shaded areas on these reports are to be completed by the Uniform Crime Reporting (UCR) clerk in your agency. UCR clerks have been provided with the listings of various codes.
5. Located on the back of the Incident/Offense report, following the narrative, is a signature line. You must have the victim/complainant sign this report if any information on this crime report is entered in the NCIC computer network. The signature is necessary to protect you and your department from possible lawsuits. It is also required for monthly validations.

(c) The information contained on the front page of the 2006 version of the Alabama Uniform Incident/Offense Report is generally considered to be a public record.

(d) The only time a local law enforcement agency may deny a member of the public information contained on the front page of an IO Report is when one or more of the following reasons apply:

1. When disclosure of the information would compromise criminal investigations, result in potential harm to innocent persons or infringe upon the constitutional rights of the accused;
2. When keeping all or a portion of a report confidential is necessary to protect witnesses and/or victims;
3. To protect the identities of law enforcement officers currently working undercover with their agencies;
4. When disclosure would reveal the identity of informants;
5. When disclosure of the information would impede an agency's enforcement or detection efforts;
6. When disclosure would reveal investigatory techniques; or
7. When disclosure would deprive a person of a right to a fair trial or an impartial adjudication.

(e) Agency heads shall not establish any policies or procedures that would routinely prevent access to information contained on the front page of the incident offense report.

(f) Any decision to deny the public access to data contained on the front page of the IO report should be made on a case by case basis.

(g) Local law enforcement officials are not required to release the second page of an IO report. However, local agencies may release any information contained within the second page of the IO report at the discretion of the chief executive officer provided the information would not be otherwise exempted from release as described within this chapter.

(h) In the event an agency head determines information from the second page of the IO report will be routinely provided to the public, the same exceptions cited above may be used to deny access to information on a case by case basis.

(i) When establishing local policies concerning the release of information, law enforcement officials should establish policies and procedures to ensure the following information is redacted from all IO reports prior to being released to members of the public and/or media:

1. Social security numbers, unlisted telephone numbers and any medical information; and

2. Identifying information concerning juveniles.

(j) For the purposes of this chapter, identifying information shall include: name, telephone number, street address and exact date of birth. (Age, sex, race, city, state and zip code data will not be considered identifying information.)

(k) Given the exemptions listed above, law enforcement agencies shall comply with the following policies governing the dissemination of information:

1. No request to inspect, copy, or obtain copies of IO reports shall be denied on the ground that information exempt from disclosure is commingled with nonexempt information;
2. Any reasonably segregable portion of a record shall be provided after deletion of the exempt information; and
3. If it is necessary to separate exempt from nonexempt information in order to permit a citizen to inspect, copy, or obtain copies of public records, the custodian shall bear the cost of the separation.

(l) Nothing in this chapter shall be construed to prevent any and all public bodies from having among them a free flow of information for the purpose of achieving a coordinated and effective detection, investigation and prosecution of unlawful activity.

(m) In general, I/O Reports are completed for the following reasons:

1. To provide a ~~record of a police officer's activities and findings;~~
2. To establish a permanent record of a case;
3. To serve as a basis for prosecution;
4. To explain how and where police officers and their equipment are used;
5. To provide a basis for budget planning;
6. To identify training needs; and
7. To facilitate information exchanges between agencies.

(n) A report should be generated whenever police service or action is requested. Examples of when to complete a report include:

1. Whenever an incident or offense is reported and/or investigated by an assigned officer;
2. Whenever an officer obtains additional information about a case;
3. Whenever an arrest is made for your jurisdiction even if the arrestee is not taken into custody;
4. Whenever a complaint involves the commission or attempted commission of a felony or misdemeanor;
5. Whenever a hit and run automobile accident is reported; or
6. Whenever there is any other situation so designated by the head of the department.

(o) ACJIC reporting forms are designed for simplicity and ease of recording. Forms are composed of:

1. Identifiable sections;
2. Separate fill-in blocks for each data element (in the case of paper forms); and
3. Check off boxes or options to be circled (or drop down boxes in the case of electronic forms) to save time.

(p) The blocks are self-explanatory, and each block (or data element) is fully described in this section. Numbers in parentheses indicate block numbers on paper reporting forms.

(q) In this rule, an asterisk (*) indicates a data element. Two asterisks (**) indicate a data element that may be required based on the type offense.

(r) The numbers in parentheses refer to the block numbers on the paper report.

(s) The following data elements are included in the event section on page one of the I/O Report.

1. *ORI (1) - Nine spaces are allowed for your Agency Identification Number (ORI). (Required data element.)
2. *Date (2) - Dates on paper reports should be entered using a MMDDYY format. (Example: March 17, 2005 = 03/17/05.) (Required data element.)
3. *Time of Report (3) - Times on may be entered as AM, PM or Military (24 hour clock). Put the time in the blocks provided and check the correct time type. (Required data element.)

4. *Type of Report (4) - Select Incident, Offense or Supplement. (Required data element.) Each report type is defined below.

(i) Incident - Any non-criminal activity for which an officer is called. Examples include dog bites and home alarm system calls.

(ii) Offense - Any criminal offense for which an officer is called.

(iii) Supplement - Supplement reports generally are used to: clear cases, add stolen/recovered property to a previously submitted offense and change previously reported UCR codes. Supplement reports must include 1) the original case number, 2) the date of the original I/O report and 3) the date of the supplement. If a supplement is being used to clear a case, at a minimum the offender's sex, race and age (DOB) must be reported. When supplied electronically, supplemental information typically is entered on the original I/O report and resubmitted.

5. Supplement Date (5) - Dates on paper reports should be entered using a MMDDYY format. Only complete this block if this report is a supplement.

6. *Agency Case Number (6) - A case number may be up to twelve digits and must be unique for each IO report completed within an agency. Case numbers are assigned by the Communications Officer. If the report does not originate from a dispatched call, the investigation officer must call his or her agency to have an agency case number assigned. (Required data element.)

7. Suffix (7) - When used, the suffix block becomes part of the original case number. Up to two alpha or numeric characters may be entered, and the intended use is to associate multiple cases. (Optional data element.) For instance, there is a double homicide (two victims), so two I/O reports must be completed. The case number suffix is used to tie these two cases together. An example of how these case numbers should be assigned is provided below:

(i) The first victim should appear on the IO Report with case number 050317010-01.

(ii) The second victim should appear on the IO Report with case number 050317010-02.

8. Agency Name (8) - Enter the name of your law enforcement agency.

9. Sector (9) - Indicate the sector (beat, district, road code, census tract, etc.) your agency uses to identify the geographical area in which the offense occurred. Leave blank if your department does not use such codes. Keep in mind that sector codes can be beneficial in breaking out criminal activity by area in your jurisdiction. (Optional data element.)

10. *Type Incident or Offense (10, 14) - Select the appropriate box to indicate if the offense is a 1) felony or 2) misdemeanor. Also select whether the offense was 1) attempted or 2) completed. List the nature of the offense or incident being investigated. When more than one offense is involved, list each offense beginning with the most serious. (Required data element.)

11. Degree (11, 15) - Select 1st, 2nd or 3rd. If you are unsure about the degree or no degree is associated with the offense, leave blank. (Optional data element.)

12. *UCR Code (12, 16) - May be filled in by your agency's UCR clerk or reporting officer. (Required data element.)

13. State Code/Local Ordinance (13, 17) - Cite Alabama's state code or the local ordinance that was violated.

14. Place of Occurrence (18) - This is the location that is generally considered to be public information. If the place of occurrence is the victim's residence, the reporting officer shall list the approximate location where the incident or offense occurred, and check the appropriate box on the form to indicate the exact event location was the victim's residence. Examples of an "approximate location" include block number or the street name if the street does not have multiple blocks. In these cases, the exact location of the incident should be listed on the second page in the section where victim/complainant information is collected. If an incident occurs at a business or any other public place - e.g. store, restaurant, park, parking lot or garage, shopping mall, government building, etc. - then the exact street address should be listed.

15. Sex of Victim (19) - Select M for Male or F for female. (Select both if there were one or more victims of both sexes.)

16. Race of Victim (20) - Select W for White, B for Black, A for Asian or I for Indian. (More than one option may be selected if multiple victims were present.)

17. Ethnicity of Victim (21) - Select Hispanic if this applies. Other or additional entries can be made by checking the Other box and entering the correct response in the space

provided. (This space may also be used to indicate the victim's national origin which may be important in reporting and investigating hate crimes.)

18. Age of Victim (22) - Enter the exact age (if known) of the first victim listed in the Victim Section of the Report.

19. Multiple Victims/LE Officer (23) - Check the Multiple Victims box if more than victim was reported. Check the LE Officer box if one or more victims of the offense was a law enforcement officer. (Both boxes may be selected if both apply.)

20. *Offender Suspected of Using (24) - This block is used to indicate whether any of the offenders/suspects listed in the incident/offense report were suspected of consuming alcohol or using drugs/narcotics during or shortly after before the incident/offense; or of using a computer, computer terminal, or any other computer equipment to perpetrate the crime. If the offenders/suspects were not suspected using alcohol, drugs or computer equipment - or if it is unknown - mark N/A on the form. Any or all of the following three categories can be used for each offense:

- (i) Alcohol;
- (ii) Drugs/Narcotics; and/or
- (iii) Computer Equipment.

21. *Gang Activity (25) - This box is to be used to indicate whether any of the offenders/suspects listed in the incident/offense report were involved in adult or juvenile gang activity. If the offenders/suspects were not suspected or being involved in gang activity - or if it is unknown - mark N/A on the form.

22. *Hate Bias (26) - This box is to be used to indicate whether the offense being reported was motivated by the victim's race, religion, ethnicity/national origin, sexual orientation or physical/mental disability. If the answer is "yes," then a separate Hate Crime Incident Report should be completed for the offense. (Even though Alabama's sentence enhancement for Hate Crimes [Section 13A-5-13] does not apply to crimes motivated by the victim's sexual orientation, for UCR reporting purposes these crimes are still considered as hate crimes according to the FBI's definition.)

23. **Bias Code (27) - This box is to be completed by the UCR clerk in cases where "yes" is checked in the previous block. This code denotes the bias motivation of the offender. Bias codes used by Alabama's UCR Program are listed below by category of hate crime.

(i) Codes used to indicate crimes motivated by the victim's race are as follows.

- (I) 11 - Anti-White;
- (II) 12 - Anti-Black;
- (III) 13 - Anti-American Indian/Alaska Native;
- (III) 14 - Anti-Asian/Pacific Islander; or
- (IV) 15 - Anti-Multi-Racial Group.

(ii) Codes used to indicate crimes motivated by the victim's religion are as follows:

- (I) 21 - Anti-Jewish;
- (II) 22 - Anti-Catholic;
- (III) 23 - Anti-Protestant;
- (IV) 24 - Anti-Islamic;
- (V) 25 - Anti-Other Religious Group (Buddhism, Hinduism, Shintoism, Scientology);
- (VI) 26 - Anti-Multi-Religious Group; or
- (VII) 27 - Anti-Atheist/Agnostic.

(iii) Codes used to indicate crimes motivated by the victim's ethnicity/national origin are as follows:

- (I) 32 - Anti-Arab;
- (II) 33 - Anti-Hispanic; or
- (III) 34 - Anti-Other Ethnicity/National Origin.

(iv) Codes used to indicate crimes motivated by the victim's sexual orientation are as follows:

- (I) 41 - Anti-Male Homosexual (Gay);
- (II) 42 - Anti-Female Homosexual (Lesbian);
- (III) 43 - Anti-Homosexual (Gay and Lesbian);
- (IV) 44 - Anti-Heterosexual; or
- (V) 45 - Anti-Bisexual.

(v) Codes used to indicate crimes motivated by the victim's disability are as follows:

(I) 51 - Anti-Physical Disability; or

(II) 52 - Anti-Mental Disability.

24. Domestic Violence (28) - Check this box (next to the vertical text on right hand side of form) if the case being reported involved domestic violence.

25. **Point of Entry (29) - Select the appropriate response from: door, window, roof or other. (Required for all burglaries and unlawful entries.)

26. **Method of Entry (30) - Select the appropriate response from: forcible, no force or attempted forcible. (Required for all burglaries and unlawful entries.)

27. Local Use (31) - This area is provided for local agency use. Your department may determine how this data element is used. For instance, local use codes can be used to keep track of certain types of offenses for further study. For instance, a department might require officers to enter a "D" in this block to indicate a drug related offense. Entries may be alpha or numeric.

28. *Lighting (32) - Select the option that best describes the light available in the area at the time of occurrence. (Required data element.)

29. *Weather (33) - Select the option that best describes the weather during which the incident/offense occurred. (Required data element.)

30. *Location Type (34) - Select the option that best describes the type of location where the incident/offense occurred. (Required data element.)

31. *Occurred on or between (35-37, 38-40) - This data element is designed for you to be able to record a specific time or time interval. If you know the exact time of the incident/offense, enter this time in the first set of time/date blocks. If you only know that the incident/offense occurred between two known times, complete both sets of time/date blocks. Select whether the reported time was AM, PM or Military (24-hour clock). (Required data element.)

32. **Number of Premises Entered (41) - For all burglaries, enter the total number of premises entered here. (Required data element for burglaries.)

33. **Type Criminal Activity (42) - This should be reported for the following offenses: Counterfeiting/Forgery; Stolen Property Offenses; Drug/Narcotic Violations; Drug Equipment Violations; Pornography/Obscene Material; and Weapon Law Violations. Up to three activities may be selected from the following:

- (i) B - Buying/Receiving;
- (ii) C - Cultivating/Manufacturing/Publishing/Producing;
- (iii) D - Distributing/Selling;
- (iv) E - Exploiting Children;
- (v) O- Operating/Promoting/Assisting;
- (vi) P - Possessing/Concealing;
- (vii) T - Transporting/Transmitting/Importing; and/or
- (viii) U - Using/Consuming.

34. *Victim Type (43) - The type of victim is to be reported for each numbered victim. Only one of the following types is to be reported for each victim:

- (i) I - Individual;
- (ii) B - Business;
- (iii) F - Financial Institution;
- (iv) G - Government;
- (v) R - Religious Organization; or
- (vi) S - Society/Public.

(t) The property section of the IO Report is designed to record information concerning property stolen or recovered during an incident or offense. It is important that the investigator obtain as much information as possible about any reported property, because this information will be a key factor in court testimony and in returning property to its rightful owner.

(u) The following data elements are included in the property section on page one of the I/O Report.

1. Loss Code (44) - Enter the numeric code that indicates the type of loss incurred by the victim for each type of property entered from the following choices:

- (i) 01 - None;
- (ii) 02 - Burned;
- (iii) 03 - Conterfeited/Forged;
- (iv) 04 - Destroyed/Damaged;
- (v) 05 - Recovered;
- (vi) 06 - Seized; or
- (vii) 07 - Stolen.

2. Property Code (45) - Enter the numeric code that indicates the type of property being reported from the following choices:

- (i) 01 - Aircraft - airplanes, dirigibles, gliders, etc.;
- (ii) 02 Alcohol - alcoholic beverages such as beer, wine and liquor;
- (iii) 03 - Autos - sedans, coupes, station wagons, convertibles, taxicabs, and other similar motor vehicles which serve the primary purpose of transporting people;
- (iv) 04 - Bicycles - includes tandem bicycles, unicycles and tricycles;
- (v) 05 - Buses motor vehicles which are specifically designed, but not necessarily used to transport groups of people on a commercial basis;
- (vi) 06 - Clothes/Furs - wearing apparel for human use including accessories such as belts, shoes, scarves, ties, etc;
- (vii) 07 - Computer Hardware/Software - computers, computer peripherals, printers and storage media;
- (viii) 08 - Consumables - expendable items used by humans for nutrition, enjoyment or hygiene such as food, beverages, grooming products, cigarettes, gasoline and firewood;
- (ix) 09 - Credit/Debit Cards - includes automatic teller machine cards;
- (x) 10 - Drugs/Narcotics;
- (xi) 11 - Drugs/Narcotics Equipment;

(xii) 12 - Farm Equipment - includes tractors, combines, etc;

(xiii) 13 - Firearms - weapons that fire a shot by force of an explosion such as handguns, shotguns, rifles, etc. (Does not include "BB," pellet, paint-ball or other gas powered guns);

(xiv) 14 - Gambling Equipment;

(xv) 15 - Heavy Construction/Industrial Equipment - cranes, bulldozers, steamrollers, oil drilling rigs, etc;

(xvi) 16 - Household Goods - beds, chairs, desks, sofas, tables, refrigerators, stoves, washers, dryers, air conditioners and heating equipment;

(xvii) 17 - Jewelry/Precious Metals - bracelets, necklaces, rings, watches, silver, gold, platinum, etc;

(xviii) 18 - Livestock - living farm animals such as cattle, chickens, hogs, horses and sheep; (Does not include household pets);

(xix) 19 - Merchandise - items held for sale;

(xx) 20 - Money - legal tender such as coins and currency;

(xxi) 21 - Negotiable Instruments - any document other than currency which is payable without restriction such as endorsed checks, endorsed money orders and bearer bonds;

(xxii) 22 - Non-negotiable Instrument - documents requiring further action to become negotiable such as unendorsed checks, food stamps, stocks and bonds;

(xxiii) 23 - Office Equipment - typewriters, adding machines, calculators, cash registers, copying machines, etc;

(xxiv) 24 - Other Motor Vehicle - any motor vehicle other than automobiles, buses, trucks or SUV's such as motorcycles, motor scooters, mopeds, snowmobiles, golf carts and four wheelers;

(xxv) 25 - Purses/Handbags/Wallets;

(xxvi) 26 - Radios/TV/VCR includes radios, televisions, videotape recorders, stereo equipment, compact disk players, etc;

(xxvii) 27 - Recordings - Audio/Visual - records, tapes, compact disks, etc;

(xxviii) 28 - Recreational Vehicles - motor vehicles which are specifically designed, but not necessarily used, to transport people and also provide them with temporary lodging for recreational purposes.

(xxix) 29 - Structure - Single Occupancy Dwelling - houses, townhouses, duplexes, mobile homes or other private dwellings;

(xxx) 30 - Structure - Other Dwelling - apartments, tenements, hotels, motels and inns;

(xxxi) 31- Structure - Other Commercial - stores, offices, restaurants, etc;

(xxxii) 32 - Structure - Industrial/ Manufacturing - factories, plants, assembly lines, etc;

(xxxiii) 33 - Structure - Public/Community - colleges, hospitals, jails, libraries, meeting halls, passenger terminals, religious buildings, schools, sports arenas, etc;

(xxxiv) 34 - Structure - Storage - barns, garages, storehouse, warehouses, etc;

(xxxv) 35 - Structure - Other - any other structure not fitting the other structure descriptions;

(xxxvi) 36 - Tools - Hand tools and power tools;

(xxxvii) 37 - Trucks - motor vehicles which are specifically designed, but not necessarily used, to transport cargo on a commercial basis;

(xxxviii) 38 - Vehicle Parts/Accessories - motor vehicle batteries, engines, transmissions, heaters, hubcaps, tires, manufacturer's emblems, license plates, side mirrors, etc.;

(xxxix) 39 - Watercraft - motorboats, sailboats, houseboats, etc; or

(xl) 77 - Other - all other property not fitting the above descriptions.

3. Quantity (46) - Enter the number of each item stolen or recovered.

4. Property Description (47) - Enter a complete description of the property stolen or recovered including the year, make, model, style, serial number, etc. (For paper reporting agencies requiring additional space, continue listing property in the narrative section or use an Incident/Offense Report Supplement. If the property description is continued in the narrative, please check the box to indicate this.)

5. Value Stolen/Damaged (48) - Place the estimated value of each item stolen or damaged opposite its description in Block 60 using the following guidelines:

(i) Use fair market value for articles which are subject to depreciation because of wear and tear, age, etc.

(ii) Use wholesale cost of goods stolen from retail establishments, warehouses, etc.

(iii) Use victim's evaluation of items such as jewelry, watches, etc., which decrease slightly in value or not at all with use or age.

(iv) Use replacement cost or actual cash cost to victim for new or almost new clothes, auto, accessories, bicycles, etc.

(v) Non-negotiable instruments such as travelers' checks, personal checks, money orders, stocks and bonds, etc. should be described but no value recorded. Negotiable instruments such as bonds payable to bearer are valued as the current market price at the time of the theft.

6. Recovered Date/Value (49) - Enter the date (MMDDYY) the property was recovered. In the value block, indicate the estimated market value of the item(s) at the time of recovery.

(v) If a vehicle is involved in an Incident/Offense, complete the vehicle section of the I/O report. Following is a description of each data element contained within the vehicle section of the IO Report.

1. Area Stolen (50) - Select one of the following 1) business, 2) residence or 3) rural.

2. Ownership Verified By (51) - Enter one of the following choices: 1) Tag Receipt, 2) Bill of Sale, 3) Title or 4) Other. (Applies to stolen vehicles only.)

3. Vehicle Involved (52) - Select the appropriate category of the vehicle involved: 1) Stolen, 2) Recovered, 3) Suspect's Vehicle, 4) Victim's Vehicle, 5) Unauthorized Use of a Vehicle, or 6) Abandoned Vehicle.

4. Vehicle Year (53) - Enter the last two digits of the year to indicate the year the vehicle was manufactured.
5. Vehicle Make (54) - Enter the make of the vehicle. (Ford, Chevrolet, Toyota, etc.)
6. Vehicle Model (55) - Enter the model of the Vehicle. (Explorer, Corvette, Camry, etc.)
7. Number Vehicles Stolen (56) - Enter the number of vehicles stolen in the particular incident/offense. If several vehicles are stolen at one time, use a suffix number on subsequent IO reports to link the case numbers.
8. Vehicle Description (57) - List any other identifiable descriptors such as decals, bumper stickers, dents, missing wheel covers, etc.
9. Vehicle Style (58) - Enter the style of the vehicle. (2-door sedan, 4-door sedan, etc.)
10. Vehicle Color (59) - Enter the color of the vehicle. If the vehicle is two colors, you may enter the top color and the bottom color on the paper report.
11. License (60) - Enter the license tag number of the vehicle in this block. If only part of the tag number is obtained, put the numbers in the block and indicate which letters or numbers are missing. It is possible for ACJIC to run a tag search on a partial number.
12. LST - License State (61) - Enter the state where the tag was issued.
13. LIY - License Year (62) - Enter the year the tag was issued or expires as displayed on the tag.
14. Tag Color (63) - Enter the color of the letters/numbers first, then the color of the background.
15. Vehicle Identification Number (64) - Enter the complete VIN number.
16. Warrant Signed (65) - If no warrant has been signed, select "no." If a warrant has been signed, select "yes" and enter the warrant number in the space provided. (Applies to stolen vehicles only.)
17. **Stolen in Your Jurisdiction (66) - If the recovered vehicle was stolen in your jurisdiction, select "yes." If the recovered vehicle was not stolen in your jurisdiction, select "no" and list where it was stolen. (Required for all recovered vehicles.)

18. **Recovered in Your Jurisdiction (67) - If the recovered vehicle was recovered in your jurisdiction, select "yes." If the recovery was made outside your jurisdiction, select "no" and explain where it was recovered. (Required for all recovered vehicles.)

19. Additional Cases Closed (68-73) - Up to three additional case numbers and suffixes may be listed here. If four or more additional cases are closed, these should be listed on a supplemental report.

(w) The administrative section of the IO Report contains information about the reporting/ assisting officer in the case, case status and dispositional information. Following is a description of the data elements contained within the administrative section.

1. Case Status (74) - A case status should be indicated for all cases including non-criminal incidents. The officer completing the report should select one of the following.

(i) Pending - The case is considered pending if any additional information is required by follow-up investigation or if the case is under active investigation.

(ii) Inactive - The case is unsolved and every reasonable avenue of investigation has been pursued and exhausted. No arrests have been made, and all active investigation has been terminated.

(iii) Closed - The case is declared closed for UCR purposes when the entire matter has been completed and no additional police action is required. If a case is closed, disposition information must be provided.

2. Multiple Cases Closed Check Box (75) - Check the appropriate box(es) to indicate whether or not additional cases closed are listed in the administrative section and/or on a supplement report.

3. Entered ACIC/NCIC (76) - If you have entered any information from the report into the ACIC/NCIC network, indicate yes and provide the date entered.

4. Case Disposition (77) - Indicates how and why a case was closed. The officer should select one of the following.

(i) Cleared by Arrest (Adult/Juvenile) - An offense is "cleared by arrest" or solved for crime reporting purposes when at least one person is arrested, charged with the commission of the offense and turned over to the court for prosecution. If an arrest was made, indicate

whether the defendant was under 18 (juvenile) or 18 years of age or older (adult).

(ii) Unfounded - If a complaint is found to be false or baseless after investigation, then this category should be selected. Do not classify a case as unfounded if there are no leads available, stolen property was recovered, victim refuses to prosecute or the incident seems insignificant.

5. Exceptional Clearance (78) - For a case to be exceptionally cleared, all of the following criteria must be met:

(i) The identity of the offender must be determined. (You must know his or her name).

(ii) The exact location of the offender must be known.

(iii) The grounds of the criminal charges must be sufficient for prosecution.

(iv) There is some reason(s) beyond your control that prevents you from arresting and prosecuting the offender. Examples include the following. The offender you are seeking is serving a life without parole sentence for a separate conviction.

(v) The offender is in another state/country and extradition is refused.

(vi) In order to exceptionally clear an offense, you must select one of the following reasons:

(I) The suspect/offender is dead;

(II) Prosecution is declined;

(III) Extradition is denied;

(IV) The victim refuses to prosecute; or

(V) Offender is a juvenile and the case is not referred for prosecution.

(vii) In order for an exceptional clearance to count for UCR purposes, the following information concerning the offender must be provided:

(I) Offender's sex;

(II) Offender's race; and

(III) Offender's age or date of birth.

(viii) Cases submitted to the UCR program that do not meet the above criteria will not be counted as cleared by ACJIC.

6. Reporting Officer and Assisting Officer (79,80) - The officer(s) taking the report should enter their full names and shield/identification numbers in this space.

7. Supervisor Approval (81) - The reporting officer's supervisor should sign his or her last name in this section to indicate he or she has reviewed and approved the report for accuracy and completeness.

8. Watch Commander (82) - The watch commander is to sign his or her name in this space to indicate he or she has reviewed and approved the report for accuracy and completeness.

(x) Following is a description of the data elements found in the administrative section of the second page of the IO Report.

1. Date of Report (83) - This date should correspond with the date on the front side of the report.

2. Time of Report (84) - This time should correspond with the time on the front side of the report.

3. Agency Case Number (85) - This should be the same case number as listed on side one.

4. SFX (86) - If a suffix is used, put the same suffix as it appears on side one of this report.

5. Person(s) Involved in Report (87) - Select one of the following to indicate who the information in blocks 133-175 is about: 1) Offender, 2) Suspect, 3) Missing Person or 4) Multiple.

(y) Law enforcement officials in Alabama have historically released victim names and telephone numbers to credentialed members of the news media. Placement of this information in this area of the report is not intended to alter that practice. The Chief Law Enforcement Officer retains the discretion to withhold such information but is not required to do so.

(z) Following is a description of the data elements found in the victim section of the second page of the IO Report.

1. Reported by Victim or (88) - List the name of the person who reported the incident or offense. If the person making the report is the victim, put a check mark in the box and drop down to the Victim Section to fill in information. If

the person reporting the incident/offense is someone other than the victim, put that person's name in the space provided. (Required for ULTRA submissions.)

2. Suffix (89) - Enter any suffix - Sr., Jr., III, IV, etc. - associated with the name of the complainant.

3. Resident (90) - Check the correct box to indicate whether the victim was a resident or non-resident of the jurisdiction where the incident/offense was reported.

4. Home Phone (91) - Enter the home phone number of the complainant including area code. If the complainant has no phone, enter the word "none" or leave blank. Keep in mind that phone numbers are important investigative tools.

5. Work Phone (92) - Enter the work phone number of the complainant including area code.

6. Other Phone (93) - Enter any other phone or pager number of the complainant including area code.

7. *Victim Number (94) - Each victim in an offense is to be assigned a sequence number from 001 to 999. A separate set of victim data is to be submitted for each numbered victim. The sequence numbers provide uniqueness when there are multiple victims. For example, if three victims were involved in one offense, one victim would be assigned the number 001, the next victim would be designate 002, and the last victim would be 003.

8. Victim (95) - List the name of the victim here if different from the person who reported the incident or offense.

9. Suffix (96) - Enter any suffix - Sr., Jr., III, IV, etc. - associated with the name of the victim if different from the complainant.

10. Address (97) - Enter the actual physical address where the victim can be reached. Be sure to include the street number and name, city, state and zip code. DO NOT give a Post Office Box or General Delivery as an address. Rural route numbers designate a geographic area and are acceptable.

11. Home Phone (98) - Enter the home phone number of the victim (if different from complainant) including area code. If the victim has no phone, enter the word "none" or leave blank. Keep in mind that phone numbers are important investigative tools.

12. Work Phone (99) - Enter the work phone number of the victim (if different from complainant) including area code.

13. Other Phone (100) - Enter any other phone or pager number of the victim (if different from complainant) including area code.
14. Employer/School (101) - If the victim is a person, list the employer's name or school he or she is attending. If the victim is unemployed, enter "None" or leave blank. In cases where the victim is a business or organization, list the name of the person in charge. (Optional data element.)
15. Occupation (102) - Print the victim's usual occupation such as student, bricklayer, clerk, etc. (Optional data element.)
16. Address (103) - If the victim is a person, list the victim's complete business address. If the victim is a business or organization, list the home address of the person in charge. (Optional data element.)
17. Work Phone (104) - If the victim is a person, list his or her business phone. If the victim is an organization, list the home phone of the person in charge. Be sure to include area codes. (Optional data element.)
18. Other Work Phone (105) - Enter any other business cellular phone or pager number of the complainant including area code.
19. **Sex (106) - Select Male (M) or Female (F). (Required data element for victims of Homicide, Rape, Robbery and Assault.)
20. **Race (107) - This is a required data element for Homicide, Rape, Robbery and Assault. Enter the race of the victim by selecting one of the following codes:
- (i) W = White
 - (ii) B = Black
 - (iii) A = Asian or Pacific Islander
 - (iv) I = American Indian or Alaskan Native
21. Language (108) - Select the primary language spoken by the victim/complainant. (Optional data element.)
22. Height (109) - Enter the approximate height of the victim in feet and inches. Do not use fractional inches. (Optional data element.)

23. Weight (110) - Enter the approximate weight of the victim. Do not use fractional pounds. (Optional data element.)

24. **Date of Birth (111) - Enter the victim's date of birth if known. Enter this in a MMDDYY format. For instance March 17, 2005 - 03/17/05. If the date of birth is unknown or refused, you may estimate the person's age and enter the person's estimated year of birth in the space allotted for the year. (Required data element for Homicide, Rape, Robbery and Assault if victim's age is not entered.)

25. **Age (112) - Enter the victim's age in this block. (Required data element for Homicide, Rape, Robbery and Assault if victim's date of birth is not entered.)

26. Victim SSN (113) - A space is provided to capture the victim's social security number on the I/O report. (Optional data element.) It shall be up to the local agency head to determine whether or not officers should include social security number on I/O reports. Even though entering social security numbers is optional and the information is confidential (limited to law enforcement use only), social security numbers can be very helpful in locating individuals at a later date.

27. Complainant SSN (114) - A space is provided to capture the victim's social security number on the I/O report. (Optional data element.) It shall be up to the local agency head to determine whether or not officers should include social security number on I/O reports.

28. Multiple Victims/Law Enforcement (LE) Officer (115) - If there are multiple victims and/or LE officer(s) involved, check the appropriate box.

29. Ethnicity (116) - If the victim was Hispanic, please indicate this in the appropriate box. There is also a blank to allow officers to enter other ethnicities. (Optional data element.)

30. **Injury (117) - Check block "y" if there was injury to the victim; check block "n" if there was no injury. For ULTRA, select "no," "physical injury," "serious physical injury," or "fatal injury." (Required data element for Homicide, Rape, Robbery and Assault.)

31. **Offender Known to Victim? (118) - Check "y" if offender is known to victim, and check "n" if offender was a stranger. (Required data element for Homicide, Rape, Robbery and Assault.)

32. **Victim Was? (119) - Enter the relationship of the victim to the offender. This response should answer the question, "Victim was _____?" (Required data element for Homicide, Rape, Robbery and Assault.)

33. Relationship Code (120) - Enter the two digit relationship code in the shaded area.

34. Weapon Used (121) - Select the weapon used. In cases involving pretended weapons, or those in which the weapon is not seen by the victim but the offender claims to have a weapon, check the weapon he or she pretends to have or use. (Required data element for criminal homicide, forcible rape, robbery and assault.) "Hands, fists, voice, etc." pertains to any part of the body used to inflict injury. "Other dangerous weapons" include a baseball bat, crowbar, bottle, candlestick, brass knuckles, etc.

35. Description of Weapons/Firearms/Tools Used in Offense (122) - You may make a selection from those listed on the printed/electronic form. Additional information may be added to further describe the weapon or device used during the commission of the offense in the space provided. (Optional data element.)

36. Place of Occurrence (123) - Enter address where event occurred.

37. Type Injury (124) - For victims of forcible rape, robbery and assault, you may select one of the following:

- (i) N - None
- (ii) B - Broken Bones
- (iii) I - Internal Injury
- (iv) L - Severe Laceration
- (v) M - Minor Injury
- (vi) O - Other Major Injury
- (vii) T - Loss of Teeth
- (viii) U - Unconsciousness

38. Sector (125) - Local use block.

39. **Homicide and Assault Circumstance Code (126) - Enter the code for the circumstance that best describes the Homicide or Assault. (Required data element for homicides and assaults.)

40. **Rape Location Code (127) - Enter the code for the circumstance that best describes the offense. (Required data element for rapes.)

41. Simple or Aggravated Assault (128) - Select simple or aggravated depending on the severity of the assault. (Complete only for assaults.) Following is a description of the types of assaults:

(i) Simple Assault = No physical injuries or injuries are so minor as to require no more than basic first aid procedures.

(ii) Aggravated Assault = Any assault in which a weapon was involved OR any assault where the injuries sustained required treatment by a physician for missing teeth, broken bones, stitches, etc. (Note: Any offense involving a weapon or dangerous instrument other than the offender's hands, fist, feet, voice, etc. is an aggravated assault for UCR reporting purposes.)

42. Treatment for Assault Injury (129) - If the victim required medical attention for injuries, select "y," otherwise select "n." (Complete only for assaults.)

43. **Verification Exam for Rape (130) - Select "y" if victim had an exam, and select "n" did not have an exam. (Required data element for rapes only.)

44. **Treatment for Rape Injury (131) - Select "y" if victim received medical attention for injuries, and select "n" if victim did not require medical attention. (Required data element for rapes only.)

(aa) The following subsections describe the data elements collected on page two of the IO Report in the Suspect/Offender Information section. If the "Missing Person" block is checked, this section also may be used to report characteristics of the missing person.

1. Offender # (132, 154) - List the sequence number of this offender in association with the offense(s) being reported. For instance, if there are three suspects in a robbery, then you would report offender numbers 1, 2 and 3.

2. Name (133, 155) - Enter the last, first and middle name of the offender, suspect or missing person.

3. Suffix (134, 156) - Enter Sr., Jr., III, IV, etc.

4. Alias (135, 157) - Enter all nicknames and aliases by which the person is known.

5. SSN (136, 158) - A space is provided to capture the suspect/complainant/ missing person's social security number on the I/O report. (Optional data element.) It shall be up to the local agency head to determine whether or not officers should include social security number on I/O reports.
6. Race (137, 159) - Enter the race of the offender/suspect/missing person. Following are the codes that shall be used:
 - (i) W = White;
 - (ii) B = Black;
 - (iii) A = Asian or Pacific Islander; or
 - (iv) I = American Indian or Alaskan Native.
7. Sex (138, 160) - Select "M" for male or "F" for female.
8. Date of Birth (139, 161) - Enter date of birth of the suspect/offender/missing person if known.
9. Age (140, 162) - Enter the age of the suspect/offender/missing person.
10. Address (141, 163) - Enter the suspect's/offender's/missing person's physical address. Be sure to include street number and name, city, state and zip. Do not list a Post Office Box or General Delivery as an address. Rural route numbers designate a geographic area and are acceptable.
11. HGT (142, 164) - Enter the suspect's/offender's/missing person's height in feet and inches. Do not use fractions or decimals.
12. WGT (143, 165) - Enter the suspect's/offender's/missing person's weight in pounds. Do not use fractions or decimals.
13. Ethnicity (144, 166) - If the suspect/offender/missing person was Hispanic, please indicate this in the appropriate box. There is also a blank to allow officers to enter other ethnicities. (Optional data element.)
14. Language (145, 167) - Select the primary language spoken by the suspect/offender/missing person. (Optional data element.)
15. Probable Destination (146, 168) - Enter the probable destination of the suspect/offender/missing person if known.
16. Eye (147, 169) - Enter the eye color of the suspect/offender/missing person.

17. Hair (148, 170) - Enter the hair color of the suspect/offender/missing person.

18. Complexion (149, 171) - Enter the suspect's/offender's/missing person's complexion type. (E.g. Light, medium, dark, etc.)

19. Armed/Weapon (150, 172) - Select "Yes" if the suspect/offender/missing person is armed, or if he or she may be armed. Select "No" if you are positive the suspect/offender/missing person is not armed. Select "Unknown/UNK" if it is not known whether the person is armed. If "Yes" is selected for "Armed," enter the type of suspected weapon here. (E.g. Pistol, rifle, knife, etc.)

20. Clothing (151, 173) - If known, enter a brief description of the clothing worn by the suspect/offender/missing person when he or she was last seen.

21. Scars, Marks, Tattoos, Amputations (152, 174) - Enter any and all known scars, marks, tattoos and clothing which may be used to identify the suspect/offender/missing person.

22. Arrested/Wanted/Dual Arrest (153, 175) - Select "Yes" or "No" to indicate whether the suspect/offender/missing person has been arrested or if they are wanted.

23. Dual Arrest - This box only applies to domestic violence cases. Check this box in the event both the primary aggressor and victim are arrested.

(bb) The witness section of the paper I/O report allows you to enter up to four names, addresses, dates of birth, sex, race, phone numbers and social security numbers.

(cc) Following are instructions for completing the data elements contained on page two of the IO Report in the Witness Information section.

1. Name (176, 184, 192) - Enter the last, first and middle name of the witness.

2. Sex (177, 185, 193) - Select the witness's sex.

3. Race (178, 186, 194) - Select the witness's race.

4. Date of Birth (179, 187, 195) - Enter the witness's date of birth.

5. Address (180, 188, 196) - Enter the witness's physical address including street number, street name, city, state and zip code. Do not list a Post Office Box or General Delivery

as an address. Rural route numbers designate a geographical area and are acceptable.

6. Home Phone (181, 189, 197) - Enter the witness's home telephone number including area code. If the witness does not have a home telephone, enter none or leave blank.

7. Work Phone (182, 190, 198) - Enter the witness's business telephone number including area code. If the witness does not have a business telephone, enter none (for paper reports) or leave blank (for electronic reports).

8. Other Phone (183, 191, 199) - Enter any other cellular phone or pager number of the witness including area code.

9. SSN's (200, 201, 202) - You may enter social security numbers. While this information is not required, it may be helpful in locating witnesses in the future. It shall be up to the local agency head to determine whether or not officers should include social security number on I/O reports.

(dd) Narrative (203) - The primary purpose of this section of the I/O report is to inform others about the event being reported. Officers should strive to answer the following questions when writing a narrative. Who was involved? What happened? When did it happen? Where did it happen? How did it happen? Why did it happen? This section should tell the story of the officer's actions and all other involved persons' actions as they relate to the event being reported. Remember, when writing the narrative, you are telling the story to someone who does not know any of the facts surrounding the event. The narrative should give the reader a clear picture of the event as observed by the reporting officer. The narrative section is also used to expand upon or continue any items on the rest of the report where additional space or explanation is needed. If the narrative section of the paper report is not large enough to allow you to give all of the details that need to be included, use an I/O supplement as a continuation sheet. When using a supplement, remember to indicate this on the appropriate box on the form.

(ee) Following are instructions for the other data elements contained within the narrative section.

1. Continued on Supplement (204) - Check this box to indicate more information is contained on a supplemental form.

2. Assisting Agency ORI (205) - Enter the ORI of any agency providing assistance with the case.

3. Assisting Agency Case Number (206) - If an assisting agency has assigned its own case number to the incident/offense enter this number here.

4. Suffix (207) - If the assisting agency's case number uses a suffix, enter it here.
5. Warrant Signed (208) - Check yes if a warrant has been signed in the case. If a warrant has been signed, the warrant number should be entered here.
6. Additional Cases Closed in Narrative (209) - Select "yes" or "no." You can list up to 18 additional cases in the narrative section.
7. Signature (210) - The signature line is provided for the complainant to enter his or her signature attesting that the information contained in the report is true and correct. A signature is required if any information obtained by the report is to be entered into the ACIC/NCIC computer network. This signature will protect you and your department from civil liability in the event the complainant/victim fails to notify your department when property has been recovered or has misrepresented the events that occurred.
8. Local Use (211) - This area is provided for local agency use. Your department may determine how this data element is used. For instance, local use codes can be used to keep track of certain types of offenses for further study. For instance, a department might require officers to enter a "D" in this block to indicate a drug related offense. Entries may be alpha or numeric.
9. State Use (212) - This is for ACJIC use only.

(ff) In agencies where electronic reporting is used, the form (or similar form developed by your agency) found at Appendix D may be completed by the officer and signed by the complainant in lieu of the traditional paper I/O form.

Author: Becki R. Goggins

Statutory Authority: Code of Ala. 1975, Section 41-9-621.

History: New Rule: Filed March 22, 2006' effective April 26, 2006. **Amended:** Filed August 12, 2009; effective September 16, 2009.

B-2

*Investigative
or
Detective*

JUSTICE INFORMATION COMMISSION
ADMINISTRATIVE CODE

CHAPTER 265-X-3
ALABAMA UNIFORM CRIME REPORTING FORMS

265-X-3-.04 Alabama Uniform Supplemental Report Instructions.

(1) The Alabama Uniform Supplement Report (supplement report) is used to record information or action taken on a case after the submission of the I/O report. The proposed revisions to the supplement report are intended to go into effect during January 2006. Previous versions are valid until January 1, 2008. A copy of the form can be found at Appendix B at the end of this chapter. The new form will contain a 12 digit agency case number and a nine digit ORI number and will include areas to enter all property types that are allowable entries on the revised IO Report. Throughout this section, asterisks are used to indicate required data elements. Supplements are used:

- (a) As continuation sheets for the I/O report when there is insufficient narrative space on the I/O report and additional reporting space is needed;
- (b) To report recovered property;
- (c) To report additional stolen property;
- (d) To change stolen or recovered property values;
- (e) To change an offense code; and/or
- (f) To indicate the disposition of a case.

(2) There is no limit to the number of supplements that may be completed during the investigation of a single case. However, the only reports sent to ACJIC are supplements:

- (a) For additional stolen property;
- (b) For recovered property;
- (c) To change an offense;
- (d) To unfound a case; and/or
- (e) To clear a case.

(3) The supplement form is designed to aid the investigating officer. It is made up of identifiable sections and numbered

blocks providing a place for recording elements which link the supplement to the original I/O report.

(a) Following are instructions for the data elements contained in the top section on page one of the supplement report.

1. *ORI Number (1) - There is space for nine digits in this box. (Required data element.)
2. Agency Name (2) - Enter the name of your law enforcement agency.
3. *Date and Time of This Report (3) - Enter the date this report was written using numbers to indicate the month ("M"), day ("D") and year ("Y") of the report. Enter the time of the report (minutes followed by hours) and check AM, PM or Mil (military or 24-hour clock). (Required data element.)
4. *Case Number (4) - Always enter the Agency Case Number that appears on the original I/O report. (Required data element.)
5. Suffix (5) - If a suffix was used on the original I/O report, use the exact same case number on the supplement.

(b) Following are instructions for the data elements contained in the event section on page one of the supplement report.

1. Victim's Name (6) - Enter the victim's name in this block. In order to prevent confusion, enter the exact name as it appears on the original report.
2. *Date of Original Report (7) - Enter the date by month ("M"), day ("D") and year ("Y") that appears on the original I/O report. (This is a required data element.)
3. Type Report (8) - Select the appropriate choice to indicate the purpose of the supplement. Following are definitions of each purpose type.
 - (i) Continuation - Check this if you are completing the supplement because you ran out of room on the narrative section of the original I/O report.
 - (ii) Follow up - Check this if you have additional information to report on a case.
4. *Original Incident/Offense (9) - Enter the original incident or offense as it appears on the I/O report.

(This is a required data element for prior year cases, or if you are changing an incident/offense code.)

5. *UCR Code (10) - Required data element.

6. State Code (11) - Enter the state code citation for the offense.

7. New Incident/Offense (12) - Complete this block only if there is a change in the incident/offense originally reported. If you are making a change in this block, explain the reason for the change in the narrative. 8. *UCR Code (13) - Enter correct UCR Code. Required data element.

9. State Code (14) - Enter the state code citation for the offense.

10. Has an Arrest Been Made (15) - Check "Yes" if an arrest has been made, and check "No" if an arrest has not been made.

11. Date of Arrest (16) - If an arrest was made, indicate the month ("M"), day ("D") and year ("Y") in this block.

12. Has a Warrant Been Obtained (17) - If no warrant has been obtained, check "No." If a warrant has been obtained, check "Yes" and enter the warrant number.

13. Date of Warrant (18) - If a warrant has been obtained, indicate the month ("M"), day ("D") and year ("Y") in this block.

14. Prior Year (19) - This is a shaded block. Leave it blank.

15. Defendant's Name (20, 21) - If the offender(s) is known, enter his or her full name.

(c) In general, the narrative section of the supplement report should be used to record your activity and all developments in the case subsequent to the last report. Check the appropriate box if the narrative is continued on the back of the supplement. Examples of items to be placed in the narrative include the following:

1. A description and value of each item of additional property stolen or recovered;

2. Names of persons arrested;

3. An explanation of any changes to the incident/offense from what was indicated on the original I/O report;

4. Disposition of recovered property;
5. Case status and case disposition; and
6. The section and item numbers continued from the I/O report.

(d) Following are instructions for completing the narrative section of the supplement report.

1. Local Use (22) - This is an optional data element. It is designed for your agency's local use. Either alpha or numeric characters may be entered here.
2. State Use (23) - This area is designated for use by ACJIC.

(e) After each article and its respective value is listed in the narrative, the totals of each property category must be entered in the appropriate block or blocks in this section. Please note you may only enter one dollar value in each line, so the amount entered on each line should represent the total value of the articles stolen, recovered, damaged or destroyed. For instance, three gold watches each worth \$1,000 are stolen in a burglary. Each watch should be listed individually (along with a description and any identifying numbers) in the narrative section. In the value section, you should enter \$3,000 in the "S" line under the "jewelry" category.

(f) Following is a description of information concerning stolen and recovered motor vehicles that may be entered on the supplemental report

1. Motor Vehicle Stolen in Your Jurisdiction (63) - If the motor vehicle was stolen in your jurisdiction, select "Y." If the motor vehicle was not stolen in your jurisdiction, check "N" and indicate where it was recovered.
2. Recovered in Your Jurisdiction (64) - If the motor vehicle was recovered in your jurisdiction, check "Y." If the motor vehicle was not recovered in your jurisdiction, check "N" and list where it was recovered.

(g) Following is a description of information to be entered on the supplement report in the event multiple cases are closed by a single report.

1. Multiple Cases Closed (65-70) - These blocks allow for reporting agencies to close additional cases at the same time as long as they are all cleared by the same

disposition type. If suffixes were included on the original report, they need to be reported here.

2. Additional Cases Closed in Narrative (71) - Select "yes" or "no" to indicate whether additional cases are closed in the narrative. You may indicate additional closed cases in the narrative.

(h) The administrative section contains information about the reporting/ assisting officer in the case, case status and dispositional information.

(i) Following is a description of information to be entered in the administrative section of the supplement report.

1. Case Status/Entered ACJIC/NCIC (72) - A case status should be indicated for all cases including non-criminal incidents. Following are definitions of each case status.

(i) Pending - The case is considered pending if any additional information is required by follow-up investigation or if the case is under active investigation.

(ii) Inactive - The case is unsolved and every reasonable avenue of investigation has been pursued and exhausted. No arrests have been made, and all active investigation has been terminated.

(iii) Closed - The case is declared closed for UCR purposes when the entire matter has been completed and no additional police action is required. If a case is closed, disposition information must be provided.

(iv) Entered ACJIC/NCIC - If you have entered any information from the report into the ACJIC/NCIC network, indicate yes and provide the date entered.

2. Case Disposition (73) - Indicates how and why a case was closed. Following are definitions of each type of case disposition recognized for UCR reporting purposes.

(i) Cleared by Arrest (Adult/Juvenile) - An offense is "cleared by arrest" or solved for crime reporting purposes when at least one person is arrested, charged with the commission of the offense and turned over to the court for prosecution. If an arrest was made, indicate whether the defendant was under 18 (juvenile) or 18 years of age or older (adult).

(ii) Unfounded - If a complaint is found to be false or baseless after investigation, then this category

should be selected. Do not classify a case as unfounded if there are no leads available, stolen property was recovered, victim refuses to prosecute or the incident seems insignificant.

(iii) Exceptional Clearance - For a case to be exceptionally cleared, all of the following criteria must be met.

(I) The identity of the offender must be determined. (You must know his or her name).

(II) The exact location of the offender must be known.

(III) The grounds of the criminal charges must be sufficient for prosecution.

(IV) There is some reason(s) beyond your control that prevents you from arresting and prosecuting the offender.

(V) The offender you are seeking is serving a life without parole sentence for a separate conviction.

(VI) The offender is in another state/country and extradition is refused.

(iv) In order to exceptionally clear an offense, you must select one of the following reasons:

(I) Suspect/offender is dead;

(II) Other prosecution;

(III) Extradition denied;

(IV) Lack of prosecution (on the part of the victim);

(V) The offender is a juvenile and the case is not referred for prosecution; or

(VI) The victim is dead.

(v) In order for an exceptional clearance to count for UCR purposes, the following information concerning the offender must be provided:

(I) Offender's sex;

(II) Offender's race;

(III) Offender's age or date of birth.

(vi) Cases submitted to the UCR program that do not meet the above criteria will not be counted as cleared by ACJIC.

3. Reporting Officer and Assisting Officer (74, 75) - The officer(s) taking the report should enter their full names and shield/identification numbers in this space.

4. Supervisor Approval (76) - The reporting officer's supervisor should sign his or her last name in this section to indicate he or she has reviewed and approved the report for accuracy and completeness.

5. Watch Commander (77) - The watch commander is to sign his or her name in this space to indicate he or she has reviewed and approved the report for accuracy and completeness.

(I) Following is a description of the data elements to be completed on side two of the supplement report.

1. Date and Time of This Report (78) - Enter the date this report was written using numbers to indicate the month ("M"), day ("D") and year ("Y") of the report. Enter the time of the report (minutes followed by hours) and check AM, PM or Mil (military or 24-hour clock).

2. Case Number (79) - Always enter the Agency Case Number that appears on the original I/O report.

3. Suffix (80) - If a suffix was used on the original I/O report, use the exact same case number on the supplement.

4. Narrative (81) - The back of the supplement provides additional space for narrative. If more space is needed, check the box and continue on and an additional supplement form.

Author: Becki R. Goggins

Statutory Authority: Code of Ala. 1975, Section 41-9-621.

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B-3

JUSTICE INFORMATION COMMISSION
ADMINISTRATIVE CODE

CHAPTER 265-X-3
ALABAMA UNIFORM CRIME REPORTING FORMS

When an arrest is made

265-X-3-.05 Alabama Uniform Arrest Report Instructions.

(1) The **arrest form** is composed of five basic sections which provide a complete record on all persons arrested. The proposed revisions to the Alabama Uniform Arrest Report (arrest report) are intended to go into effect during January 2006. Previous versions are valid until January 1, 2008. A copy of this form can be found at Appendix C at the end of this chapter. The new form will contain a 12 digit agency case number and a nine digit ORI number. The sections of an arrest report include:

- (a) Identification of the person arrested;
- (b) Details of the arrest;
- (c) Details on vehicles and items seized at the time of arrest;
- (d) Juvenile arrestee information; and
- (e) Release information.

(2) The arrest report is designed to allow for up to four charges per person arrested. ULTRA users may enter an unlimited number of charges on the summary section of the report.

(3) An arrest report is required every time every time an officer makes a **criminal arrest**. Arrest reports provide a complete arrest history record and are a source of information for locating persons at a later date.

(4) In cases involving juveniles, complete an arrest report if:

- (a) The juvenile is processed for judicial action;
- (b) The juvenile is handled by the department and released to another agency; and/or
- (c) The juvenile is handled by the department and released to his or her parents for disciplinary action.

(5) Following are instructions for each of the sections contained on the Alabama Uniform Arrest Report (hereinafter called the "arrest report"). Required data elements are indicated by

asterisks in this rule. Numbers in parentheses correspond with the block numbers on the arrest report.

(a) In the upper right hand corner of the paper report, check "yes" or "no" to indicate whether or not the arrestee was fingerprinted. Also indicate whether or not the green R84 Disposition Form was completed and forwarded to the court clerk.

(b) Following are instructions for the identification section.

1. *ORI Number (1) - Enter the seven digit agency identification number in this block. Do not put the AL in this block. (This is a required data element.)

2. Agency Name (2) - The name of your law enforcement agency. (Optional data element - as this is indicated by the ORI.)

3. *Case Number (3) - A case number may be up to twelve digits and must be a unique number. Whenever possible, enter the case number of the related I/O report as this will ensure you agency can clear the case and get credit for the arrest. (Required data element.)

4. Suffix (4) - If a suffix was used on the original I/O report, make sure you include the same suffix in this field. The suffix can also be used to indicate multiple offenders associated with a single offense. (Optional data element.)

5. Name (5) - Enter the last, first and middle name of the arrestee.

6. Alias/AKA (6) - Enter any and all aliases and/or nicknames used by the arrestee.

7. *Sex (7) - Select male or female. (Required data element.)

8. *Race (8) - Enter the race of the arrestee by selecting one of the following codes. (Required data element.) The following alpha characters should be used to indicate race.

(i) W = White

(ii) B = Black

(iii) A = Asian or Pacific Islander

(iv) I = American Indian or Alaskan Native

9. HGT (9) - Enter the arrestee's height in feet and inches. Do not use fractions or decimals.
10. WGT (10) - Enter the arrestee's weight in pounds. Do not use fractions or decimals.
11. Eye (11) - Enter the arrestee's eye color.
12. Hair (12) - Enter the arrestee's hair color.
13. Skin (13) - Enter the arrestee's complexion type. (E.g. Light, medium, dark, etc.)
14. Scars, Marks, Tattoos, Amputations (14) - Enter any and all known scars, marks, tattoos and amputations which may be used to identify the arrestee.
15. Place of Birth (15) - Enter the city, county, state and country where the arrestee was born.
16. Social Security Number (16) - Enter the arrestee's Social Security Number. If this number cannot be obtained voluntarily, leave blank.
17. Date of Birth (17) - Enter the arrestee's date of birth. Enter this in a MMDDYY format. For instance March 17, 2005 - 03/17/05. If the date of birth is unknown or refused, you may estimate the person's age and enter the person's estimated year of birth in the space allotted for the year.
18. Age (18) - Enter the arrestee's actual or estimated age.
19. Miscellaneous ID Number (19) - Enter any other identification number assigned to the arrestee and indicate the type of number. Examples include: student ID #'s, military ID #'s, hunting license #'s, etc.)
20. SID Number (20) - This is the number assigned to the arrestee after the fingerprint card is sent the Alabama Bureau of Investigation (ABI).
21. Fingerprint Class (21) - This block will be completed at a later date once the fingerprints have been classified.
22. Driver's License Number (22) - If available, enter the arrestee's driver's license number.
23. State (23) - Enter the state where the driver's license was issued.

24. FBI Number (24) - This number is assigned after the felony fingerprint card is sent to the FBI.

25. Identification Comments (25) - Enter any additional descriptive information about the arrestee. Examples include: wears glasses, has a moustache, walks with a limp, etc.

26. Resident/Nonresident (26) - If the arrestee lives in your jurisdiction, select "resident." If the person lives outside of your jurisdiction, select "nonresident."

27. Home Address (27) - Enter the actual physical address where the arrestee lives. Be sure to include the street number and name, city, state and zip code. DO NOT give a Post Office Box or General Delivery as an address. Rural route numbers designate a geographic area and are acceptable.

28. Residence Phone (28) - Enter the arrestee's home telephone number including area code.

29. Occupation (29) - Enter the arrestee's usual occupation.

30. Employer (30) - Enter the name of the arrestee's employer (boss or business name) or the school he or she attends. If the arrestee is unemployed, leave blank or enter "unemployed."

31. Business Address (31) - Enter the business address of the arrestee's employer including street, city, state and zip code.

32. Business Phone (32) - Enter the business telephone number of the arrestee's employer including area code.

(c) Following are instructions for completing each data element contained in the arrest section of the arrest report.

1. Location of Arrest (33) - Enter the complete address or geographic location of the place where the arrest occurred.

2. Sector (34) - Enter the sector (beat, district, census tract, etc) used by your agency to identify the geographical area where the arrest occurred. Entries may be alpha or numeric. If you agency does not use sector identifiers, leave this data element blank.

3. Arrested for Your Jurisdiction (35) - Indicate whether the arrest was made for an offense committed in your jurisdiction, another jurisdiction within Alabama or out

of state by selecting the appropriate box. If the person was arrested for another jurisdiction, enter the agency's name in the appropriate box.

4. Condition of Arrestee (36) - Indicate whether the arrestee was drunk, drinking, sober or on drugs.
5. Resist Arrest (37) - Indicate if the arrestee resisted arrest. If "yes" is selected, be sure to document the circumstance in the narrative/remarks section.
6. Injuries (38) - If no injuries occurred during the course of the arrest, select "none." If injuries were involved, indicate if the arrestee and/or the officer(s) were injured. If injuries occurred, be sure you document the circumstances and the extent of the injuries.
7. Armed (39) - Indicate if the person arrested was armed at the time of arrest by selecting "yes" or "no."
8. Description of Weapon (40) - If the arrestee was armed, describe the weapon in his or her possession by selecting the appropriate category. If the weapon is something other than a firearm, select other weapon and enter descriptive information in the space provided.
9. *Date of Arrest (41) - Enter the date of arrest in a MMDDYY format. ULTRA users should use a MMDDYYYY format. (Required Data Element.)
10. Time of Arrest (42) - Times may be entered as AM, PM or Military (24 hour clock). Put the time in the blocks provided and check the correct time type.
11. Day of the Week (43) - Indicate the day of the week on which the arrest occurred.
12. Type of Arrest (44) - Indicate whether the arrest was: 1) on view, 2) on call or 3) result of a warrant.
13. Arrested Before (45) - Select "yes," "no," or "unknown" to indicate the person's previous arrest history.
14. Charge (46, 48, 56, 58) -List each offense the person is charged with committing. Be sure to check the appropriate box to indicate if the offense is a felony or misdemeanor.
15. UCR Code (47, 49, 57, 59) - The UCR clerk should enter the code(s) corresponding to each offense committed.

16. State Code (50, 53, 60, 63) - Enter the state statute(s) the arrestee is charged with committing.

17. Warrant Number (51, 54, 61, 64) - If the arrest is made on the basis of a warrant, enter the warrant number in this block.

18. Date Issued (52, 55, 62, 65) - Enter the date the warrant was issued using a MMDDYY formation.

19. Arrest Disposition (66) - Indicate how the arrest was disposed by selecting the appropriate choice. Following are definitions of the choices listed in this block.

(i) Held - Held in custody

(ii) Bail - Released on bail or own recognizance

(iii) Released - Release with no formal charges filed

(iv) TOT-LE - Turned over to another law enforcement agency

(v) Other - Indicate disposition in the "Additional Arrest Information Section" or "Remarks" section (for ULTRA users)

20. If out on release, what type (67) - If released on bail, indicate the type and amount of bond posted. If out on work release, pre-trial diversion, etc. indicate which program.

21. Arrested With (68) - Enter the full name(s) of any person(s) arrested with the subject in connection with the alleged offense.

(d) Following are instructions for completing the data elements contained in the vehicle section of the arrest report.

1. VYR - Vehicle Year (70) - Enter the last two digits of the year to indicate the year the vehicle was manufactured.

2. VMA - Vehicle Make (71) - Enter the make of the vehicle. (Ford, Chevrolet, Toyota, etc.)

3. VMO - Vehicle Model (72) - Enter the model of the Vehicle. (Explorer, Corvette, Camry, etc.)

4. VST - Vehicle Style (73) - Enter the style of the vehicle. (2-door sedan, 4-door sedan, etc.)

5. VCO - Vehicle Color (74) - Enter the color of the vehicle. If the vehicle is two colors, you may enter the top color and the bottom color on the paper report. ULTRA users should enter multiple colors in the narrative section of the vehicle screen.

6. Tag Number (75) - Enter the complete license tag number.

7. LIS (76) - Enter the state that issued the license tag.

8. LIY - License Year (77) - Enter the year the tag was issued or expires as displayed on the tag.

9. VIN - Vehicle Identification Number (78) - Enter the complete VIN number.

10. Impounded (79) - Indicate if the vehicle was impounded.

11. Storage Location/Impound (80) - Enter the exact physical address where the vehicle is stored or enter the impound number assigned to this vehicle.

12. Other Evidence Seized (81) - List any and all evidence seized by your department during the arrest. If inadequate space is provided, continue listing property on the back side of report. Also include any ACIC/NCIC responses on vehicle and/or property.

(e) Following is a description of the data elements contained in the juvenile arrest section of the arrest report. Complete this section only if the person arrested is under 18 years of age.

1. Juvenile Disposition (82) - Select one of the following responses to indicate how the juvenile was handled. (Required data element for all juvenile arrests.)

(i) Handled and released (no charges)

(ii) Referred to juvenile court

(iii) Referred to welfare agency (Department of Human Resources)

(iv) Referred to other police agency

(v) Referred to adult court

2. Released to (83) - If the juvenile was released, enter the name of the person or agency to whom the juvenile was released.

3. Parent or Guardian (84) - Enter the last, first and middle name of the parent or legal guardian.

4. Address (85) - Enter the actual physical address of the parent or guardian. Be sure to include the street number and name, city, state and zip code. DO NOT give a Post Office Box or General Delivery as an address. Rural route numbers designate a geographic area and are acceptable.

5. Phone (86) - Enter the parent or guardian's home telephone number including area code.

6. Employer (87) - Enter the name of the parent or guardian's employer (boss or business name) or the school he or she attends. If the parent or guardian is unemployed, leave blank or enter "unemployed."

7. Occupation (88) - Enter the parent or guardian's usual occupation.

8. Address (89) - Enter the business address of the parent or guardian's employer including street, city, state and zip code.

9. Phone (90) - Enter the business telephone number of the parent or guardian's employer including area code.

(f) Following is a description of the data elements contained in the release section of the arrest report. This section is to be completed when an arrestee is released or turned over to another law enforcement agency.

1. Date and Time of Release (91) - Dates on reports should be entered using a MMDDYY format. (Example: March 17, 2005 = 03/17/05.)

2. Releasing Officer (92) - Enter the name of the releasing officer.

3. Agency/Division (93) - Enter the releasing authority's name or division.

4. ID Number (94) - Enter the ID number or shield number of the releasing officer.

5. Released to (95) - Enter the name of the person to whose custody the arrestee was released.

6. Agency/Division (96) - Enter the police agency or division, bail bondsman, etc. to whom the arrestee was released.

7. Agency Address (97) - Enter the city and state of the receiving agency.

8. Personal Property Released to Arrestee (98) - If all personal property was released to the arrestee, select "yes." If no personal property was released to the arrestee, check "no." If part of the arrestee's personal property was released, select "partial."

9. Property Not Released Held At (99) - If any personal property was not released to the arrestee, enter the location of said property.

10. Property Number (100) - Enter the identification number assigned to the arrestee's property.

11. Remarks (101) - Make any other additional comments concerning the arrestee or his personal property at the time of arrest.

12. Signature of Receiving Officer (102) - Have the receiving officer or person receiving the arrestee sign this space.

13. Signature of Releasing Officer (103) - Have the releasing officer sign his or her name in this space.

14. Local Use Block - The shaded local use block is provided for local agency use. Information put in this block should be determined by your local agency. Entries may be alpha or numeric.

(g) Following is a description of the data elements contained in the multiple cases closed section of the arrest report.

1. Multiple Case Closed (104-109) - This section allows agencies to close additional cases with one reported disposition. All cases closed in this section, must have a disposition of arrest (either adult or juvenile).

2. Additional Cases Closed in Narrative (110) - Select "yes" or "no." You can list up to 18 additional cases in the narrative section.

3. Arresting Officer (111, 113) - Enter the name of the officer(s) making the arrest.

4. ID Number (112, 114) - Enter the ID number or badge number of the officer(s) making the arrest.

5. Supervisor ID Number (115) - The supervisor should initial the report and include his or her badge number in this section.

6. Watch Commander ID Number (116) - The supervisor should initial the report and include his or her badge number in this section.

(h) Following is a description of the data elements contained on page two of the arrest report.

1. Date and Time of Arrest (117) - Dates on reports should be entered using a MMDDYY format. (Example: March 17, 2005 = 03/17/05.) Times may be entered as AM, PM or Military (24 hour clock). Put the time in the blocks provided and check the correct time type.

2. Case Number (118) - Enter the case number from the front of page.

3. SFX (119) - If a suffix is used on the front page, enter the same suffix year.

4. Additional Arrest Information (120) - In the space provided, list any additional information related to this arrest. Multiple pages may be used for this purpose, just be sure to check the block at the bottom of the narrative section to indicated that a report is continued.

Justice Information Commission

Author: Becki R. Goggins

Statutory Authority: Code of Ala. 1975, Section 41-9-621.

History: **New Rule:** Filed March 22, 2006' effective April 26, 2006. **Amended:** Filed August 12, 2009; effective September 16, 2009.

ALABAMA JUSTICE INFORMATION COMMISSION
ADMINISTRATIVE CODE

CHAPTER 265-X-1
GENERAL PROVISIONS

265-X-1-.07 Petition For Declaratory Ruling.

(1) The Commission may issue declaratory rulings to any person substantially affected by a rule with respect to the validity of the rule, or with respect to the applicability to any person, property, or state of facts of any rule or statute enforceable by the Commission, or with respect to the meaning and scope of any order of the Commission. Such rulings shall be issued provided:

(a) The petitioner shows that he/she is substantially affected by the rule in question,

(b) Sufficient facts are supplied in the request to permit the Commission to make a valid determination, and

(c) The request arises from an actual question or controversy.

(2) A request for a declaratory ruling must be in writing and must specifically state that it is a "request for a declaratory ruling."

(3) Such rulings will be made in accordance with the Alabama Administrative Procedure Act, §41-22-11, Code.

Author:

Statutory Authority: Code of Ala. 1975, §41-9-593.

History: Filed June 24, 1987.

B-4

JUSTICE INFORMATION COMMISSION
ADMINISTRATIVE CODECHAPTER 265-X-3
ALABAMA UNIFORM CRIME REPORTING FORMS

265-X-3-.06

Electronic Submissions Of Uniform Crime Reporting
(UCR) Data.

(1) Effective January 1, 2010, all local law enforcement agencies in Alabama shall submit data from Alabama Uniform Incident/Offense, Arrest and Supplemental Reports to ACJIC in an electronic file format as determined by the Director. Electronic submission specifications may be obtained by contacting Director, Alabama Criminal Justice Information Center, 201 South Union Street (Suite 300) Montgomery, Alabama 36130.

(2) Paper versions of Alabama Uniform Incident/Offense, Arrest and Supplemental Reports created on or before December 31, 2009 will be received by ACJIC through January 31, 2010. Information from Alabama Uniform Incident/Offense, Arrest and Supplemental Reports created on or after January 1, 2010 must be submitted electronically.

(3) Electronic file submissions shall be sent to ACJIC at least monthly. All submissions for the previous month shall be submitted to ACJIC no later than the 15th day of the current month.

(4) The Director may grant an extension of time, not to exceed ninety (90) days, for submitting reports electronically if there exist conditions beyond the control of the local law enforcement agency, such as severe damage to the department's physical premises by a natural or man-made disaster; severe financial hardship that would be incurred by local law enforcement agency; or some other reason of similar gravity and severity.

Author: Becki R. Goggins

Statutory Authority: Code of Ala. 1975, Section 41-9-620.

History: New Rule: Filed August 12, 2009; effective September 16, 2009.

C

From: Chante Crosby CCrosby@tarrantpd.com
Subject: Fw: Sergeant Curry
Date: Apr 15, 2024 at 7:07:23 AM
To: Debra Leo debraleo.adr@gmail.com

Detective Chante Crosby
Investigations Division / Internal Affairs
Tarrant Police Department
2593 Commerce Cir
Tarrant, Alabama 35217
W: 205-849-2811
C:205-948-3258
ccrosby@tarrantpd.com

"He is my refuge and my fortress, my God in who I trust" Psalm 91

From: Chante Crosby
Sent: Thursday, October 12, 2023 6:24 PM
To: Wendell Major <WMajor@tarrantpd.com>
Cc: sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>; Wendell Major <WMajor@tarrantpd.com>; Jimmy Hill <jhill@tarrantpd.com>; lbaker@cityoftarrant.com <lbaker@cityoftarrant.com>; Cynthia Morrow <CMorrow@tarrantpd.com>
Subject: Sergeant Curry

Good evening,

However, I do not know Sergeant Curry's responsibilities and duties as I am temporarily on Patrol. I request that I be kept under Sergeant Hill's supervision.

The reason for my request is due to two videos of Sergeant Curry making derogatory and racist statements about people that he works with. Sergeant Curry said in one video, "this is what you get when you work with a bunch of niggas. It is a difference between black folks and niggas. There is a difference between black folks and hood folks because it's some hood folks up in here."

Sergeant Curry stated in another video. Wendell "begged" him to come here to "watch his back". Sergeant Curry said "oh yes, the hell he does; he (Wendell) needs his backside and

front" watched. Sergeant Curry said he only came here for Wendell.

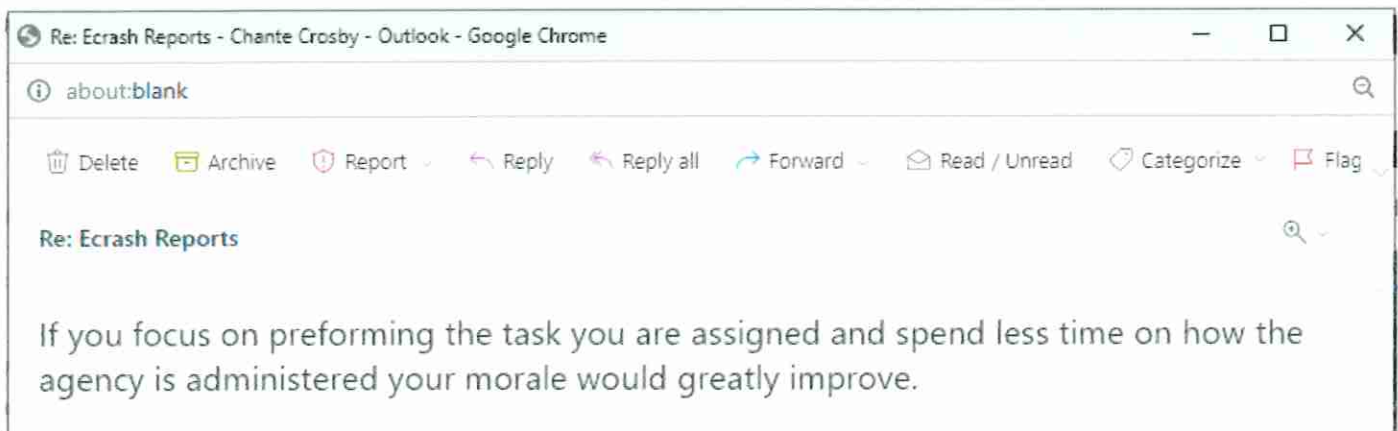
You have made it known that you and Sergeant Curry have over 30 years of friendship; however, you have yet to speak with Officers concerning Sergeant Curry's statements towards me and other Officers.

I am a black female and am offended by Sergeant Curry's remarks. Sergeant Curry made it very clear that he is not here for the citizens of Tarrant, nor is he here for the Officers or anyone he works with. Sergeant Curry clearly stated that he is only here for the Chief Wendell Major. His remarks are unacceptable, racist, and concerning.

My morale was already low, and now it is at its lowest due to a Sergeant making racist statements, and no one has held him accountable for it.

Sergeant Curry carries a weapon and I feel unsafe around him. This man has tried to force himself into an Officer's vehicle and has harassed Officers, and nothing was done about Sergeant Curry's unprofessional behavior.

Chief Major I have told you about other concerns of mine, and you have ignored them. I told you my morale was low and you told me:



Very respectfully,
Crosby

From: Chante Crosby CCrosby@tarrantpd.com
Subject: Fw: Officer Karmondi
Date: Apr 15, 2024 at 7:10:08 AM
To: Debra Leo debraleo.adr@gmail.com

Detective Chante Crosby
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Tarrant, Alabama 35217
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"He is my refuge and my fortress, my God in who I trust" Psalm 91

From: Chante Crosby
Sent: Saturday, October 28, 2023 9:53 AM
To: Jimmy Hill <jhill@tarrantpd.com>; Cynthia Morrow <CMorrow@tarrantpd.com>; Wendell Major <WMajor@tarrantpd.com>
Cc: sfancher@cityoftarrant.com <sfancher@cityoftarrant.com>
Subject: Officer Karmondi

Good morning,

I spoke with Sergeant Morrow earlier this year about Officer Karmondi using the N-word (nigger). The officers and Dispatchers informed me that earlier in 2023, Karmondi used the N-word in a story he told about his grandma, and he also used the N-word when he told the story about a call that he went on.

Officer Daniel informed another Officer and me that Karmondi was telling Daniel what Sergeant Curry said in the video when Sergeant Curry said that he works with a bunch of "N-word." Officer Daniel said Karmondi kept repeating the N-word, which made him feel uncomfortable.

I am offended by Officer Karmondi's use of the N-word and have been told by Officers that leadership was aware of the 2 incidents when Karmondi first used the N-word.

To whom it may concern,

I'm writing this letter because I'm tired of the false narrative and allegations that have been made about me and my character by Chief Major. I will address the City Council meeting on July 17, 2023; it was said that I refused Eforce training...that is a lie! I've had TWO training sessions with eforce, the first week I started in December and in May when we hired another Magistrate for the office. Chief Major scheduled a training for the police department without asking me if I was available, once the date and time was given to me after it had been scheduled, I could not attend the class because not only would my schedule not permit, I would've had to close down Municipal Court for a day because I was in the office by myself at that time. Refusing and not being able to attend are 2 different things! Also, I don't need to get training for a system I don't and can not use! Attached you will find an email response from one of the eforce representatives stating their system would not work for Municipal Court. As far as me "telling eforce what I need," It's not what I need, it's what the law of Alabama says in the State code book. It's not my job to build a system that's supposed to be already built! All other systems (InCode, ETA, RMS and etc.) already have this in place and I didn't have to tell them that a harassment charge shouldn't be under simple assault, it's their job to make sure this is correct when they are presenting their product. To the matter at hand, the problem wasn't so much the charge, because I have discretion to correct the charge when issuing a warrant, the issue was what was in the narrative. What was wrote in the narrative did not support the sworn testimony of the victim and his witness, and when told to do a supplement report of the narrative (I wrote this on a sticky note for the victim), the Chief refused, just like he refused to release an inmate after he had authorization from me and the paperwork he needed, then got up and lied about it at the council meeting! Officer Johnston was then called by the Mayor and he came to do the supplement report that the Chief refused to do! I also saw where me "doing my job" was questioned....I have been in the workforce since the age of 12 and I've ALWAYS done my job! I even stayed late on the day in questioned and got a late fee for my child to make sure the gentleman got his warrant! I don my job so well that EVERY employer I've ever had still wants me back, including where I left to come here! I do my job so well, that I've called out your Chief on incorrect procedures, paperwork and etc. and that's what the problem is! Let's call a spade a spade! Since my first day here, I've discovered illegal and incorrect practices done by both the prior Magistrate and the current Chief, for example, the Chief wrote in the report that he had no way of verifying if a warrant was "good" and you know why? Because not only did I discover that the Chief had illegally shredded all the original warrant paperwork, that legally has to be kept at the police department, I've had 2 officers and one of the dispatch officers confirm that they told him he couldn't do it and he did it anyway! He also told me himself, along with the dispatch supervisor that they did not keep the paperwork until I started. He also lied to the council and said that he had all warrants with no paperwork removed from NCIC! I've sat back and quietly watched two council meetings where I've been lied on, my character questioned by city council members who are going off lies from someone trying to

cover his butt, and now, if I "did my job" and I refuse to keep silent! Every time I try to correct the paperwork I get a tug and pull from the Chief. He's even lied and told his officer's that the reason why he doesn't want them to fill out the paperwork (that they legally MUST do) is because I called his officers "stupid" and that has never happened. I've have officers ask me about this, to the point where I called a meeting with them to let them know that was a lie! I can go on and on! I've even had officers do the paperwork correctly and when they bring it to me, say "things run so smoothly when he's not here" because he goes out of his way to try to make it difficult for Municipal Court to get the correct paperwork, because of his issue with me!. This is the same Chief, along with Sgt. Curry, that tried to tell me a "Protection from abuse order" is a felony, when I told him it's a misdemeanor! All of this is being documented on my end, and by Magistrate Harris as well!

Signed THE CHIEF MAGISTATE....not "THAT Magistrate!"

Security Code to Police Department

Chante Crosby <CCrosby@tarrantpd.com>

Mon 9/25/2023 11:26 AM

To: Jimmy Hill <jhill@tarrantpd.com>

Cc: Cynthia Morrow <CMorrow@tarrantpd.com>

Good morning,

I have a security concern. This weekend a class for citizens was held in upstairs in the training room. The citizens that came to the training were given our security code to go in and out of our supposed to be secure area.

I mention this to Chief, however, his response was, "Isn't these the same people you walk around everyday."

The Police Department is meant to be a secure area. Just a couple of months ago 2 firemen were shot and one died.

I do not think a citizen should have the code to our facility due to fear of someone coming into our facility and causing physical harm or even death to an Officer or Dispatcher.

If possible, can you take my concern to leadership to see if we can get the code changed.

Thanks in advance for your time and consideration concerning this matter.

Very respectfully,
Crosby

From: Chante Crosby CCrosby@tarrantpd.com
Subject: Fw: Guidelines for Social Media
Date: Apr 15, 2024 at 6:57:37 AM
To: Debra Leo debraleo.adr@gmail.com

Please read attachments and Facebook post by the City of Tarrant Crime Commission. The City of Tarrant Crime Commission discussed ongoing cases with Chief Major and posted incorrect information on the death of the 2-year-old case. I asked for them to take it down, however, they did not. Per the policy, you do not discuss active cases.

City of Tarrant Crime Commission's Post (Facebook)

December 16, 2023

The Tarrant Crime Commission met this morning with Police Chief Wendell Major. We reviewed three recent arrest cases that have been posted by the information officer on the Tarrant Police Department page. The first case was the shooting of Mr Michael Joe Doss on July 31, 2022. This case was properly investigated and submitted to the Jefferson Country District Attorneys office awaiting the issuance of an arrest warrant. There was another case involving Mr Doss and the shooter at the same location on July 29, 2023 where Mr Doss was shot at again but not hit. Under these two investigations Mr Doss Identified the shooter from a photo line up as James Edward Gates. This case was also investigated and submitted to the Jefferson County District Attorneys Office. The information officer questioned one of the members of the Crime Commission while having a discussion on a local facebook page about this case and the inaction of the District Attorney's office and directed Mr Doss to contact the police department. Mr Doss instructed us that Officer Williamson contacted him from accessing the original police report. Officer Williamson resubmitted the original reports with no new information for review by the District Attorney's office and a warrant was issued for James Edward Gates. The Crime Commission applauds Officer Williamson for being proactive. We take issue with Officer Williamson being presumptive and making an untrue statement on a facebook page that Det. Cynthia Morrow was being reviewed for some sort of misconduct in this case when her name had not even been mentioned. Det. Morrow WAS NOT UNDER REVIEW FOR MISCONDUCT OR ANY DISCIPLINARY REVIEW.

The third case we reviewed was of the death of a 2 year old juvenile that was found unresponsive and transported to Childrens Hospital and was pronounced deceased and the child was autopsied by the Medical Examiner to determine cause of death. This case was also was investigated thoroughly and was awaiting information from the autopsy pending arrest of the appropriate individual. There is no Statute of Limitations on this case also no new evidence was supplied.

The reason we are speaking up as Tarrant's Crime Commission is there is a continued effort that is being made to tarnish the commissions reputation as being bias individuals because of our association with Chief Major. Also the effort being made to undermine Chief Major and other officers on our police force. In each one of these TPD Press Releases we've noticed that Sgt. Hill is being tagged as interim chief". We have no issue with Sgt. Hill, he is a exemplary, qualified and very valued officer on our police force. Our understanding is that Chief Major is the Chief of Police being reinstated by the Tarrant City Council and in full control of Tarrant's Police force. Since being reinstated by Tarrant City Council the Chief has been at work everyday. We have established that the TARRANT CITY COUNCIL hires and fires the Chief of Police. There are those who are trying to cause division and disrupt the chain of command in our police department for various reasons and those individuals will have an accounting for their actions in the near future.

[Chante Crosby](#)

Please stop commenting on the case of the 2 year old juvenile death. This is an ongoing case and

From: Chante Crosby CCrosby@tarrantpd.com
Subject: Fw: TPD Social Media Policy
Date: Apr 14, 2024 at 6:37:36 PM
To: Debra Leo debraleo.adr@gmail.com

Read email below

Detective Chante Crosby
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C:205-948-3258
ccrosby@tarrantpd.com

"He is my refuge and my fortress, my God in who I trust" Psalm 91

From: Chante Crosby
Sent: Saturday, September 2, 2023 3:47 PM
To: Wayne Newton <wnewton@cityoftarrant.com>
Cc: Stephen Fancher <sfancher@cityoftarrant.com>; Derrick Williamson <DWilliamson@tarrantpd.com>
Subject: TPD Social Media Policy

I don't know if the crime commission is or is not considered an employee of the Tarrant City Police Department.

Either way, it is not fair for the Tarrant Police Department Officers or employees to be held to the attached policy concerning social media, and the crime commission that Chief Major created is not.

The crime commission can violate or not adhere to our social media policy, which is unfair to the officers and employees. The crime commission can attack an officer's character and discuss an officer's disciplinary/investigation on social media, but the employees cannot

defend themselves.

The crime commission should be held to the same standards as Employees with the Tarrant Police Department; attacking an officer's character on social media is not okay.

For Chief Major to allow the crime commission to violate the policy that we have to adhere to is not fair. The Officer or employee should be able to defend their character and the lies the crime commission discusses on social media.

This is truly a concern.

**Very respectfully,
Crosby**