

AGENDA

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

August 17, 2022
2:00 pm

Committee Members: Brian Vincent, Chair, Mr. Tom Sadler, and Mr. G. K. Washington

DWR Staff Liaison: Colonel John Cobb

1. Call to Order and Welcome
Mr. Brian Vincent
2. Approval of May 18, 2022 Meeting Minutes
Mr. Brian Vincent
3. Public Comment – Non-Agenda Item
Mr. Brian Vincent
4. New Staff Introductions
Colonel John Cobb
5. CPO Recruitment Update
Major Milt Robinson
6. Peer Support Partnership
Lieutenant Rob Ham
7. VCP Mobile Command Trailer
Captain Tony Fisher

Final Action

8. Law Enforcement Chief Update
Colonel John Cobb
9. Director's Report
Mr. Ryan Brown
10. Chair's Report
Mr. Brian Vincent
11. Additional Business/Comments
Mr. Brian Vincent
12. Next Meeting Date: Wednesday, TBD
Mr. Brian Vincent
13. Adjournment
Mr. Brian Vincent

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

May 18, 2022
9:00 am

Present: Mr. G. K. Washington, conducted the meeting, and Mr. Brian Vincent attended virtually; **Board Members in attendance:** Mr. Leon Boyd, Mr. Michael Formica; **Executive Director:** Mr. Ryan J. Brown; **Deputy Directors:** Ms. Becky Gwynn and Mr. Gary Martel; **Director's Working Group:** Mr. Darin Moore, Ms. Paige Pearson, Mr. Bob Smet, Dr. Mike Bednarski, Dr. Gray Anderson, Mr. Tom Guess, Colonel John Cobb, Mr. George Braxton

The Chair called the meeting to order at 9:00 am and welcomed everyone to the meeting. The Chair noted for the record that there was a quorum present for the meeting.

Meeting Minutes: The Chair called for a motion to approve the minutes of the March 23, 2022 committee meeting. Mr. Vincent made a motion to approve the minutes of the March 23, 2022 meeting minutes. It was seconded by Mr. Washington. 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 problems with hunting with dogs

The Director, Ryan Brown, welcomed new Board member Mr. Michael Formica.

Office of Professional Standards - Academy Update: The Chair called on Major Milt Robinson for an Update.

Major Milt Robinson gave an update on the Law Enforcement Professional Standards and updated the committee on the application process for a new recruit school that will be beginning on January 25, 2023.

After comments and questions, the Chair thanked Major Robinson for his update.

Turkey Enforcement Techniques and Tactics: The Chair called on Sergeant Brandon Woodruff for a presentation.

Sergeant Woodruff presented the Turkey Enforcement Techniques and Tactics.

After comments and questions, the Chair thanked Sergeant Woodruff for his presentation.

VCP Command Structure Reorganization: The Chair called on Colonel John Cobb for an update.

Colonel Cobb gave an update on VCP Command Structure Reorganization.

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

Law Enforcement Chief Update: The Chair called on Colonel John Cobb for an update.

Colonel John Cobb gave a Law Enforcement Update on:

- SEAFWA Chiefs Meeting he attended
- North American Wildlife Law Enforcement accreditation being discussed
- Read a letter from a Retired Law Enforcement officer who lives at Smith Mountain Lake praising our Law Enforcement for training with the local Sheriff's Office.

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

The Director reported:

- Proud of the direction Law enforcement is moving
- Law Enforcement graduation was a proud moment for the agency
- Excited for a new Recruit academy to start up in January 2023

After comments and questions, the Chair thanked Mr. Brown for his report.

Chair's Report: The Chair welcomed new Board member, Mr. Michael Formica and the Chair appreciates all the hard work Law Enforcement staff accomplishes every day and thanks staff for all of their work. The Chair enjoyed the topics for today's meeting.

The Chair announced the next Law Enforcement committee meeting will be August 17, 2022 and asked if there were any additional comments, hearing none, he adjourned the meeting at 10:00 am.

Respectfully submitted,

/s/ Frances Boswell



VCP Rollicall

May 2022 / Edition #15

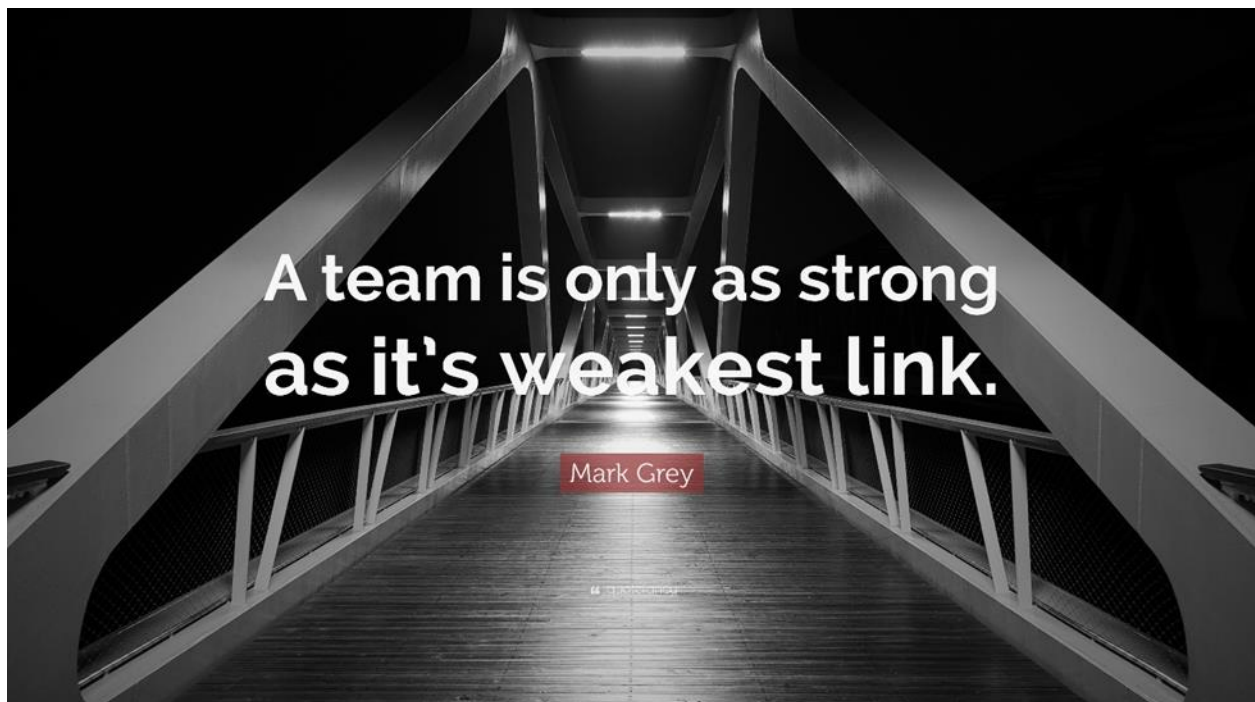


Colonel's Message:

After much research and collaboration, we have now completed our Command Structure Reorganization Plan. A new key concept for us is that Each Link (Rank) in the VCP Chain of Command must have a Dedicated Proactive Purpose with the strength that supports the future weight of our wildlife law enforcement public service responsibilities. We are currently in the interview process of adding the new First Sergeant Position into our organizational structure and will now move forward with changes that will include the Regions being managed by Lieutenants, with the Captains focused on developing best practices and administering programs. I have given a presentation on this structure to command staff and to the Law Committee of the DWR Board. I am planning to give this presentation to each of you at the upcoming HQ and Regional Meetings.

I just returned from the SEAFWA Law Enforcement Chief's Meeting and the creation of the North American Wildlife Law Enforcement Accreditation (NAWLEA) Program was discussed in detail and we are headed in this direction (stay tuned for more details).

Colonel John J. Cobb / Chief of Law Enforcement



Proactive Initiatives:

- **New VCP Command Structure** with a dedicated “proactive” purpose for each rank:

RANK PRIMARY “Proactive” FUNCTIONS (Focus)

Colonel = Provide Strategic Direction and Vision (Division)

Major = Align · Empower · Forecast (Units)

Captain = Develop Best Practices and Administer Programs (Section)

Lieutenant = Advocate and Facilitate (Region)

First Sergeant = Lead and Coordinate Operations (Area)

Sergeant = Coach and Mentor (District)

- **North American Wildlife Law Enforcement Accreditation (NAWLEA) Program**, our staff are leaders in this effort and have been heavily involved in the drafting of the Program Standards Manual and NAWLEA Board By-Laws, which were just unanimously approved by all of the Chiefs in SEAFWA. Here is the logo for this national accreditation program:



Office of Professional Standards:

- ❖ UPDATE - Professional Standards Major
 - *Next OPS Advisory meeting May 25, 2022 at Region 3 Office/10:00am*

- ❖ Recruitment / Retention Initiatives
 - The 2022 CPO hiring process has launched! The application period will run from May 9 through June 9. The Division plans to fill 22 vacancies with this announcement. The available duty stations are: Albemarle, Augusta, Brunswick, Greenville, Henry, Highland, King William, Louisa, Lunenburg, Madison, Matthews, Mecklenburg, Northumberland, Pulaski, City of Richmond, Roanoke County, Rockbridge, Russell, Westmoreland, Wythe, and York.
 - *This week total applications received is approximately 185.* Anyone who is interested in joining the DWR team as a conservation police officer can receive information about the career, the hiring process, and the training academy by emailing recruiter@dwr.virginia.gov. Prospective applicants can also visit the CPO Recruiting website, <https://dwr.virginia.gov/conservation-police/recruiting/>. There, prospective applicants can find updated information and answers to many frequently asked questions. An “APPLY NOW” button is on the top of that page to make it easy to take the next step.

- ❖ Training (Basic and In-service) / Training Offered to Other Agencies
 - Basic Training

The officers of the 11th Basic Training Class are now completing the Division’s 14 week Field Training Program. They have been partnered with experienced officers who will prepare them for the challenging career ahead.
 - In-service Training

VCP Leadership Training- The Law Division promotes leadership throughout its levels. In support of this, several courses have been identified and our officers are encouraged to pursue the opportunities. The courses include in-person offerings by FBI-LEEDA and online offerings throughout the Commonwealth of Virginia Learning Center.

Essentials of BUI Enforcement- Our NASBLA Credentialed instructors will be presenting the 14 hour Essentials of BUI Enforcement course to the City of Chesapeake’s Marine Unit in May. This course will prepare their newly assigned officers the training necessary to effectively identify impaired operators within their service area.

Multi Agency Tactical Operator's Course- This 5 day course will be presented to DWR and our partner agencies June 20-24. The course provides the training necessary to perform as part of a maritime security zone team. This course has a waitlist, and a second session is being planned for July to accommodate partner agency needs.

Colt Rifle Armorer Course- The Law Division had issued the Colt M4 rifle to its field officers. To ensure these firearms are properly maintained, we have arranged for instructors from Colt to deliver this 24 hour course to our firearms instructors. These officers will gain a complete understanding of the design theory, nomenclature, dynamics, compatibility, interchangeability, detailed disassembly, assembly, maintenance and trouble-shooting of the M16/AR-15 family of weapons including rifles, carbines, and sub-machine guns. This class provides a certification that is valid for 3 years.

Marine Law Enforcement Training Program- DWR will be sending 3 officers from Region 1 to the Federal Law Enforcement Training Center in Glynco, Georgia to attend the Marine Law Enforcement Training Program. This 4 week advanced training provides training in navigation, operations, onboard emergencies, and other topics. This course is used by many federal and state natural resource agencies, US Customs and Border Patrol, and NOAA.

Officer In-Service- The 2022 officer in-service will be presented over several sessions in the month of September. The training will provide advanced training in the areas of hunting incident response, and other relevant topics.

- [Training Calendar](#)

❖ Citizen Feedback / Employee Suggestion Program (E.S.P.)

- [E.S.P. Project List and Completion Tracker](#)
- Have a suggestion? Submit [VCP-180](#) to LawESP@dwr.virginia.gov

❖ Accreditation

- GO 02-15 - Hunting Investigations and corresponding SOPs are being published. Thanks to all the officers and staff that contributed to this General Order specifically Master Officer Joe Williams.
- South Carolina researched Wildlife Agencies throughout the US that were accredited by national or state organizations (with the exception of NASBLA). Only Florida, Virginia, and Washington held any form of law enforcement accreditation. Several states are being mandated or talk about requiring

accreditation are circling in their states. It is the hope with the birth of NAWLEA Virginia can help develop best practices in Conservation Law Enforcement.

❖ Risk Management

- Article: [838 milliseconds the difference between life death and indictment](#)
 - The science of movement, speed, decision making, and stress. Force Science is the research and application of unbiased scientific principles and processes to determine the true nature of human behavior in high stress and deadly force encounters.
 - Understanding how stress affects each one of us can help you prepare to perform under stress at the pivotal moments you may encounter.
 - To learn more visit:
 - <https://www.forcescience.com/>

❖ Peer Support

- Boating season is upon us. Many will be taking to the waters of Virginia for their vacations and you will be out there making sure their vacations are safe and enjoyable. However, we must also take a little time to recharge so we can be our best selves. The article below gives some helpful tips to get ready for your next vacation so you can get the most out of it. Nothing revolutionary but good reminds that if you set out this summer to get a little downtime to make the most of it!
- Article: [How to Get the Most Out of Your Vacation](#)
- Want to talk to a Peer Team Member? [Contact Information](#)

Support Services:

❖ UPDATE - Support Services Major

- Just a friendly reminder on how important it is to complete thorough and complete investigations and case reports. When your cases are reviewed by an assisting agency, prosecutor, or defense attorney, your level of skill and professionalism is always being scrutinized and you will be measured by what is contained within the four corners of these documents. Your reports should stand on their own! We have placed an emphasis on making quality cases, which require diligent follow-up and detailed documentation. Never hesitate to ask for help!

❖ Grants

- The 2022 FEMA Port Security Grant has been announced. We are in the process of applying and hopeful to receive funding for multiple projects totaling approximately \$600,000.

❖ Communications Center

- The dispatcher applicant names have been received from Human Resources and are being scheduled for interviews
- Currently working on a project goal of reducing available incident codes on the CAD side of Zuercher for dispatchers. We are looking at taking the current 137 incident codes down to around 60. This will alleviate the dispatchers from needing to identify the specific type of violation versus a generalized incident code and the required SOP's to follow. The reduction of incident codes will only affect the CAD side of Zuercher, the officer will still be able to select the specific incident code that is proper to utilize for their case reports on the report side.

❖ Legal Articles of Interest

- This month's "article" is actually a call for information from the field. Recently, I spoke with the sergeants in Region I. It was brought to my attention that there are some administrative disconnects between what we charge and the magistrate system. I would like to see if we can solve this problem. To be able to do that, I first need to understand the nature and scope of the problems. To be able to do that, I need to hear from you. My number is (804) 305-1777; his email paul.kugelman@dwr.virginia.gov. I look forward to hearing from you. Thank you for taking the time to help me out here. Also, please let me know if you have any topics that you would like me to address in a Roll Call article.

❖ 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

Law Enforcement Operations:

❖ UPDATE - Operations Major Update



- It is hard to believe that Memorial Day weekend is already upon us! With the heart of boat season approaching, I hope everyone has taken a little extra time to run through their patrol vessels and make sure they are prepared for the busy season. We need these boats clean and well serviced as we embark on this 3+ month run. I am looking forward to getting out in the field next weekend and spending some time in Region 2 on Smith Mountain Lake, as well as some time working in D31. Seat time with a CPO is such a rewarding experience, especially for those of us tied to an office.

❖ Recent Enforcement Efforts

- Activity Reports:
 - [Weekly Activity Report 04/20- 26 \(External\)](#)
 - [Weekly Activity Report 04/27- 05/03 \(External\)](#)
 - [Weekly Activity Report 05/04 - 05/10 \(External\)](#)
- [CPO Notebook](#)

❖ [Media Initiatives](#)

The image shows a Facebook post from the Virginia Department of Wildlife Resources (DWR). The post includes the DWR logo, the name 'Virginia Department of Wildlife Resources', and a timestamp of 'May 9 at 5:00 PM'. The text of the post describes the deployment of a new 2021 27' SAFE Boat to the Middle Peninsula. Below the text is a video player showing a man in a DWR uniform, identified as Sergeant Bumgarner, sitting in the cockpit of a boat. The video has a progress bar at 0:01 / 1:43 and standard social media sharing icons.

Virginia Department of Wildlife Resources 
May 9 at 5:00 PM · 

The Virginia Department of Wildlife Resources (DWR) Conservation Police has deployed the newest addition to their vessel fleet, which is the most technologically advanced! The 2021 27' SAFE Boat, with a walkaround cabin, will be assigned to the Middle Peninsula and patrol the York River, James River, and the Chesapeake Bay, as well as other tributaries within the Tidewater region. This vessel was funded by the FEMA Port Security Grant Program and helps DWR Conservation Police... See more

Hello, this is Sergeant Bumgarner with Virginia

0:01 / 1:43

Personnel:

- ❖ Officer Commendation of the Month
 - Goes to Captain Fisher, Sergeant Slaughter and Master Officer Neel

This Citizen Feedback Submission read in part, "I wanted to let you know how impressed we were with the multi-agency training exercise the Virginia Department of Wildlife Resources hosted here at Smith Mountain Lake this week. The training exercise was led by Conservation Police Sergeant James Slaughter and included local law enforcement agencies and emergency personnel from Bedford County, Franklin County, and the Smith Mountain Lake Marine Volunteer Fire Department. We here at Mariners Landing Country Club were very excited to provide space for your Incident Command trailer and meeting space for the after-action briefing.

I recently retired to Smith Mountain Lake from northern Virginia after a 29-year law enforcement career. I've had the opportunity to serve in many different positions during that time, including the Director of Law Enforcement for the United States Department of Interior, where I had oversight of law enforcement agencies like the National Park Service, the US Fish and Wildlife Service, the Bureau of Land Management, Bureau of Indian Affairs, and the Bureau of Reclamation. I retired last May as the Assistant Director of the Federal Law Enforcement Training Center (FLETC). I only mention all of that to say I have witnessed and been a part of many large-scale multi-agency events: both in real life and in the training environment. I have never seen a more organized training exercise than the one this week.

A couple of things stood out to me. First, Captain Fisher showed up early that morning (in full uniform) and stayed to the conclusion of the training exercise. That kind of support and buy-in from leadership is essential and sends a positive message to the DWR officers and demonstrates DWR's commitment to being an inclusive team player to all your partner organizations. I also thought it was a brilliant idea for Sergeant Slaughter to involve the DWR Public Information Officer. Ms. Pearson got the opportunity to see firsthand what the DWR Conservation Police do in a scenario like this and she was very skilled in helping to coordinate and manage local and statewide media interest in the event. This was a highly complex scenario with lots of moving parts. Large-scale training events that include boating accident investigations, tracking through mountainous areas, and a body recovery by divers from the bottom of a lake can be hazardous to say the very least. It was evident that Captain Fisher and Sergeant Slaughter gave a great deal of thought and care to making sure people kept safety at the forefront of everything they were doing.

Separate from the training exercise, I wanted to express sincere appreciation to Officer Dallas Neel. Last week, we had a very large snapping turtle hit by a car at the Mariners Landing Country Club. The turtle's shell was severely damaged, and its head was split open. A passer-by assisted in pulling the

turtle to the side of the road and said that he would take care of calling the DWR. (We later learned that he had not called DWR). Two days later, I noticed that the turtle had not been moved. I walked over to pull what I thought would be a dead turtle further into the woods but found it was still alive. I called Officer Neel, who said he would take care of it. I assumed that he meant he would come and dispose of the turtle. When I saw him at the training exercise, he told me that the turtle had been picked up and sent to a rehabilitation center. Officer Neel said, "I thought we should at least give him a chance." I sincerely appreciated his compassion and humanity in helping the injured turtle.

You have some remarkable people representing you and the entire Virginia Department of Wildlife Resources here at Smith Mountain Lake. Please let us know if there is ever anything we can do to support you or the DWR family. "

❖ Promotions

- Mrs. Ashley Hart Communications Center Manager April 25

❖ K-9 Graduation

- We are very excited to announce that K-9 Officers Jacob Chaffin and Mark Vandyke have graduated from training in Indiana! It is great to have these fully trained dogs and handles patrolling the woods of Region 3 and beyond.



Upcoming Important Dates:

- The [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.





VCP Rollicall



June 2022 / Edition #16

Colonel's Message:

Our organization has been in a transformational phase and we are building a strong foundation together that will allow us to grow to new heights and pursue excellence. The important cornerstones are effective communications, with methods to include a monthly VCP Rollicall Newsletter and detailed Command Staff Meeting Minutes showing team collaboration; obtaining VLEPSC Accreditation to utilize and develop best practices with other well-respected law enforcement agencies; and we continue to have a proven employee suggestion program and now a strategic roadmap that contains important programs, such as a Leadership Development Continuum (LDC). As we add the final cornerstone, which is our new proactive command structure, I am confident that our leaders will be empowered in these positions and will lead us forward successfully.

We are very fortunate to have Doug Goodman who recently retired as the Ashland Chief of Police joining us as a Strategic Planning Executive Consultant. He will be of great assistance with the implementation of the VCP Roadmap that you all helped to design.

Colonel John J. Cobb / Chief of Law Enforcement



Proactive Initiatives:

- **Uniform General Order Update:** Changed Facial Hair Requirements (Beards and Goatees) and additional options for female officer hairstyles
 - New Class B is now approved for GD Court
 - [SOP 307 Uniform Reference Guide](#) – Sgt. Tim Dooley went above and beyond in creating this guide for officers in the different uniform options.

Office of Professional Standards:

❖ UPDATE - Professional Standards Major

❖ Recruitment / Retention Initiatives

- The 2022 CPO hiring process is underway!
The Human Resources Section has referred the CPO candidate list to the Training and Recruiting Section. These 365 applicants will be contacted soon to schedule their written and LawFit testing sessions. This entire screening process will take several months to complete. The Law Division plans to fill 22 positions from this announcement.
- Anyone who is interested in obtaining more information about Virginia Conservation Police can receive information about the career, the hiring process, and the training academy by emailing recruiter@dwr.virginia.gov. Prospective applicants can also visit the CPO Recruiting website, <https://dwr.virginia.gov/conservation-police/recruiting/>. There, prospective applicants can find updated information and answers to many frequently asked questions. A "Subscribe to Our Mailing List" button is on the top of that page to make it easy for future potential applicants to keep in touch and receive updates.

❖ Law Enforcement Internship Program

- On July 13th, members of the division will be presenting an introduction to the Law Enforcement Division for participants in the Crandall Leadership Program Summer Internship Group.

❖ Training (Basic and In-service) / Training Offered to Other Agencies

- **Basic Training**
The officers of the 11th Basic Training Class are now completing the Division's 14 week Field Training Program. They have been partnered with experienced officers who will prepare them for the challenging career ahead.

- **In-Service Training**
VCP Leadership Training- The Law Division promotes leadership throughout its levels. In support of this, several courses have been identified and our officers are encouraged to pursue the opportunities. The courses include in-person offerings by FBI-LEEDA and online offerings throughout the Commonwealth of Virginia Learning Center.
 - Multi Agency Tactical Operator’s Course- This 5 day course was presented to DWR and our partner agencies June 20-24. The course provided the training necessary to perform as part of a maritime security zone team. This course was attended by DWR, USCG Station Portsmouth, VA Marine Resources, and Smithfield PD.
 - Colt Rifle Armorer Course- The Law Division had issued the Colt M4 rifle to its field officers. To ensure these firearms are properly maintained, we arranged for instructors from Colt to deliver this 24 hour course to our firearms instructors. These officers gained a complete understanding of the design theory, nomenclature, dynamics, compatibility, interchangeability, detailed disassembly, assembly, maintenance and trouble-shooting of the M16/AR-15 family of weapons including rifles, carbines, and sub-machine guns. This class provided a certification that is valid for 3 years.
 - Marine Law Enforcement Training Program- DWR will be sending 3 officers from Region 1 to the Federal Law Enforcement Training Center in Glynco, Georgia to attend the Marine Law Enforcement Training Program. This 4 week advanced training provides training in navigation, operations, onboard emergencies, and other topics. This course is used by many federal and state natural resource agencies, US Customs and Border Patrol, and NOAA.
 - Officer In-Service- The 2022 officer in-service will be presented over several sessions in the month of September. The training will provide advanced training in the areas of hunting incident response, and other relevant topics.
 - [Training Calendar](#)
- ❖ Citizen Feedback / Employee Suggestion Program (E.S.P.)
 - [E.S.P. Project List and Completion Tracker](#)
 - Have a suggestion? Submit [VCP-180](#) to LawESP@dwr.virginia.gov

❖ Accreditation

- Thank you to everyone who contributed to General Order 03-03 Uniform and Personal Appearance, especially the Employee Suggestion Project group led by Officer Arnold. The General Order update has been published. I believe this might be the first time a large number of the division was excited to see a General Order come out. Happy Growing but only to .55" (14mm) for facial hair and for our female officers only to the bottom of the shoulder blade!
- We are in the last quarter of the 1st Term of our Accreditation cycle. The accreditation team will be putting the final proofs for the term together as August 11th quickly approaches. If you receive a request for information please make it a priority to respond as we finish compiling the accreditation files for the first term.

❖ Risk Management

- We have all heard the joke:
Two men are fishing one day, when the game warden approaches them and asked to see their fishing licenses. One man takes off running at a full sprint, and instinctively the warden chases after him. He chased the man over a hill and through a field, around the lake, and through the town, until finally, he catches up with him. "Aha! Gotcha! Now show me your fishing license!" "Sure thing, sir!" So the man calmly pulls out his wallet and hands his license to the warden. After confirming it was a valid license, the warden asked the man, "If you had your license, why did you run away from me?" "Well, you see . . . My buddy, back there, didn't have his license . . ."
- Recently foot pursuits have been at the forefront of media attention specifically in Chicago after back-to-back officer-involved shootings during foot pursuits. Though rare for the majority of our field force we must be prepared to make the decision to initiate a foot pursuit in a split second. Calibere Press recently published a 3-part special series on foot pursuits. I encourage you to take the time to read this series.
- Article:
 - [Foot Pursuits: A Special 3-Part Calibre Press Series](#)
 - [Foot Pursuits: Part 2 of a Special 3-Part Series](#)
 - [Foot Pursuits: The Last Installment of a 3-Part Series](#)

❖ Peer Support

- We talk a lot about resiliency when discussing traumatic events, stress, or just bad days. What is resiliency? Resiliency is defined as the capacity to recover quickly from difficulties; toughness. Everyone faces toughness, Law Enforcement Officers especially will experience toughness, we know that this will be unavoidable but resiliency is how we bounce back from adversity. In this episode of Policing Matters, host Jim Dudley speaks with Chief Joel

Shults, who operates [Street Smart Training](#) and is the founder of the National [Center for Police Advocacy](#), about some of the complex issues around officer PTSD and resiliency.

- Pod Cast: [Understanding Stress Injuries in Law Enforcement and resiliency.](#)
- Want to talk to a Peer Team Member? [Contact Information](#)

Support Services:

- ❖ Communications Center
 - Currently still in the process of filling the communications manager position. We are hoping to have this position filled within the next 60 days.
- ❖ Legal Articles of Interest
 - If you have any topics that you would like me to address in a Roll Call article, please let [Paul Kugelman](#) know. His number is (804) 305-1777; his email is paul.kugelman@dwr.virginia.gov.
- ❖ 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

Law Enforcement Operations:

- ❖ UPDATE - Operations Major Update
 - With the summer upon us, I wanted to take the opportunity to reinforce the importance of vessel safety equipment, especially on paddle craft. With the cost of fuel at record levels there are a lot of folks that will be parking the outboard and picking up a paddle. With that in mind, please make every effort to increase patrols in areas that are frequented by paddle craft. Your presence and asking to simply see a lifejacket can save a life!
- ❖ Recent Enforcement Efforts
 - Activity Reports:
 - [Weekly Activity Report 05/25 - 05/31 \(External\)](#)
 - [Weekly Activity Report 06/08 - 06/14 \(External\)](#)
 -
 -
 - [CPO Notebook](#)

❖ Media Initiatives

- We dusted off a few of the CPO Spotlights during this past recruitment process:



❖ General Information

- We will have a representative from AXON conducting a presentation for the body work camera work group, as well as members of the command staff on June 30th on their body camera products. We are doing our homework on what product best meets our needs for when we find a funding source.
- The Colonel and both Majors will be meeting with the PBA Board on the afternoon of June 30th to discuss the results of the recent survey.

Personnel:

❖ Officer Commendation of the Month

- Goes to **Master Officer Eric Dotterer**
This Citizen Feedback Submission read, *“A member of the community was advertising to shoot and kill wildlife inside the city limits of Danville. There were objections expressed to this person without any success to deter him. Multiple calls were made to Danville law enforcement office and also to Virginia Wildlife Dept. without any help offered to handle this situation. Then I was able to reach Eric Dotterer. This man listened intently to what was going on and express concern for the situation. He took the information I gave him and promised to look into the matter, which he did, the very next day! Officer Dotterer even interviewed the man in question, finding several violations had been committed. Officer Dotterer called to let me know that after speaking with this person he felt the situation would be resolved and*

reassured me that if anymore instances occurred he would be available. To me this is above excellent service and compassion for the community. He should be honored and used as an example for others to follow. If all our law enforcement officers demonstrated this kind of dedication and concern you would Never have any complaints to ever worry about in any law enforcement agency. HATS OFF TO YOU OFFICER DOTTERER!!!!”

❖ Awards & Honors



- On May 19th, Agency Transportation Officer, Mr. Tom Wilcox, and CPO Eric Plaster, received an award from the Superintendent of Virginia State Police, Colonel Gary Settle, recognizing DWR's award-winning driving habits with the fewest number of vehicle crashes/100,000 miles among state agencies with owned vehicles. Tom and Eric were also congratulated by Secretary of Public Safety, Bob Mosier. Congrats, team!

“I recognize the importance of team work at DWR to promote transportation, especially among our law enforcement officers who drove nearly 50% of the total 4.5 million TOTAL miles in FY 2021. DWR mileage is a combination of on and off road among law enforcement, aquatics, wildlife, and support services divisions,” says Tom.

Tom has served as ATO for 17 years and this is DWR's 1st award! Another 1st for Tom was the development and implementation of behind-the-wheel employee training provided by the DWR Law Enforcement Driving Cadre to

better promote safety and improve driving skills. Tom has always understood his ATO role as people 1st and to make sure DWR employees return home safely! Transportation safety is driven with compassion always running in the background!

This award is not only for Tom and Eric, but for everyone who drives a state vehicle. Let's keep up the great work!

- ❖ Recent Separations (from DWR Service)
 - Communications Manager Ashley Hart 6/9/2022 (11 years)
 - Senior Officer Daniel Hyman 6/14/2022 (9 years)

Upcoming Important Dates:

- The [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.





VCP Rollicall

July 2022 / Edition #17



Colonel's Message:

I thought of several possibilities for my message this month and I intended not to even mention the implementation of VCP Career Progression Program (CPP). However, this is such an important accomplishment that I feel one more month wouldn't hurt. Please keep in mind that CPP is a living process and not an event; we have created a baseline that we will work to build on. For me, this has been a constant rollercoaster as we worked on this priority, which has been #1 for the Division since November 9, 2020. This is the day before I started as the Colonel and met with Rick Perry, who briefed me on his comprehensive research and the current developments of this critical program. I am now coming off this lengthy ride and am prepared to move forward to other important projects and initiatives on our Roadmap. My ultimate goal is for our Division to be seen as an Employer of Choice!

Even though the process was much longer than I ever imagined, I have learned a great deal that I will carry forward to better serve each of you as your Chief. When I set my mind to accomplishing a specific goal there is a sense of purpose that motivates me regardless of how many obstacles I encounter; that sense of purpose is building a better division for each of you and the Commonwealth. I will not be out-worked when I strongly believe in a fundamental concept, such as being an Employer of Choice. I am hopeful that I have built some trust within the division and that you realize that I will do my best on your behalf. While there is much more work to do, I will continue with my philosophy that has served me well in the past, which is to surround myself with subject matter experts and other servant leaders. I am extremely grateful to those who assisted and supported us on this journey...Thank You!

Colonel John J. Cobb / Chief of Law Enforcement



Proactive Initiatives:

- **VCP Career Progression Program (CPP)**
 - #1 Priority for the Law Enforcement Division has officially been completed with the approval and implementation of CPP for our field officers.
 - CPP includes seven baseline salary increases for a total of 45%. In comparison, the former Career Track Program, four steps, were only 12%.
 - It can be expected, but not guaranteed, these baselines will go up by their appropriate percentages, whenever the starting CPO salary increases.
 - [Career Progression Program GO 03-07 \(External Link\)](#) for further details
 - Now focused on obtaining additional general funding sources for future compensation initiatives and reaching appropriate staffing levels.

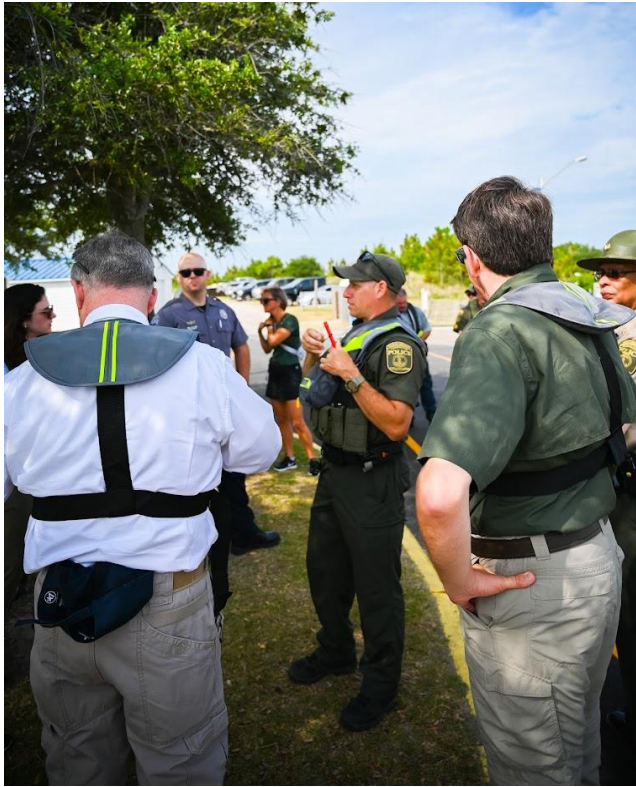
- **DWR, DCR and MRC Law Enforcement Static Display / Boat Operations**
 - Attended by Secretaries of Natural & Historic Resources and Public Safety as well as some of Governor's Staff and members of General Assembly
 - Highly successful event thanks to the efforts of many of your fellow members of the division. As mentioned below, they did outstanding at demonstrating your special capabilities. Special thanks to Lt. Hickman for handling the months of planning and logistics that this event required. We are already seeing evidence of how this event might positively affect future compensation and increased staffing through general funding.
 - Lt. Hickman's email to participating officers and staff:
 - *I just wanted to follow-up with each of you to express my sincere appreciation and to say thanks to each of you for a job well done at the static equipment display yesterday in Va. Beach. I was very pleased with the level of cooperation I received during the entire planning and display phase from each of you and from all four of our regional staff and HQ personnel. This event was a success because of your professional efforts and willingness to endure a very hot and humid day to further our agency goals and mission with those invited guests that can assist us in the future with our needs and vision of a better division/agency. Sometimes a small seed planted now will reap a large harvest in the future and I feel that this event was one of those small seeds planted for our division.*
 - *This was the first time in my career that I am aware of that we have had the opportunity to display our equipment, mission capabilities, unique expertise and professional staff to such an important group of invited guests from the Governor's Office, Secretary of Public Safety and Secretary of Natural Resources Offices and other invited dignitaries. Their attendance at this event and our explanation and display of our mission capabilities*

will go a long way to showcase our division's significance and need for future funding considerations.

- *From my perspective, I believe the event was a success for each of the three attending agencies (DCR, VMRC and DWR). I especially feel that from the comments I received and heard from the invited VIP guests, that the event went very well for DWR and our law division. I know that the professionalism and the commitment of our staff was well received by those who took the time to inspect our displays, view our demonstrations and speak to our staff. Attendees were oftentimes astonished at the variety of duties, unique responsibilities and capabilities that we displayed and conveyed to each of them during their time there.*
 - *Again, thanks for each of your efforts and contributions which made this event a success for all of us here at DWR. I especially wanted to thank each of you for the cooperation and assistance you extended to me during the last couple of months of planning and eventual display.*
- In this ongoing effort, thanks to all of you for continuing to represent us professionally as we proceed forward with this initiative to obtain appropriate funding to support public safety on our waterways.



VCP Patrol Boat w/Secretaries of Natural & Historic Resources and Public Safety & Homeland Security







For additional pictures from this event: <https://photos.app.goo.gl/6beaRQJqrJFkAGjx6>

- **2021 VCP Annual Report (Completed)**
 - Go to: <https://powerdms.com/link/VDGIF/document/?id=2581205>
 - [External Link for The 2021 Annual Report](#)

- **Social Media Content Opportunity (Open to EVERYONE)**
 - How do we do better at marketing what each of you do, day in and day out, to serve ALL of the citizens of the Commonwealth, and not just our traditional constituent base. We have to rely on each other to photo-document what you are doing that we can then package and send out as a post.
 - We are fortunate that we have a great team in the outreach division that is very receptive to our content. Whenever we send content over to Molly Kirk, she makes it a priority to get it out as soon as possible.
 - Here are a few suggestions of the content we are in search of:
 - Your involvement with the community:
 - Demonstrations
 - Group Presentations
 - Public Education Events
 - Kids fishing days
 - Youth, disabled or Veteran hunts
 - Photos and submissions that show what you are doing for the citizens and visitors of the commonwealth.
 - Training or exercises – the Hydro Summit on Smith Mountain Lake and the Lake Anna Rescue Group exercises are a great example
 - Interesting pictures that highlight your patrols of the rivers, lakes, and oceans
 - Constituent encounters
 - Assisting the other divisions
 - Leading and/or assisting with search and rescue efforts (especially the ones where we are successful in bringing a loved one home to their family)
 - Assistance needed with solving a serious case – the elk case in R3 is a great example of this
 - The possibilities are endless to highlight the work you do to serve your communities.
 - The link for the Form is: <https://forms.gle/te9mN3qtVwNm46iEA>

- Release for non-DWR persons that may appear in your photo submissions:
<https://powerdms.com/link/VDGIF/document/?id=1857592>
- ***Please keep in mind that we need a signed release to include pictures of people in our social media posts. It may be a good idea to carry some printed copies of the form in your vehicle, or in your boat bag so they are available. If you are working at an outreach event where the participants have to register, make the form a voluntary part of the registration process. If you don't get the form signed then just take pictures in a way where faces are not identifiable.
- **Game Warden Experience #2 - Ginseng**
 - We are very excited to offer the second Virginia DWR Game Warden Experience for 2022 in Central Virginia! Ginseng is a highly valuable / profitable root sought after for centuries by explorers driven by demand and greed to capitalize on the global market. Home to the largest wild population of ginseng, the Appalachian Mountains are highly targeted, often in secret, for 2-5 months out of the year by poachers looking to cash in on "green gold"! Though this plant was once in great abundance it is a threatened species here in the Commonwealth deserving our attention and protection.
 - This class will be a 2.5-day workshop hosted at Shenandoah National Park HQ and Rapidan Wildlife Management Area. The training will take place in Madison / Rappahannock / Page Counties in Central Virginia and is scheduled for **August 23rd, 24th and 25th**. Lodging will be provided in Luray, VA near the SNP Headquarters and a short jump to the DWR WMA.
 - This class will be a joint effort between DWR and Shenandoah National Park to expand officer knowledge and create interest in protecting / preserving the resource.
 - To attend, submit a training request through supervision by **07/29/2022**.
 - If you have any questions about this experience, please make contact as soon as possible with OFC Bostic.

Office of Professional Standards:

- ❖ UPDATE - Professional Standards Major
 - Academy Administrative Support Specialist Update - Job offer has been presented to the top candidate.
 - New Academy Training Sergeant Update - Agency Hiring Request Submitted
 - We are within our timeline to start the 12th Basic Academy in January 2023.
 - Supervisor In-Service currently being planned for the first quarter of 2023.

Stay Healthy, Fit and Safe!

❖ Recruitment / Retention Initiatives

- 2022 Conservation Police Officer Hiring Process - The Department received approximately 380 applications from the position announcement. The Human Resources Section referred all of the candidates who met the minimum requirements for the position to the Training and Recruiting Section. These candidates were sent invitations to attend the first step in the screening process. This first step consists of written testing and LawFit fitness testing. Of those invited approximately 180 accepted the invitation. The remainder of the screening process includes: polygraph examination, comprehensive background investigation, panel interview, and psychological and medical screening. The Department plans on filling 22 positions from this process.
- Though the application period has closed for this hiring cycle, anyone who is interested in joining the DWR team as a conservation police officer can receive information about the career, the hiring process, and the training academy by emailing recruiter@dwr.virginia.gov. Prospective applicants can also visit the CPO Recruiting website, <https://dwr.virginia.gov/conservation-police/recruiting/>. There, prospective applicants can find updated information and answers to many frequently asked questions.

❖ Law Enforcement Internship Program

- The division hosted the Crandall Leadership Program Interns on July 13th for an introduction to the Law Enforcement Division. Members of the Training and recruiting Section, Special Operations, and K9 presented in detail the process of becoming a Virginia CPO as well as what a day in the life of one of our CPOs may look like.

❖ Training (Basic and In-service) / Training Offered to Other Agencies

- The officers of the 11th Basic Training Class are nearing the final phase of their 14 week Field Training Program. They have been partnered with experienced officers who will prepare them for the challenging career ahead.
- The 12th Basic Law Enforcement Training Academy is scheduled to begin January 25, 2023.
- 2022 CPO In-Service - The 2022 officer in-service will be presented over several sessions in September and October. These sessions will provide advanced training in several areas including: hunting incident response, effective report writing, officer health and fitness, and first aid/CPR.
 - Session dates are: September 13-16, September 26-29, October 4-7

- VCP Leadership Training - The Law Division promotes leadership throughout its levels. In support of this, several courses have been identified and our officers are encouraged to pursue the opportunities. The courses include in-person offerings by FBI-LEEDA and online offerings through the Commonwealth of Virginia Learning Center.
 - Marine Law Enforcement Training Program- This summer, the Division is sending 3 officers from Region 1 to the Federal Law Enforcement Training Center in Glyco, Georgia to attend the Marine Law Enforcement Training Program. This 28 day advanced training includes classroom and underway evolutions that will enhance our officers' abilities in the marine environment.
 - Training the Trainer SUV Training- 14 of our driver training cadre instructors will be attending the SUV Train-the-Trainer course presented by Chesterfield PD in August. The course will be added to the curriculum used during DWR's basic and in-service training.
 - [Training Calendar](#)
- ❖ Citizen Feedback / Employee Suggestion Program (E.S.P.)
 - [E.S.P. Project List and Completion Tracker](#)
 - Have a suggestion? Submit [VCP-180](#) to LawESP@dwr.virginia.gov.
- ❖ Administrative Investigation/Compliance/Staff Inspections:
 - IA Pro Update:
The Law Division has acquired IPro and BlueTeam, a Professional Standards and Frontline Support software used by over 600 public safety agencies in five countries. The acquisition of the software will support our goal of developing standardized protocols for the receipt, investigation, and resolution of misconduct complaints and processing commendations. Both platforms will help ensure accurate recordkeeping, assist in identifying patterns of misconduct, possible policy failures, and critical training needs, and facilitate data analysis and reporting. The BlueTeam application, implemented three to six months after the IPro rollout, will streamline front-line supervision's input of complaint information, tracking of pending incidents, attaching supporting documentation (photos, reports, videos) to incident files, and obtaining approval through the chain of command.

With the support from the CI Technologies training and support team, Captain Comer will configure the programs to support the unique needs of our agency. The acquisition and implementation of the software will necessitate changes to General Order 01-09 Administrative Investigations and corresponding Standard Operating Procedures. Captain Comer will provide training on the new software and policy changes at the upcoming In-Service Training and Regional Staff Meetings.

❖ Accreditation

- Reminder Q4 Evidence Inspections due before August 11th.
- Two courses for general order (“Use of Force and Duty to Intervene” and “Line-up Procedures”) initial and refresher training have been published in PowerDMS. These courses are due to be completed no later than August 5th, 2022. If you are having trouble with the PowerDMS course system please contact Lt. Ham.
- Don’t forget to send in good reports for proof of compliance. Thanks to those who have recently submitted a few reports.

❖ Risk Management

- Duty to Intervene Clarification:
 - 19.2-83.6 Failure of a law-enforcement officer to intervene in the use of excessive force. Requires Law Enforcement Officers while in performance of their official duties witnesses another law enforcement officer engaging or attempting to engage in excessive force.
 - Per the COV and General Order 01-06 Use of Force, CPOs while on-duty and in performance of their official duties shall intervene in the situations described in 19.2-83.6 and additional situations as described in General Order 01-06 Use of Force “Additionally, officers have the duty to intervene in all other situations where an officer is acting in violation of established laws, orders, policies, or ethical conduct.”
 - Nothing in this General Order would require an off-duty officer to intervene. Intervention while not in performance of your official duties, possibly lacking the appropriate duty gear, identification, etc... could create a serious safety risk to everyone involved. However, Officers would be encouraged to be good witnesses and alert local law enforcement of the actions witnessed.
- Recently we published the annual use of force review. Officers should be reminded that in the 2020 Special Session that the legislature codified [19.2-83.5 Use of deadly force by a law enforcement officer during the arrest or detention of an individual.](#) This code section will be used in the

determination of the proper use of deadly force. I encourage each officer to be familiar with this code section.

- Specifically:
 - 1. *The reasonableness of the law-enforcement officer's belief and actions from the perspective of a reasonable law-enforcement officer on the scene at the time of the incident; and*
 - 2. *The totality of the circumstances, including (i) the amount of time available to the law-enforcement officer to make a decision; (ii) whether the subject of the use of deadly force (a) possessed or appeared to possess a deadly weapon and (b) refused to comply with the law-enforcement officer's lawful order to surrender an object believed to be a deadly weapon prior to the law-enforcement officer using deadly force; (iii) whether the law-enforcement officer engaged in de-escalation measures prior to the use of deadly force, including taking cover, waiting for backup, trying to calm the subject prior to the use of force, or using non-deadly force prior to the use of deadly force; (iv) whether any conduct by the law-enforcement officer prior to the use of deadly force intentionally increased the risk of a confrontation resulting in deadly force being used; and (v) the seriousness of the suspected crime.*

❖ Peer Support

- Continuing the discussion from last month's roll call we continue to discuss Emotional Resiliency. The article below gives recommendations from The Superhero Handbook for Cops.
- Article: [Mind Saving Tips for Building Emotional Resilience](#)
- Want to talk to a Peer Team Member? [Contact Information](#)

Support Services:

❖ UPDATE - Support Services Major (**WELCOME to Jody Blackwell**)

- I am really excited to join the Department of Wildlife Resources - Conservation Police and be part of this organization. All of you play a critical role in promoting a safe environment for citizens and visitors and I am proud to be part of the team. I have been really impressed with the efforts and with everyone I have met—it's evident how dedicated the team is to the mission.

For my background, I have more than 25 years of law enforcement and management experience and spent most of my career with the Richmond Police Department. On a personal note, if I am not at work, you can always find me fishing, hunting, camping or doing just about anything outside!

While I have interacted with this Department during my previous roles, I am looking forward to learning more and partnering with all of you. I hope to spend time with many of you and continue to increase my knowledge of the important work underway here. Please stop by anytime and I plan to visit as well. Again, I am excited about working with such a great organization and team.

❖ Grants

- The Agency FEMA PSGP grant was stacked and racked by the Captain of the Port and both projects were well received. These projects are now headed to FEMA HQ, in Washington, for final review and the decision will be made on whether or not to fund both, one, or none. We should receive word of approval by the end of August.

❖ Communications Center

- Interviews for the vacant Communications Managers position will be held on Monday July 25th and Tuesday July 26th.
- The application period for the Communications Officer position closed on July 15th. Once HR provides the list of qualified applicants, interviews will be scheduled.

❖ Fleet Management

- On Dec 01, 2021, 18 Patrol 2022 Ford F150 Responders and (2) Covert 2022 F150s were ordered. We were recently able to have 24 additional 2022 F150 Responders moved from a dealership order to a DWR order. We are anticipating delivery sometime this fall.
- An additional (8) 2023 Ford F150 Responders have been ordered.
- In total, we have (50) Ford F-150's on order that will start trickling in as we get into the late summer and early fall.

❖ 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

Law Enforcement Operations:

❖ UPDATE - Operations Major Update

- It is hard to believe that we are already looking at August; I have no idea where the summer has gone! We have noticed a rather substantial uptick in the number of reportable boating incidents across the state over the last 3-4 weeks. We appreciate your responsiveness and the professional manner in which you conduct these investigations; there is no doubt that they can be time and personnel intensive. As we begin to move ever closer to the dove

season opener and the early goose and waterfowl seasons, please start thinking about your plans and goals as it is never too early to strategize. There is a lot of ground out there and a very limited number of CPO's, so being strategic in planning your enforcement efforts is critical. With Major Blackwell onboard I am looking forward to spending more time in the regions this hunting season, so I will see you out there!

❖ Promotional Opportunities:

- The First Sergeant positions are almost to the finish line and we anticipate the selected staff members to start their new roles in the very near future.
- The NOV for the vacant Operations Captain Position (over Region 1 and 4) has been scheduled to be posted by HR.

❖ Recent Enforcement Efforts

- Activity Reports:
 - [Weekly Activity Report 06/15 - 06/28 \(External\)](#)
 - [Weekly Activity Report 06/29 - 07/05 \(External\)](#)
 - [Weekly Activity Report 07/06 - 07/12 \(External\)](#)
- [CPO Notebook](#)

❖ Media Initiatives

- See Social Media Content Opportunity (Open to EVERYONE) under above Proactive Initiatives

Personnel:

❖ Officer Commendation of the Month

- Goes to Major Shuler, Sergeant Bumgarner and Sergeant Thomas
This Citizen Feedback Submission read in part, *"Please accept this as my heartfelt thank you for the privilege of riding along with you today.*

Thank you for your patience with my million questions and taking time from your busy work schedules to accommodate Tyler and me. I appreciate your knowledge, professionalism and passion for your work and for DWR.

Thank you Major Shuler for spearheading this for Tyler and me. If any of your staff ever want to sit along with me to see all what Purchasing does, just let me know. Of course, it's not as exciting as boat surveillance activities.

Now I see why we need \$1,200 stabilizing binoculars!"

D. Renee Munford - Purchasing Director

❖ Recent Separations (from DWR Service)

- PO Kevin DeVries 7/5/2022 (9 months)
- PO Douglas Warren 7/25/2022 (10 months)

Upcoming Important Dates:

- The [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.

