



	RECOMMENDATION	PROGRESS NOTES	STATUS
1	Focused Deterrence: A cornerstone strategy targeting high-risk individuals and groups through a combination of enforcement, accountability, and social support.	The Office of Community Safety Initiatives met with Interim Chief Pickett and BPD leadership on Feb. 21 to discuss a policing strategy that aims to reduce crime by targeting high-risk individuals and groups with law enforcement and social services. Strategy set to launch March 24, 25	IN PROGRESS
2	Community Violence Intervention (CVI): Expansion of street outreach and hospital-based violence intervention programs to disrupt cycles of violence and retaliation.	This includes several specific actions which are in the pre-launch stage and mostly should be active in March. Each is listed as part of this status update.	PRE-LAUNCH
3	Shooting Reviews: Ongoing analysis of violent incidents to identify patterns, prevent retaliation, and guide future interventions.	BPD has initiated early-stage reviews as part of weekly crime intervention meetings. Additional planning and development underway.	DEVELOPMENT
4	Focus on Hotspots: Cleaning up hotspots in the community where violence is concentrated. This could involve additional policing, cleaning up overgrown lots, demolishing abandoned buildings, etc.	Operation Level Up has been launched.	IN PROGRESS
5	Create a Gun Violence Reduction Strategy (GVRS) to address the root causes of gun violence, reduce incidents, and build resilience among individuals and communities.	Community feedback sessions taking place Date: Wednesday, March 19, 2025 Time: 4:00 PM – 6:00 PM Location: Birmingham Crossplex, 2340 Crossplex Blvd Virtual Option Available For more information, go to birminghamal.gov/csi	IN PROGRESS
6	Conduct a full landscape analysis and categorization by strategy of all crime prevention/reduction programs being undertaken throughout the city.	The City of Birmingham is developing a Violence Reduction Strategic Plan, and we need your input! We invite you to join us for an important Community Safety Meeting & Feedback Session to help shape a safer Birmingham. This session provides an opportunity for residents, community leaders, and stakeholders like you to share insights, provide feedback, and contribute to a plan that reflects the needs of our city, authored by the community.	IN PROGRESS
7	Continue Hospital Violence Intervention Program and expand to emergency departments in the region	An MOU is being reviewed by legal; training of hospital violence interrupters is March 17-21.	IN PROGRESS
8	Implement/Expand Street Outreach Engage high-risk individuals in their communities to mediate conflicts and prevent violence.	Local organization has been engaged (Trajectory Changing Solutions with Norman Kerr). CSI began interviewing for jobs posted. Launches in April.	IN PROGRESS
9	Outreach staff should also support the Hospital-based Violence Intervention program and focused deterrence by conducting custom notifications.	Pre-launch. See Recommendation 8. Logistics planning and training underway.	PRE-LAUNCH
10	Expand Enhanced Prehospital Bleeding Control program to prevent death of trauma victims due to severe blood loss prior to arrival to a hospital. A pilot program of Birmingham Fire & Rescue to include whole blood in their field supervisor's kit is commendable.	Planning and development of expansion. BFRS has identified logistics and additions to expand current pilot program.	IN PLANNING
11	Establish a Community Violence Prevention Engagement Forum that meets regularly with the goal of information sharing and collaboration amongst stakeholders.	Met this month via Magic City Peace Collective. MCPC is a Birmingham-based initiative dedicated to reducing violence and fostering public safety through collaboration	IN PROGRESS



		and community-driven strategies. They bring together grassroots organizations, service providers, law enforcement, public entities, and city agencies to develop and implement effective violence intervention and prevention efforts. The MCPC meets bi-weekly sharing updates and strategi	
12	Life Coaching: Offering guidance and support to individuals at high risk of violence to help them make positive life changes.	Planning and development underway	IN PLANNING
13	Peacemaker Fellowships: Engaging individuals in structured programs that promote peace and non-violence		NO UPDATE AVAILABLE
14	Violence-Focused Cognitive Behavioral Therapy (CBT): Addressing the psychological aspects of violence through therapy. Programs in other cities, such as Chicago, have successfully combined CBT with tangible opportunities by linking program graduates to employment, including jobs through municipal departments like Public Works.		NO UPDATE AVAILABLE
15	Establish Office of Safety and Gun Violence Prevention - codified by a city ordinance. This office should work in partnership with the Jefferson County Department of Health, Jefferson County Commission, and UAB		NO UPDATE AVAILABLE
16	Select City Public Safety Czar or Coordinator to drive strategy, integration and execution on behalf of the Mayor regarding the police department, other departments, and external partners.		NO UPDATE AVAILABLE
17	Implement a Public Safety Coordination Forum to ensure all city departments associated with public safety are coordinated and focused on a common vision and inter-departmental strategy.	Early-stage implementation active	IN PROGRESS
18	Dedicate a percentage of the City's public safety budget to Community Violence Intervention (CVI) efforts, following successful models from other cities. This funding will support nonprofit organizations and initiatives to deliver targeted community programs.		NO UPDATE AVAILABLE
19	Allocate resources for long-term investments in prevention and transformation efforts, ensuring the continuity of effective programs.		NO UPDATE AVAILABLE
20	Reallocate year-end funds for public safety priorities	Under review	IN PLANNING
21	Engage the business community and philanthropic organizations to fund pilot programs for 2-3 years, with a focus on evidence-based initiatives. These programs should align with the City's priority areas for violence prevention and intervention		NO UPDATE AVAILABLE
22	Establish a clear evaluation process for pilot programs, ensuring only successful initiatives receive ongoing City funding while underperforming programs are discontinued.		NO UPDATE AVAILABLE
23	Create a public-private partnership framework to coordinate funding and ensure accountability for results.		NO UPDATE AVAILABLE



24	Develop a centralized funding strategy to align contributions from public, private, and philanthropic sources with the City's crime prevention goals.		NO UPDATE AVAILABLE
25	Create a Community Violence Prevention Action Plan and a Community Violence Transformation Action Plan.		NO UPDATE AVAILABLE
26	Ensure Request For Proposal (RFP) for Community Safety Initiatives is integrated seamlessly with the Crime Commission's recommendations to align resources, strategies, and outcomes.		NO UPDATE AVAILABLE
27	Youth Mentoring Programs: Provide guidance and support to young people to help them avoid involvement in violence.	Multiple programs exist. An audit of programs is underway to enhance coordination and impact.	IN PROGRESS
28	After-School Programs: Offer safe and structured activities for youth to keep them engaged and away from potential violence.	See Youth Mentoring Programs recommendation (Recommendation 27)	IN PROGRESS
29	Community-Based Programs: offer initiatives that involve the community in violence prevention efforts and provide resources and support to at-risk individuals.	Programs exist and have previously been provided. Conducting review to determine impact and enhance coordination.	IN PROGRESS
30	An early intervention program for parents of high-risk individuals could be created to incentivize engagement in various City Programs focused on reducing crime.		NO UPDATE AVAILABLE
31	Faith-based community involvement: community must be intentionally connected as a strategy to lead efforts in solving these concerns. Specifically, churches should be provided resources that allow them to implement programs that identify and mentor at-risk youth, focus on conflict resolution skills, job training, and bolster community safety.		NO UPDATE AVAILABLE
32	Education Initiatives: Improve access to quality education and support educational attainment for at-risk youth	Active. The city supports multiple educational initiatives in collaboration with Birmingham City Schools and additional partners. Some of these programs include the early childhood literacy initiative, Small Magic, Birmingham Promise, financial literacy education within Birmingham City Schools, additional funding for Birmingham City Schools, conflict resolution training through Common Ground, Safe Havens at Birmingham Park and Recreation, and RESTORE (a juvenile justice re-entry initiative).	IN PROGRESS
33	Expand RESTORE Juvenile Justice Program	Expansion completed and supported with DOJ grant.	COMPLETED
34	Economic Development Programs: Create job opportunities and support economic growth in communities affected by violence.	In progress. Multiple initiatives including the Good Jobs program and additional programs primarily managed by the Department of Innovation and Economic Opportunity, such as BOLD. Review underway to determine additional coordination for impact.	IN PROGRESS
35	Neighborhood Revitalization Projects: Invest in infrastructure and community development to create safer and more vibrant neighborhoods. In progress. Multiple projects are budgeting including up to \$60 million in capital projects for this year.	More than \$20 million in neighborhood revitalization in the current budget focuses on street resurfacing, sidewalks, traffic calming, weed abatement, and demolition. Additional initiatives, such as CHOICE Neighborhoods, focuses on long-term, transformative growth.	IN PROGRESS
36	State law reform to support CVI: There is a need for state law reform that supports the efforts of CVI and encourages rehabilitation of offenders so that they become productive citizens.	Dependent on state legislature	
37	Implement tougher gun laws for Jefferson County only (e.g. restrict carrying a concealed weapon	Dependent on state legislature	



	without a license and prevent brandishing of weapons in public).		
38	Implement state laws that ban possession of firearm conversion devices.	In March 2025, the Alabama House of Representatives approved a bill banning the possession of "Glock switches" and similar machine gun conversion devices, making it a Class C felony punishable by up to 10 years in prison.	IN PROGRESS
39	Prioritize recruitment of highly qualified officers to fill the 233 current vacancies, ensuring a fully staffed force capable of meeting the city's public safety needs. To meet its goal of 850-1,000 sworn officers and ensure adequate public safety staffing, BPD must significantly increase its annual hiring rate. The optimal approach lies in adopting the 150-200 hires per year range, which balances urgency with feasibility.	The city's \$15.8 million police recruitment and retention program has been funded and implemented.	IN PROGRESS
40	Recommend a full staffing study to provide an analytical assessment of the personnel needs of the department.		NO UPDATE AVAILABLE
41	Recommend an assessment of the police precinct structure and beat alignment which is necessary to ensure patrol deployments are optimized to combat crime and disorder based on calls for service, community need and geographic shifts in population.		NO UPDATE AVAILABLE
42	Expand Recruitment Partnerships: Collaborate with local universities and colleges to create a pipeline of skilled, diverse candidates committed to long-term service.	In progress with planning underway to expand and enhance current programs for larger impact.	IN PROGRESS
43	Enhance Retention Incentives: Build on the \$15.8M recruitment program.	In progress as part of the recruitment and retention program.	IN PROGRESS
44	Reduce on-call durations for detectives to prevent burnout.	Plan in progress, waiting for recruitment of personnel to implement	PRE-LAUNCH
45	Offer mentorship programs, career development frameworks, and leadership training to support professional growth.	In progress	IN PROGRESS
46	Expand Reserve Officer Program: Expand part-time reserve programs to provide critical support and alleviate workload pressures.	Hiring process underway, pilot launch in Spring 2025	IN PROGRESS
47	Restructure the Homicide Unit to alleviate caseload pressures and improve case outcomes.	Plan in progress, waiting for recruitment of personnel to implement.	PRE-LAUNCH
48	Revamp the Cold Case Unit: Integrate retired detectives as contractors and leverage advanced forensic technologies (e.g., genetic genealogy) to resolve unsolved cases	No update available	NO UPDATE AVAILABLE
49	Redistribute Caseloads: Implement a prioritization system to assign post-arrest follow-up investigations to specialized review teams.	No update available	NO UPDATE AVAILABLE
50	Equip homicide detectives with updated laptops, modern case management software, and advanced analytical tools to enhance efficiency.		NO UPDATE AVAILABLE
51	Improve BPD Officers' courtroom readiness to ensure successful prosecution outcomes.	Planning and development.	IN PLANNING
52	Courtroom Testimony Training: Partner with the District Attorney's Office to develop mandatory testimony training programs.	Planning and development underway	IN PLANNING
53	Mock Trial Simulations: Conduct regular mock trials to refine testimony skills and improve detectives'	No update available	NO UPDATE AVAILABLE



	confidence in presenting evidence. No update available		
54	Prosecutor-Led Workshops: Facilitate workshops to align investigative practices with prosecutorial requirements. Planning and development	Planning phase	IN PLANNING
55	Technology and Fleet Modernization: IT Infrastructure: Secure federal grants (e.g., DOJ's Technology Innovation for Public Safety Program) to upgrade IT systems, integrate centralized data management, and enhance cybersecurity.	Awarded the 2024 Justice Assistance Grant Applied for the ADECA Grant	IN PROGRESS
56	Surveillance Expansion: Streamline procurement processes for advanced tools like pole cameras, mobile surveillance trailers, and Flock cameras to target high-crime areas.	Planning phase	IN PLANNING
57	Fleet Leasing Program: Consider a leasing model to modernize the vehicle fleet, ensuring consistent access to dependable, technologically equipped vehicles. Ensure every patrol officer has an assigned vehicle and to enhance readiness and visibility, provide patrol officers living in Birmingham a take home vehicle to drive to and from work.	No update available concerning fleet leasing program. BPD has purchased up to 75 vehicles, as part of a take home vehicle program. Outfitting of those vehicles will begin soon.	DEVELOPMENT
58	Preventative Maintenance Plans: Implement regular maintenance schedules to extend vehicle lifespans and minimize costly breakdowns.	Planning and development.	IN PLANNING
59	Crisis Intervention Team (CIT): Develop specialized teams trained to de-escalate mental health crises in collaboration with healthcare providers and community organizations.		NO UPDATE AVAILABLE
60	Neighborhood Partnerships for crime prevention: Implement programs inspired by BOSPD's neighborhood crime watch, empowering residents to co-develop public safety strategies.		NO UPDATE AVAILABLE
61	Enhanced lighting and camera systems: Implement enhanced lighting and advanced camera systems across all 99 neighborhoods to improve visibility, deter crime, and support public safety efforts.		NO UPDATE AVAILABLE
62	Youth Engagement and Mentorship Programs: Reinvest in mentorship, education, and diversion programs to reduce juvenile crime and foster positive relationships. Re- implement the Police Athletic Teams (P.A.T.) and other proven partnerships.	Interim Chief Pickett has assigned personnel to develop the P.A.T. The implementation is expected to develop a major impact on youth, foster positive relationships, and play a critical role in reducing juvenile crime. Planning and development underway.	IN PLANNING
63	Transparency and Trust-Building: Host regular community forums and public safety events. Reviewing current process and planning future steps	Process reviews underway	IN PLANNING
64	Expand accountability measures: such as body camera policies and community advisory boards. Reviewing.	The Public Safety Advisory Committee currently is active.	DEVELOPMENT
65	Establish Case Review Teams consisting of detectives, prosecutors, and administrative staff to streamline investigations and improve case outcomes.		NO UPDATE AVAILABLE
66	Implement specialized training programs for detectives and prosecutors focused on repeat offenders, bonded defendant cases, and strategies to prevent recidivism.		NO UPDATE AVAILABLE
67	Establish a robust intelligence unit that collects and shares intelligence amongst various divisions and agencies to inform shooting reviews.	Developing	DEVELOPMENT
68	Expand partnerships with federal agencies (FBI, ATF, DEA) to leverage intelligence-driven enforcement	In progress	IN PROGRESS



	strategies targeting repeat violent offenders, utilize federal resources for advanced forensic analysis, firearm tracing, and enforcement of stricter penalties for violent crimes		
69	Data Integration and Sharing: Develop a secure, centralized data-sharing system to allow real-time access to critical case information between local law enforcement, judicial partners, and federal agencies	In progress through Aspen Institute initiative.	IN PROGRESS
70	Enhance protocols for sharing data related to repeat offenders, shooting incidents, and violent crime trends to ensure coordinated responses	NO UPDATE AVAILABLE	NO UPDATE AVAILABLE
71	Outcome Tracking: Implement metrics to evaluate the effectiveness of shared data protocols, including improved arrest-to-prosecution rates, reduced recidivism, and successful case closures.	NO UPDATE AVAILABLE	NO UPDATE AVAILABLE
72	Reestablish full access to the BPD incident report portal, which was previously available but removed after the City of Birmingham network disruption. A secure and monitored restoration of this access would enhance the supervision process and ensure officers can respond promptly to emerging risks.	External partner's quarantine phase ends this month, reestablishing full access.	IN PROGRESS
73	Establish a formalized process with Alabama Probation and Parole for sharing arrest information via regular meetings, secure emails, or a dedicated notification system. Sharing intelligence on warrants, arrests, or incidents involving parolees will help officers take swift and appropriate action. Planning and developing. BPD has set meeting with Pardons and Paroles Command Staff.	BPD met with Pardons and Paroles Command Staff.	IN PROGRESS
74	Consider developing a digital or automated alert system that notifies Probation and Parole officers of any arrests involving individuals under their supervision. Planning and developing. This window would allow sufficient time for Probation and Parole officers to coordinate transport back to the jurisdiction without risking unnecessary delays or release.	BPD has met with Pardons and Paroles Command Staff. Bpd established a designated liaison who will assist Probation and Parole and enhance collaborative efforts.	IN PROGRESS
75	Implement a standard 24-hour hold policy for out-of-county arrests involving parolees.		NO UPDATE AVAILABLE
76	Designate a liaison within BPD to assist Probation and Parole officers during narcotics-related incidents. This liaison would serve as a point of contact for coordination, ensuring that appropriate protocols for confiscation, handling, and documentation are followed. Planning and developing. BPD has set meeting with Pardons and Paroles Command Staff.	BPD has met with Pardons and Paroles Command Staff. Bpd established a designated liaison who will assist Probation and Parole as it relates to narcotics related incidents.	IN PROGRESS
77	Establish an open line of communication (via phone or email) between BPD and Probation and Parole to streamline assistance in narcotics cases, ensuring officers have the support needed during these high-risk operations. Planning and developing.	BPD has met with Pardons and Paroles Command Staff. Bpd established a designated liaison who will assist Probation and Parole as it relates to narcotics related incidents.	IN PLANNING
78	Include Probation and Parole officers in BPD's crime briefings, newsletters, or situational updates that pertain to trends or incidents affecting parolees.	Probation and Parole have been invited and attended weekly Shooting Review	IN PROGRESS
79	Develop a system for sharing crime data in a secure, summarized format, ensuring officers can	Planning and developing, meetings set	IN PLANNING



	identify trends that may influence supervision strategies.		
80	Consider systemic reforms and key performance indicators to expedite the judicial process and provide robust support and protection for witnesses throughout the trial timeline.	No current update. Dependent on external partners within criminal justice system.	NO UPDATE AVAILABLE
81	Develop a Parental Engagement Initiative to reduce violent crime through increased parental involvement, education, and community empowerment.		NO UPDATE AVAILABLE
82	Develop a Comprehensive Criminal History Research System (Front Door Data) as a data-driven approach to understanding and addressing the root causes of violent crime. Analyze key factors to inform targeted policies, resource allocation, and intervention strategies.	PBJC has recently listed job postings for 12 Crime Analyst. Once hired and trained, they will be instrumental in addressing these issues.	IN DEVELOPMENT