MOBILE COUNTY SHERIFF’S OFFICE
SPECIAL OPERATIONS UNIT COMMAND

DRAFT Version 1.2
VOLUNTEER SERVICES OPPORTUNITIES

APPLICANT INFORMATION PACKAGE

LAW ENFORCEMENT OPERATIONS
FLOTILLA (MARINE SEARCH & RESCUE) UNIT
SHERIFF’S PARADE POSSEE
MOUNTED PATROL UNIT
RESERVE DEPUTY – PATROL UNIT
Dear Interested Citizen:

You have received this package because you have expressed an interest in one of the volunteer opportunities with the Mobile County Sheriff’s Office. This package is intended to provide you with the basic information on the various opportunities along with the respective requirements, commitments and limitations.

As Sheriff, I am very proud of our volunteers and the breadth of services they provide at an incredible annual cost savings to the citizens of Mobile County. Law enforcement isn’t for everyone and you will undergo a selection process that is geared to assure we maintain our core values of “Honor, Integrity and Service” throughout the Office.

I want to thank you for your interest and for those who decide to pursue joining, I know you will take pride in being a vital part of the Mobile County Sheriff’s team.
The MCSO Reserve Deputy Program

The Mobile County Sheriff’s volunteer units are broken into three distinctly different operational units that each perform unique functions and operate somewhat independently of each other. This unit independence includes the recruitment, operational and leadership components that are unique to each unit.

Your first decision is which of the units most closely suits your interests, skill sets and background.

In all cases

- All Reserves work without compensation.
- All Reserves generally are required to purchase and maintain their own personal equipment as specified in the Departmental Standard Operating Procedures including most uniform wear such as duty belts, holsters and Glock Model 22, 40 cal. handguns when so authorized. Including a handgun, this personal equipment commitment can total an initial financial commitment of roughly $1000.00 PLUS an ongoing financial commitment for additional items as well as ongoing cleaning and maintenance based on the unit’s mission.
- All Reserves serve exclusively at the pleasure of the Sheriff and are not eligible for benefits.
- All Reserves are generally required to maintain a minimum service of 10 hours per month or generally 60% of scheduled unit operations. Each unit maintains their own requirements.
- All Reserves are required to attend respective unit meetings and roughly 75% of all unit specific in-service training (minimum 24 hours every 2 years)
- All Reserves must annually “qualify” and show continuing proficiency in any specialized equipment AND any weapons systems they are authorized to utilize WHILE ON OFFICIAL DUTY in the same manner as a regular Deputy Sheriff.
- All Reserves are “on-duty” and authorized to act for the Sheriff ONLY WHILE ON OFFICIAL ASSIGNED DUTIES.
- All Reserves are prohibited from working ANY SPECIAL EVENTS without the advance approval or assignment of their respective chain of command.
- Although Reserves serve strictly “at the pleasure of the Sheriff,” applicants are generally asked to attend at least one meeting during the application process and may be asked to demonstrate evidence of specific skill sets at unit specific training exercises. Upon recommendation of the unit and approval of the Sheriff, the individual applicant will participate in a six-month to one-year probationary cycle as defined by the respective unit. Evidence of law enforcement, horsemanship, or small vessel handling skills, suitability and temperament of the applicant will be evaluated before a permanent appointment is made.
- In general, “LIMITED STATUS” reserves perform specific specialized tasks and are not subject to APOST standards imposed on full-time Deputies while “FULL STATUS” reserves MAY perform all general law enforcement functions and are subject to most APOST standards in the same manner as a full-time Deputy.
- Are subject to 24hr call-out within reasonable limitations of their full-time jobs and families.
**THE FLOTILLA UNIT**

Mobile County Flotilla Unit is comprised of LIMITED STATUS Deputies who assist the Sheriff almost exclusively in the performance of marine related search and rescue, dive team and public relations duties in the greater Mobile County and surrounding areas. Duties include searching with boats, serving as maritime assets in support of other MCSO missions, providing underwater dive assistance, assisting with parades and event security operations, rendering aid, and potentially testifying in court concerning evidence recovered from a search. Flotilla Reserve Deputies wear the same patch, but different “fatigue style” uniforms compared to full-time Deputy Sheriffs. The Sheriff’s Office maintains boats, trailers and specialized equipment. Additionally Flotilla members can be called upon to supply their own boats and fuel depending on budgets and operational circumstances.

**THE MOUNTED UNIT**

Mobile County Mounted Unit is distinct from what is sometimes referred to as the “Sheriff’s Posse.” While the “Posse” is limited to special parades, the MOUNTED UNIT is comprised primarily of LIMITED STATUS Reserve Deputies (and some regular deputies) who assist the Sheriff in the performance of highly skilled and specialized equestrian duties at large public events such as crowd control and parade marshals. While duties do include riding horses at parades, Mardi Gras and other festivals, they are there to perform a law enforcement role. In addition, the MOUNTED UNIT assists with various security operations, rendering aid, search and rescue, and testifying in court if necessary. Mounted Unit members are limited status Reserve Deputies who wear the same uniforms and use much of the same equipment as their full-time counterparts. Each member furnishes and maintains their own horses. Both horses and riders receive additional advanced training, but are pre-screened by the Unit for overall suitability, general health (including inoculations and “negative Coggins for horses) and general demeanor of both the horse and the rider. Generally, unit members are provided with the appropriate “duty” tack and related equipment as well as one duty uniform shirt and pant. All Mounted Unit members are responsible for their own farrier and veterinary costs associated with their own horses, as well as standard equestrian equipment, tack, feed, trailers, horses and other customary gear.
THE PATROL UNIT

Mobile County Sheriff’s Reserve Patrol Unit is comprised of both FULL STATUS and LIMITED STATUS Reserve Deputies who generally serve the same broad powers uniformed duty roles as a regular Deputy Sheriff but on a limited time and assignment basis. The unit’s broad law enforcement mission is accomplished primarily through the use of both currently active APOST “certified” and previously “prior certified” law enforcement officers as well as carefully screened individuals willing to undergo a parallel path of similarly extensive peace officer training in the areas of law, tactics, procedures, firearms, defensive tactics, arrest control, prisoner management that cover the broad duties unique to uniformed law enforcement operations. Patrol Reserves assist regular deputies in the performance of their duties patrolling and handling policing at special events throughout Mobile County. Duties include transporting and processing arrested individuals, assisting with public event security operations, rendering aid, making arrests, and testifying in court. Patrol Unit Reserve Deputies wear the same uniforms, use much of the same equipment and are held to the same high professional law enforcement code of conduct and standards as their full-time counterparts. While patrol cars are provided by the Sheriff’s Office, unit members often must provide their own safety equipment such as soft armor and supplies in addition to supplying their own handgun and less lethal weapons when qualified. A limited number of patrol cars are available for unit use. Members may be required to report to a pre-determined check-in location for special events and other assignments at their own expense and in their own vehicles, but are strictly prohibited from performing ANY enforcement functions, such as vehicle stops, in privately owned vehicles.

Superior Training

Our mission is to provide a variety of program services to support the full-time staff of the Mobile County Sheriff’s Office.

All Reserves are trained in support of this mission by meeting the same demanding basic standards as regular full-time Deputies who might be assigned to the same functions through first rate training and hands-on experience.
Reserve Deputy Training includes:

1. Mobile County Reserve Deputy Core Skills Courses or equivalent(s)
2. Agency Firearms Skills Training & Regular Qualification
3. Basic officer safety awareness and Defensive Tactics
4. Additional certifications (OC, Taser, Shotgun, etc)
5. Job specific “Field Training” with regular deputies or unit leaders
6. Annual refresher training
7. Unit specific training in everything from marksmanship and patrol procedures to small vessel handling, horsemanship, search & rescue or crowd control.

Following the application phase and verification of prior training or ultimate completion of the unit specific reserve training or academy, ALL Reserves are required to work a minimum of 10 hours per month, attend unit meetings as well as required training. While this is a significant commitment, this time can be volunteered in a variety of ways. Allowances are made for an individual’s regular employment schedules and family responsibilities. Applicants should note that most individual reserves serve hundreds of hours more than the minimum and applicants who cannot regularly meet the minimum requirements would be better served finding other opportunities for community service.

Join Us in Serving Your Community

Public Safety is important to the community and Mobile County Reserve Deputies are part of a great team. For more information about the Reserve Deputy Programs, please send an e-mail to Sgt. Wayne Goolsby wgoolsby@co.mobileso.org or call the Southside Substation at (251) xxx-xxxx.

Qualifications and Requirements

1. Be a United States citizen
2. Attain the age of 21 years by time of appointment
3. Have a high school diploma or equivalent
4. Currently hold and maintain a valid Alabama driver’s license
5. Successfully pass reading, writing and minimum basic fitness for duty evaluation
6. Successfully pass a background investigation
7. Be free of felony and most misdemeanor convictions or serious traffic offenses.
8. In addition, to serve as a “Level I or II Patrol Reserve” the individual must be, or have previously been, a “certified” LEO in good standing with a state or federal agency OR must successfully complete a minimum MCSO classroom academy, firearms training, plus about 40 hours of field training - prior to working any LEO assignments.
9. Successfully complete any required medical, drug screen evaluation
10. Successfully pass a unit interview and selection process
11. Be able to volunteer a minimum 10 hours per month, to include community service assignments as directed by the unit.
The First Step -- Request an Application

You can apply for the Reserve Program in-person using the form attached. Within about a month, we make an initial appraisal and invite qualified applicants (see requirements number 1-11 above) to begin the first steps of our selection process. **IT IS CRITICAL THAT YOU COMPLETE THE APPLICATION FORM THEROUGHLY AND COMPLETELY. WE CANNOT AND WILL NOT, DO YOUR WORK FOR YOU. INCOMPLETE, SLOPPY OR ILEGIBLE FORMS WILL BE IMMEDIATE CAUSE TO REJECT YOUR APPLICATION!**

The Selection Process

If you meet the minimum qualifications, we will invite you to attend a unit meeting so you can see more of what the program(s) are about. Next, we will review and evaluate with you your reading, writing skills and make a general fitness evaluation plus a preliminary check of your application and criminal history background. Firearms qualifications and other tests are offered at least twice or more each year. If you are conditionally accepted by the respective unit, we then direct applicants to pass those steps and return for unit interviews and to begin a more rigorous departmental background investigation process.

The full background investigation usually includes checking your employment and personal references, a credit check, criminal history check, and even talking with your past and current neighbors or other associates. The goal is to get a complete and well-rounded picture of the applicant’s personal, academic, and professional life.

Candidates who successfully pass initial tests and the background investigation will begin field evaluation and training based on their prior experience and training before beginning work as a Reserve in any of the three units. **WE STRONGLY SUGGEST THAT YOU DO NOT PURCHASE ANY EQUIPMENT, UNIFORM OR DUTY GEAR BEFORE YOU HAVE BEEN ACCEPTED.** ONCE ACCEPTED, you will be directed on how and where to go in order to obtain your departmental ID Card, badge and other uniform items.