

## **AGENDA**

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

October 23, 2024  
2:00 pm

Committee Members: Mr. Michael Formica, Chair, Mr. George Terwilliger, and Mr. Jon Cooper  
DWR Staff Liaison: Colonel John Cobb

1. Call to Order and Welcome  
Mr. Formica
2. Approval of August 21, 2024, Meeting Minutes  
Mr. Formica
3. Public Comment – Non-Agenda Item  
Mr. Formica
4. POST Plan Presentation  
Major Ryan Shuler and First Sergeant Tim Dooley
5. Law Enforcement Chief Update  
Colonel John Cobb
6. Director's Report  
Mr. Ryan Brown
7. Chair's Report  
Mr. Formica
  
8. Additional Business/Comments

**Final Action**

Mr. Formica

10. Next Meeting Date: Wednesday, January 22, 2025

Mr. Formica

11. Adjournment

Mr. Formica

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

August 21, 2024  
2:00 pm

**Present:** Mr. Michael Formica, **Chair**, Mr. Jon Cooper, and Mr. George Terwilliger; **Board Members in attendance:** Mr. James Edmunds, Mr. Woody Woodall, Mr. Brian Vincent, Mr. Will Wampler, Mr. Lynwood Broaddus, Dr. Mamie Parker; **Executive Director:** Mr. Ryan J. Brown; **Deputy Directors:** Ms. Becky Gwynn and Mr. Darin Moore; **Director's Working Group:** Mr. Bob Smet, Mr. George Braxton, Mr. Paul Kugelman, Colonel John Cobb, Ms. Stacey Brown, Mr. Michael Lipford, Ms. Shelby Crouch

The Chair called the meeting to order at 2:00 pm 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 May 22, 2024, committee meeting. Mr. Cooper made a motion to approve the minutes of the May 22, 2024, meeting minutes. It was seconded by Mr. Terwilliger. Ayes: Daniel, Cooper, and Terwilliger

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

- Mr. Rich Goszka spoke regarding the PBA

The Chair thanked our speaker for his comments.

**Update on Law Enforcement Training for Hound Hunting:** The Chair called on Major Ryan Shuler for an Update.

Major Ryan Shuler gave a Law Enforcement Hound Hunting Training Update explaining the Law Enforcement's implementation of the Training for Hound Hunting.

Public Speakers:

- Amanda Savignano spoke regarding Dog Hunting
- Raymond Carter spoke regarding Dog Hunting
- Gary Kimberlin spoke regarding Dog Hunting
- Judge Charlton spoke regarding Dog Hunting

After comments and questions, the Chair thanked Major Shuler for his Update and our speakers for their comments.

**Hollywood Buck Presentation Case:** The Chair called on Sergeant Tyler Bumgarner and Senior Special Agent Zach Howlett for a presentation.

Sergeant Tyler Bumgarner and Senior Special Agent Zach Howlett provided a summary of the Hollywood Buck investigation and the arrest they made; the investigations involved multiple Conservation Police office leading to the investigation after community concerns. They presented the History, Timeline and Tactics that were used for this case from beginning to end.

After comments and questions, the Chair thanked Sergeant Bumgarner and Senior Special Agent Howlett for their presentation.

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

Colonel Cobb reported:

- 13<sup>th</sup> Academy Graduation will be on August 29, 2024
- 14<sup>th</sup> Academy with 20 positions begin in March 2025
- The Elk Challenge Coin
- CPOs attended 476 events
- Law Enforcement will host NEAFWA in Fall
- The Law Enforcement Annual report is available.

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

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

In the essence of time, the Director did not give a report.

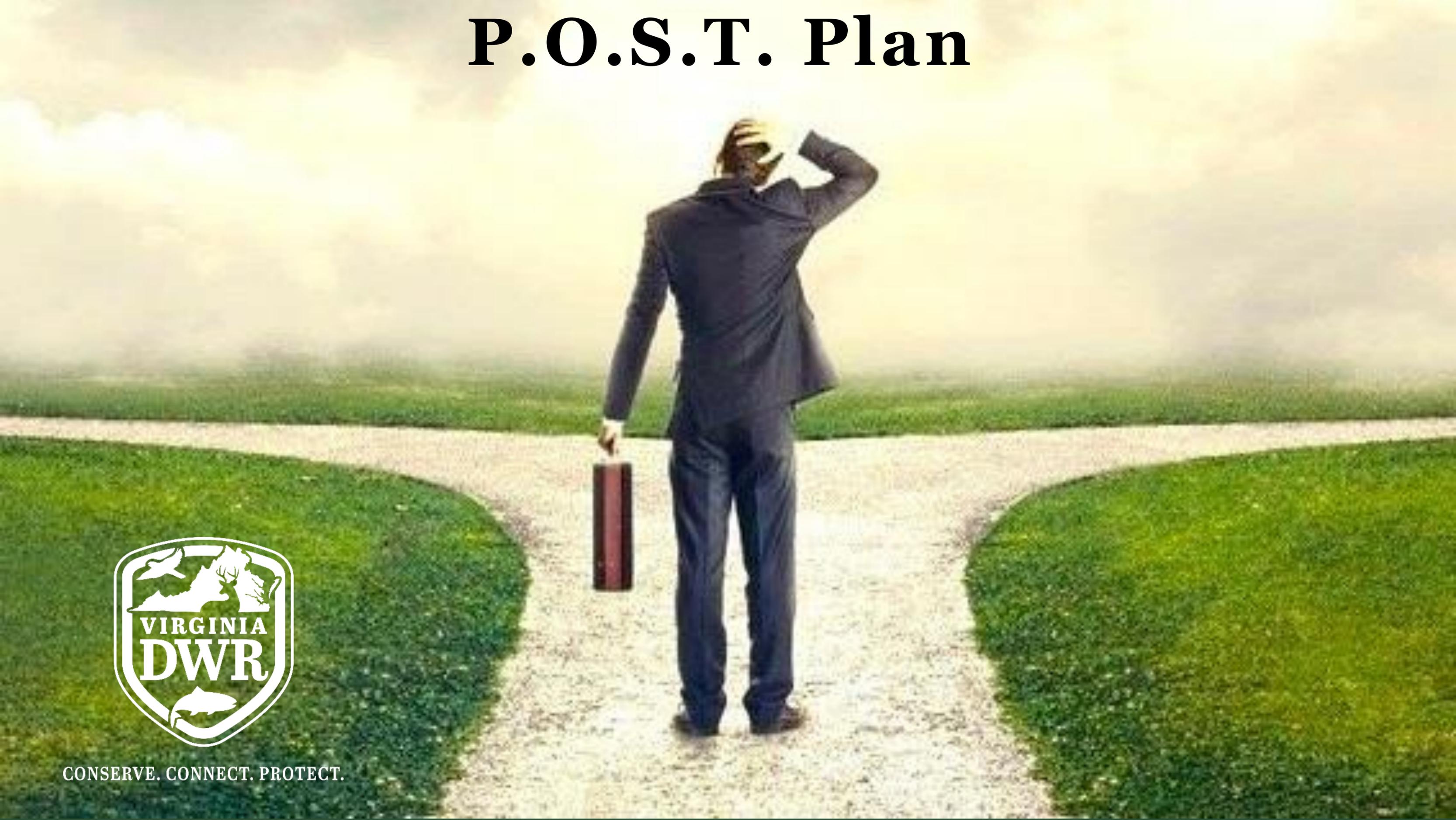
**Chair's Report:**

The Chair thanked Law Enforcement staff for their presentations and always is appreciative of hearing the great work from law staff.

The Chair announced the next Law Enforcement committee meeting will be Wednesday, October 23, 2024, and asked if there were any additional comments, hearing none, he adjourned the meeting at 3:15 pm.

Respectfully submitted,  
/s/ Frances Boswell

# P.O.S.T. Plan



CONSERVE. CONNECT. PROTECT.

# What is P.O.S.T.

## PRIORITIES

Developed by HQ

- Public Safety
- Resource Protection
- Agency Lands & Facilities
- License & Permit Compliance

Unlikely to Change

## OBJECTIVES

Established by HQ & Field Captains

- Recreational Boating Safety
- Boating/ Hunting Incident Investigations
- Waterfowl Enforcement
- Hound Hunting Enforcement

Subject to Change Depending on Agency/Division Initiatives

## STRATEGIES

Established by Lieutenants, First Sergeants, & Sergeants

Will Change Month to Month, Seasonally, etc.

## TACTICS

Established by First Sergeants & Sergeants with input from CPOs

Will Change Frequently Depending on District Goals, Focus and Intelligence



# P.O.S.T. Timeline



# Why P.O.S.T.

## GOAL

**To develop professional well-rounded officers who are given the proper guidance and the very best opportunity to be successful in a challenging law enforcement environment**

## WHY

Assist with LE operational planning and implementation

Provide consistent clear statewide guidance and expectations of performance

Provide Supervisors meaningful methods to effectively approach and solve LE challenges and enforcement priorities

Proactively measure the success of these methods

To provide relevant feedback to all levels of the command structure for these actions and the accountability of individual and group performance for mission success



# Primary Components

## **New & Improved District Meeting Agenda**

- **Streamline administrative processes**
- **Focus on setting goals, developing tactics & strategies to accomplish those goals, and measuring success**

## **Interim Evaluations with a Self-Reflection Component**

- **Improve our evaluation process**
- **Foster two-way communication between CPOs and Sergeants**
- **Provide CPOs an opportunity to have input into their evaluations**
- **Create uniformity in our evaluation process**

## **Microsoft Teams**

- **Promote teamwork**
- **Improve communication within the district**
- **Eliminate the need for repetitive communication**
- **Aid CPOs in scheduling and completing tasks**
- **Aid Sergeants in tracking and ensuring tasks are completed**

## **Other Improvements**

- **Region Staff Meetings moved to the end of the month following Command Staff meetings**
- **District Meetings prior to the 10th of each month**
- **Separation of OSTRAINING & OSOUTREACH incident codes**



# Questions?

