

**Sheriff Mike Hale**  
**Jefferson County, Alabama, Sheriff's Office**



Sheriff Mike Hale has served in law enforcement for 42 years, beginning at the Homewood, Alabama, Police Department in 1973. He joined the Jefferson County Sheriff's Office in 1976 and was elected Sheriff in 1998, 2002, 2006, 2010, and 2014.

Sheriff Hale successfully fought to strengthen state law, making it a felony crime when convicted sex offenders violate the state registry laws. This change made Alabama's law the strongest in the country in relation to convicted sex offenders. Sheriff Hale created an Identity Theft Unit and Computer Forensics Unit, both of which were the first of their kind in the region. In 1999, Sheriff Hale created the sheriff's office groundbreaking School Resource Division for county schools to fight domestic terrorism. This was pre-Columbine and that Division has since been named a national model for law enforcement agencies across the country. Sheriff Hale is a charter member of the area Joint Terrorism Task Force led by the Federal Bureau of Investigation. Sheriff Hale also serves as Chair of the Legal Affairs Committee.

In December 1982, the Jefferson County Sheriff's Office entered a consent decree with the U.S. Department of Justice related to the hiring and promotion of African Americans and females. Nearly 35 years later, in March 2017, a federal judge released the Jefferson County Sheriff's Office from almost all of the provisions of that consent decree. The judge determined that, under Sheriff Mike Hale, the Jefferson County Sheriff's Office's hiring and promotional practices had been fair and that they did not discriminate against African Americans or females. Today's Jefferson County Sheriff's Office looks like the community that it serves, and the judge complimented Sheriff Hale on his commitment to diversity and compliance with federal law. The numbers speak for themselves: nearly 30 percent of the deputy sheriffs are African American; nearly 20 percent of the deputy sheriffs are female; and more than one-third of the officers are African American.

In October 2015, Sheriff Hale moved forward with a vision to integrate law enforcement intelligence among the area law enforcement agencies. Sheriff Hale started construction on the Metro Area Crime Center (MACC) in the spring of 2016. On October 26, 2016, the MACC opened and Sheriff Hale's vision became a reality. The MACC has 13 different agencies staffing a work center that allows the agencies to share information about suspects and crime trends on a daily basis. In addition, the MACC is a law enforcement resource for any agency in Alabama that needs assistance with difficult investigations. MACC investigators use state-of-the-art technology and software to assist in solving difficult cases. The MACC also has a video center that is staffed 24/7/365 to prevent and reduce crime through the use of deployable mobile surveillance platforms (camera trailers). The MACC is bringing crime fighting into the modern age and revolutionizing how law enforcement agencies fight crime.