

Teleconference/Virtual meeting

AGENDA

Board of Wildlife Resources
Law Enforcement Committee
7870 Villa Park Drive, Board Room
Henrico, Virginia 23228

March 17, 2021
10:00 am

Committee Members: Mr. G. K. Washington, Chair, Mr. John Daniel, II, Mr. Brian Vincent

DWR Staff Liaison: Colonel John Cobb

1. Call to Order and Welcome
Mr. Brian Vincent

This meeting is proceeding under Item 4-0.01, subsection G of the Appropriation Act and section 2.2-3708.2 of the Code of Virginia. It is being held by electronic communication, as the COVID-19 virus has made a physical meeting of the Committee impracticable. This emergency imposed by COVID-19 is observed by Executive Orders issued by the Governor of Virginia. The Committee's actions today shall be solely limited to those matters included on the agenda; there is no public comment on non-agenda items. All of these proposed actions are statutorily required or necessary to continue operations and discharge lawful purposes, duties, and responsibilities of the Board.

2. Approval of January 20, 2021 Meeting Minutes
Mr. Brian Vincent

Final Action

3. Public Comment – Non-Agenda Item
Mr. Brian Vincent

4. Welcome New Support Services Manager (Major Ryan Shuler)
Colonel John Cobb
5. CPO Recruitment Update
Lt. Travis Murray (Academy Director)
6. Status Updates – Law Enforcement Top 10 Priorities (1st Quarter 2021)
Colonel John Cobb
 - I. Implementation of the VCP Career Progression Program (CPP)
 - II. Implementation of the Leadership Development Continuum (LDC)
 - III. Continue Advancement to VLEPSC Accreditation by 4th Quarter of 2021
 - IV. Complete CPO Recruitment and Begin Selection Process (24 positions)
 - V. Create and Finalize the Law Budget for Fiscal Year 2021-22
 - VI. Propose Recommendations for LE Command Structure - Supervisor Level
 - VII. Complete Vacant District Sergeant Promotional Process
 - VIII. Complete both of the Vacant Major Position Promotional Processes
 - IX. Complete Nomination and Selection of Recognition Awards for 2020
 - X. Improve Dam EAP's and Wildlife Response with Other Divisions
7. Implemented Monthly VCP Rollcall Newsletter – see March Edition
Colonel John Cobb
8. Director's Report
Mr. Ryan Brown
9. Chair's Report
Mr. Brian Vincent
10. Additional Business/Comments
Mr. Brian Vincent
11. Next Meeting Date: To Be Determined
Mr. Brian Vincent
12. Adjournment
Mr. Brian Vincent

Teleconference/Virtual

DRAFT Meeting Minutes
Law Enforcement Committee
Board of Wildlife Resources
7870 Villa Park Drive, Board Room
Richmond, Virginia 23228

January 20, 2021
12:30 pm

Present: Mr. G. K. Washington, **Chair**, Mr. Brian Vincent; **Absent:** Mr. John Daniel; **Board Members in attendance:** Mr. Leon Boyd, Ms. Karen Terwilliger; **Executive Director:** Mr. Ryan J. Brown; **Director's Working Group:** Mr. Gary Martel, Mr. Darin Moore, Mr. Lee Walker, Ms. Paige Pearson, Mr. George Braxton, Colonel John Cobb.

The Chair called the Virtual meeting to order at 12:30 pm and welcomed everyone to the meeting. The Chair noted for the record that a quorum was present for the meeting. The Chair read the meeting proceeding under Item 4-0.01.

This meeting is proceeding under Item 4-0.01; subsection G of the Appropriation Act and sections 2.2-3708.2 of the Code of Virginia. It is being held by electronic communication, as the COVID-19 virus has made a physical meeting of the Committee impracticable. This emergency imposed by COVID-19 is observed by Executive Orders 51, 53, and 55 issued by the Governor of Virginia. The Committee's actions today shall be solely limited to those matters included on the agenda; all of these proposed actions are statutorily required or necessary to continue operations and discharge lawful purposes, duties, and responsibilities of the Committee.

The Chair called on the Board Secretary for a Roll Call Vote: Ayes: G. K. Washington, Brian Vincent, Leon Boyd, Karen Terwilliger

Meeting Minutes: The minutes of the September 22, 2020 minutes have been distributed and posted to the website for review. The Chair called for a motion to approve the minutes. Mr. Vincent made a motion to approve the September 22, 2020 Committee minutes, Mr. Washington seconded the motion. The Board Secretary took a roll call vote. Ayes: Washington and Vincent.

Public Comment – Non Agenda Item: The Chair called for Public Comment – Non Agenda Item.

- Mr. Judge Charlton spoke regarding hunting with dogs

The Chair thanked Mr. Charlton for his comments

Top 10 Priorities for Law Enforcement for 1st Quarter of 2021: The Chair called on Colonel John Cobb for a presentation.

Colonel John Cobb presented the Top 10 Priorities for Law Enforcement for the 1st Quarter of 2021 and showed the new Recruitment video for Law Enforcement.

After comments and questions, the Chair thanked Colonel Cobb for his presentation.

Director's Report: The Chair called on Executive Director Ryan Brown for his report.

Director Brown reported on:

- Congratulated Law Enforcement Officers for a job well done for all the Accommodations they receive through the year.
- Wildlife Conflict issues handled are abundant and handled by Law Officers and Wildlife Staff
- Working on a Law Recruitment class for September 2021 with 24 Officers.
- Thanked Law Enforcement officers for their extra work with less officers in the field.

Chair's Report: The Chair thanked Colonel Cobb for his presentation and complimented His new Recruitment Video.

The Chair asked if there were any additional comments and announced the next meeting date will be announced at a later date and adjourned the meeting at 1:15 pm

Respectfully submitted,

Frances Boswell
/s/



VCP Rollcall

March 2021 / Edition #1



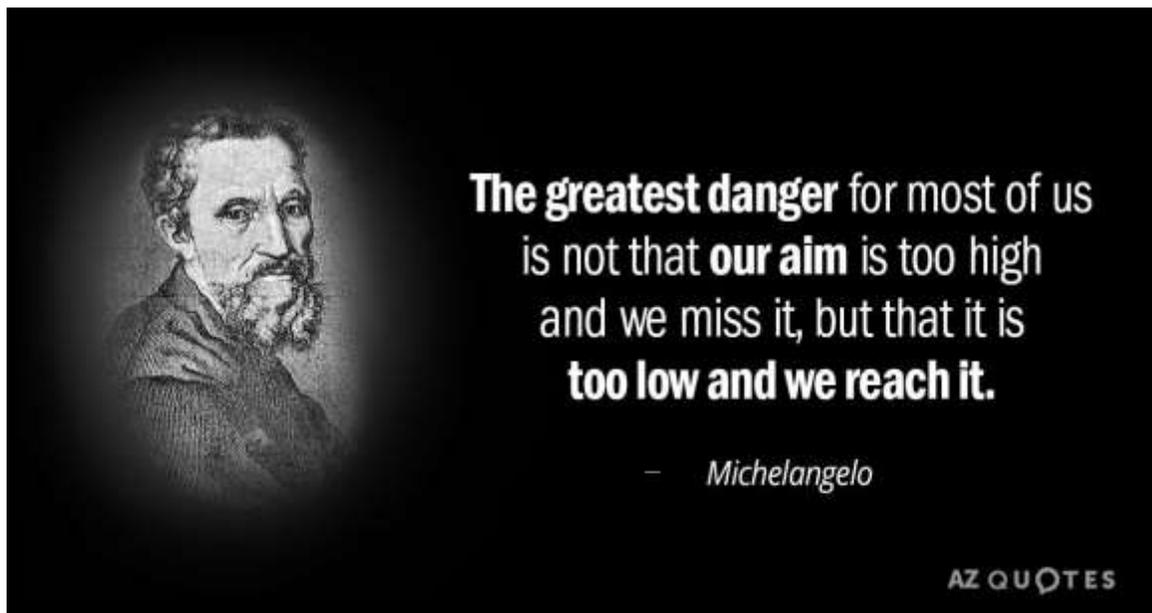
Colonel's Message:

Welcome to the inaugural issue of the VCP Rollcall Newsletter, the purpose of this monthly electronic publication is to inform our officers, staff and retirees. It is designed to provide the facts of what is occurring within all of the sections of the Law Enforcement Division in an easy to read bullet style format to include helpful links to outside resources.

This initiative is in line with my Professional Standards VISION of providing quality public service, being an employer of choice, and the pursuit of excellence. In order to achieve these high standards, we will have to implement many improvements. What matters from here on is that we work together to move our division forward toward these goals.

As we begin to develop our VCP Roadmap from the very input you have provided through various recent opportunities, I will need your support and participation to achieve these standards of excellence. Particularly, I need leaders across the state to step up when they see an opportunity to advance us forward, and to influence others to do the same.

I will leave you with this quote that I will be hanging above my office door to continually remind me of the importance of the long and worthwhile journey ahead.



“All Hands on Deck” initiative this past deer hunting season resulted in members of Senior Command Staff working in the field, predominately on Saturdays, with 21 different officers across the state for a total of 185 patrol hours. Their patrol partners included:

Officer Cory Harbour	Senior Officer Lee Wensel	Officer Brett Clawson
Officer Brian Bratton	Officer Keith Wilson	Officer Dale Owens
Officer Joe Williams	Officer Eric Dotterer	Officer Joe Rollings
Officer Zach Howlett	Officer Josh Thomas	Officer Joel Early
Officer Dylan Harding	Officer Daniel Rabago	Officer Phillip Pritt
Officer Jacob Chaffin	Officer Greg Goff	Officer Derrick Kekic
Officer Michael Corrado	Officer Nicholas Sumner	Senior Officer Troy Phillips

This will be a new “All Hands on Deck” tradition utilized during peak enforcement times; Command Staff is encouraged to get out and eventually work with every field officer.

Office of Professional Standards:

- ❖ UPDATE - Professional Standards Major
 - Position expected to be filled in about 30 days
 - Future Law Enforcement Priority Planning
 - Utilizing a contractor to create a Conservation Police Roadmap

- ❖ Recruitment / Retention Initiatives
 - More efforts placed on recruiting advertisements than ever before.
 - 30-second radio ads aired on 56 radio stations in 34 markets across Virginia. These 6,700 individual commercials will have an anticipated 5,400,000 listener impressions during the 30-day campaign.
 - Digital and traditional billboards along busy travel routes throughout the Fredericksburg area, Metro Richmond/Petersburg, Hampton Roads, and Rt. 360/Rt. 460 corridors. The recruiting messages on the billboards will reach an anticipated 7,000,000 people.
 - Active social media campaign, Facebook live, Instagram Instastories, CPO Spotlight have been underway for several months.
 - Applications are still coming in. The number of applications is trending below the most recent 2017 recruitment effort. However, the number of applicants from underrepresented groups are up.
 - **NOTE: The Conservation Police Application Period has been extended through March 17th. Please share with anyone who is interested.**
 - Reviewing Draft Internal Report on CPO Hiring and Recruitment Surveys
 - Implementation of the VCP Career Progression Program (CPP)
 - Expected before Conditional Offers are made to CPO Recruits

- ❖ Law Enforcement Internship Program
 - O.P.S. is hosting two internship opportunities for the 2021 spring semester. With the health and safety of both division employees and internship participants, internships are being conducted virtually.
 - Ms. Shelby Foonsness is a senior Environmental Science Major at Bridgewater College. She is working with Lt. Ham and the accreditation team to develop testing on the division's new written directives to help field staff better understand and implement the division directives. Ms. Foonsness aspires to become a Virginia Conservation Police Officer.
 - Ms. Nadia Aparicio is a Senior Criminal Justice Major at Longwood University. She is working with Ret. Chief Lettner and Lt. Ham on researching a Law Enforcement Command Staff level "Communication and Meeting Structure" that focuses on addressing operational and administrative concerns or emerging problems in a strategic fashion leading to obtainable goals and objectives. Examples include Compstat Model, SARA Model, etc. which are used by numerous law enforcement and organizations across the globe to increase communications and operational efficiency.

- ❖ Training (Basic and In-service) / Training Offered to Other Agencies
 - Implementation of the New Leadership Development Continuum (LDC)
 - Completed first LDP Training Session (12 Cohorts)
 - Consisting of an In-house Basic Leadership Class
 - Using Subject Matter Instructor to teach Mentoring Concepts
 - Next Step includes 360 Degree / DISK Assessment (April Session)
 - Officer Clawson will attend DFS Forensic Academy starting April 26 (9 weeks); he will then be able to provide an excellent resource for Major Investigations
 - [Training Calendar](#)
 - Please note important dates for New Sergeant Training, NASBLA Level 1 Boat Accident Course and Supervisor Inservice.

- ❖ Citizen Feedback / Employee Suggestion Program (E.S.P.)
 - 17 Commendations / 2 Complaints received since beginning of this year
 - Recently Completed E.S.P. Team Projects, to include:
 - Leadership Development Program (10/20/2020)
 - CISM / Peer Support / Volunteer Chaplain Program Review (10/20/2020)
 - VCP Outside Government Agencies Marketing (10/20/2020)
 - [E.S.P. Project List and Completion Tracker](#)
 - Have a suggestion? Submit [VCP-180](#) to Ops@dwr.virginia.gov.

❖ Accreditation

- Proof Collection for the initial assessment has begun. If you have a good report that addresses compliance with division directives, please send the case number to Lt. Ham. We are also looking for photos that help support compliance to VLEPSC Standards examples: Officer wearing traffic vest directing traffic, Officer at Outreach Programs, Officers operating UTV or ATV with safety equipment etc. (Must be taken after September 2020)
- Mock Assessment recommended General Order revision published.
- Initial Assessment Target Date: September 2021.
- An “All Hands on Deck” approach will be expected over the next few months.

❖ Risk Management

- Article: [Caviar Crime Wisconsin Sturgeon General](#)
 - New Evidence General Order will allow perishables such as fish or wildlife to be disposed of or donated, but will prohibit members of the division to receive these items for their own personal use. (Already included in the draft prior to this article)
 - Remember to ask yourself how would this look on the Cover of the Washington Post!

❖ Peer Support

- Welcome New Member Officer Justin Sumpter to the Peer Support Team.
- We are still looking for new members across the State.
- Peer Team Training early spring for new members.
- Article: [Every Cop Needs A Check-up from the Neck Up](#)
- Want to talk to a Peer Team Member? [Contact Information](#)

Support Services:

❖ UPDATE - Support Services Major

- Message from Major Ryan Shuler: As stated in an earlier email to the field, I am very excited to begin this journey as your Support Services Major. Throughout my career I have recognized the importance of providing quality services and equipment to our field level staff so they can accomplish their mission. My new role will allow me the opportunity to explore new technologies, processes and equipment that will increase our efficiency and effectiveness as we serve the citizens of the Commonwealth. As a member of the Colonel’s staff, I am a proponent of collaborative leadership and welcome new ideas and suggestions. Please feel free to contact me through the proper channels if you have any comments or suggestions on how we can improve our operations within the Support Services Division.

❖ Division Budget Update

- As we currently develop the budget for the next fiscal year, we have identified a need to forecast future budgets to better understand our operational needs. One of the first steps in this process was forecasting our vehicle fleet needs based on current driving trends by using Voyager mileage data. Thanks to Sergeant Mark Brewer, we now have a Microsoft Access program that will allow the fleet management team to run reports that will identify our vehicle needs based on fiscal year, vehicle model year, region, district, etc. As we continue to review our budgeting process, we will look to expand our forecasting models to other areas of the budget to strategically target our most critical needs.

❖ Grants

- In 2020, the law enforcement division submitted a FEMA Port Security Grant application for three projects that totaled \$500,000. The first project was for a 27' SAFE boat that would be assigned to the Middle Peninsula and help to support our public safety mission, while also assisting our other local, state and federal first responder partners that work within the maritime domain. The second project was for seven dual payload vessel mounted FLIR cameras that will replace aging FLIR cameras on some of the current agency SAFE boats. The third project was for training funds that could be used to host two NASBLA Tactical Operations Courses, two NASBLA Boat Crewmember Courses and Two NASBLA Pursuit and Stop courses. As an active member of the Port of Virginia Maritime Incident Response Team, we will sponsor these courses, provide most of the expert trainers and will open them up to our partner agencies. We were fortunate to receive funding for all three of these projects and the procurement process is underway. On February 25th, the 2021 FEMA Port Security Grant Notification of Funding was announced and we are already in the process of preparing the required documentation to seek \$250,000 worth of federal funding for three new projects aimed at equipment sustainability.

❖ Communications

- Dispatcher Gavin Shaler completed Communication Officer Training Program.
- Dispatcher Jennifer Garnett scheduled to return to duty near end of March.
- Sgt. Bell and the Dispatch Supervisors, Bill Martin and Kevin Leonard, are in the process of reviewing all Communication Center General Orders and SOPs.
 - Once completed, General Orders / SOPs will be moved to PowerDMS.
- There will be another statewide DWR shutdown of the radio system in the near future (less than a day for VSP maintenance on the microwave tower).

❖ Fleet Management

- The division has ordered nine 3/4 ton Ford 250 pick-up trucks equipped with diesel engines capable of towing our largest 27' SAFE boats. These trucks will be assigned to CPO's as their daily patrol vehicle; ordered this budget year by converting \$400,000's worth of personnel vacancy credits.
- Four Chevy Trucks left to issue. Gary had a dealer rep come in recently to correct issues on two of them. Two others are ready to be issued soon.
- Eight of the nine RAM trucks are in. Five of the eight have had new tires and decals installed already.
- Ordering parts for the RAM trucks has begun. The division will be transitioning to a handheld light and siren control module, as well as going to a red/white/blue emergency lighting scheme. The addition of the red light is based on research that has identified red light as more visible during daylight hours.
- Blue lights for boats as required by the new General Order are in for R2, R3 and R4. Notify Stan of any additional lights needed.
- **Remember to key your radios every 30 days.**

❖ Law Records

- STAT of the Month:
 - Revocations
 - Revocations by Conviction Date per Fiscal Year
 - 2019 - 91
 - 2020 - 73
 - 2021 - 82 * YTD
 - Special mention to Ofc. Harbour with 7 revocations in 1 case!

❖ IT Systems

- Need Help - Call a member of the [IT Cadre](#) to set-up either individual assistance or a small group training session
- If you have IT questions, sent them to LawITCadre@dwr.virginia.gov mailbox
- Zuercher TIPS of the Month:
 - [Using Offense Counts \(LINK\)](#)
 - [Primary Officer Investigator Field \(LINK\)](#)
 - [Sending LargeVideos Files to HQ \(LINK\)](#)

Law Enforcement Operations:

❖ UPDATE - Operations Major Update

- This position is currently in the application screening process

❖ Recent Enforcement Efforts

- Activity Reports:
 - [Week Jan. 27th - Feb. 2nd \(External Agency Link\)](#)
 - [Week Feb. 3rd - Feb. 9th \(External Agency Link\)](#)
 - [Week Feb. 10- Feb.23 \(External Agency Link\)](#)
- [CPO Notebook](#)

❖ General Information

- Changes to WMA Rules, effective January 1, 2021:
 - Specifically two changes made relating to now permitted use of Class I and II electric power assisted bicycles and the new requirement for a written camping authorization to camp on any WMA. Please see attached links to the regulation section that relates to the new camping requirement and the vehicle prohibition section.

Link to the regulation concerning camping, etc.:

<http://law.lis.virginia.gov/admincode/title4/agency15/chapter20/section155/>

Link to the regulation concerning the power-assisted bicycle:

<http://law.lis.virginia.gov/admincode/title4/agency15/chapter20/section100/>

Personnel:

❖ Officer Commendation of the Month

- Goes to **Officers Jason Harris and Ben Boyette**
This Citizen Feedback Submission read in part, *“Their abilities to interact with the public were extraordinary. Not only do they have great knowledge of their job but also they did it with the utmost respect, while being very professional throughout the entire encounter. They even took extra time to educate us about the department’s website and app.”*

❖ CPO Spotlights:

- [August 2020 Officer Amanda Nevel](#)
- [September 2020 Officer Daniel Rabago](#)
- [October 2020 Sgt. Jessica \(Whirley\) Farris](#)
- [December 2020 Officer Cory Harbour](#)
- [January 2021 K9 Officer Bonnie Braziel](#)
- [February 2021 Senior Officer Beth McGuire](#)

❖ Awards & Honors

- Due to the COVID Pandemic, the 2020 VCP Awards Ceremony had to be cancelled. Individual Award Presentations for last year recipients being handled at the Regional Level with pictures taken for the Annual Report.
- The peer nomination and selection process for this year’s honors and awards has been finalized; due to the COVID Pandemic, the VCP Annual Awards Ceremony will be moved from March to a later date in the fall of 2021.
- The following officers and staff are to be recognized for their outstanding efforts and contributions to the Law Enforcement Division are:

2020 Virginia CPO of the Year

Cory Harbour

Region 1 CPO of the Year

Brian Bratton

Region 2 CPO of the Year

Cory Harbour

Region 3 CPO of the Year

Benjamin Boyette

Region 4 CPO of the Year

Derrick Kekic

Special Ops / K-9 Unit CPO of the Year

Richard Howald

2020 Virginia Boating Officer of the Year

Brandon Harris

Region 1 Boating Officer of the Year

Cameron Dobyms

Region 2 Boating Officer of the Year

Brandon Harris

Region 3 Boating Officer of the Year

Jason Harris

Region 4 Boating Officer of the Year

Alan Hatmaker

Communications Officer of the Year

Laura O’Hara

O.P.S. Professionalism Decree

Kevin Leonard

O.P.S. Professionalism Decree

Sgt. Carl Martin

O.P.S. Professionalism Decree

Gary Sargent

O.P.S. Professionalism Decree

Sgt. Frank Spuchesi

Colonel's Leadership Award

Lt. Robert Ham III

Lifesaving Medal (8/8/2020)

Benjamin Boyette

Lifesaving Medal (5/16/2020)

Daniel Hyman

Lifesaving Medal (8/8/2020)

Sgt. Adam Keene

Excellence in Police Service Certificate

Jason Harris

❖ Promotions

- Major Ryan Shuler is now the Deputy Chief - Support Services Manager - effective 2/25/2021
- The Major of Professional Standards and District Sergeant Promotions are expected to be announced soon!

❖ Transfers

- Effective Transfers since January of 2021:

Officer Joel Early to Southampton County (1/1/2021)

Officer David Peake to Montgomery County (1/1/2021)

Officer Justin Hall to Hanover County (1/10/2021)

Officer Keith Wilson to Campbell County (2/15/2021)

❖ Recent Separations (from DWR Service)

Officer Andrew Howald 2/26/2021 (12 years)

❖ Retirements

- Since November of 2019 with their years of Dedicated DWR Service:

Officer Mark Chitwood (7 years)

Karen Austin (13 years)

Carol Lee Bell (14 years)

Captain Jamie Davis (17 years)

Senior Officer James Brooks (18 years)

Sgt. Owen Bullard (19 years)

Senior Officer Greg Hall (22 years)

Major Bryan Young (23 years)

Senior Officer Beth Garrett (23 years)

Senior Officer Shannon Smith (26 years)

Major Scott Naff (27 years)

Lt. Paul Atkins	(31 years)
Sgt. Carl Martin	(33 years)
Senior Officer Elmo Herndon	(34 years)
Lorraine Bass	(35 years)
Senior Officer Jim Anders	(39 years)
Senior Officer Lee Wensel, Jr.	(39 years)
Captain Kevin Clarke	(44 years)

- These **18** retirees represent **464** years of service to the agency!

Upcoming Important Dates:

- The new [Virginia Conservation Police Calendar \(Link must be accessed through your DWR google account\)](#) a division wide calendar with important dates for the division staff is under construction. Please add this to your google calendar to stay informed with important dates and reminders.
- **O.P.S. Protector Challenge Coin Nominations Due by April 1st**

