



## **Virginia Law Enforcement Symposium**

**September 26-27, 2024 • Virginian Hotel – Lynchburg, Virginia**

*In partnership with DMV Virginia Highway Safety Office &  
Virginia Department of Criminal Justice Services*

**DCJS APPROVED for 11.5 hours In-Service Credit (9.5 hrs Career Development, 2 hrs Cultural Diversity)**

### **Thursday, September 26, 2024**

8:00 am – 8:30 am	Registration and Breakfast
8:30 am – 9:00 am	Welcome and Introductions
9:00 am – 10:00 am	<b>DUI/DUID</b> Paula Bruns, TSRP/CASC Staff Attorney, Commonwealth's Attorneys' Services Office
10:00 am – 10:30 am	Midmorning Break
10:30 am – 12:30 pm	<b>Diversifying your Agency: Developing and Mentoring Female Officers</b> Captain Faith Flippo, Richmond Police Department
12:30 pm – 1:30 pm	Lunch
1:30 pm – 2:30 pm	<b>Organized Retail Crime</b> Kyle Woods, Director of Organized Retail Crime, Office of the Attorney General Judi Lynch, Director of Outreach for ORC, Office of the Attorney General
2:30 pm – 3:00 pm	Afternoon Break
3:00 pm – 4:00 pm	<b>Police Investigative Tools Training</b> CARFAX for Police

### **Friday, September 27, 2024**

7:30 am	Breakfast
8:00 am – 10:00 am	<b>Critical Incident Management &amp; Affected Employees</b> Captain Lisa Singleton, Lynchburg Police Department
10:00 am – 10:30 am	Midmorning Break
10:30 am – 12:00 pm	<b>Successful Traffic Enforcement Programs</b> Chief (Ret.) Howard Hall Assistant Chief Bob Blakley, Fairfax Co. Police Department
12:00 pm – 1:00 pm	<b>Lunch &amp; Update from DMV Virginia Highway Safety Office</b>
1:00 pm – 3:00 pm	<b>MAGNUS Leadership, Improving Capacity and Well-Being</b> Justin King, CPSO, National Command and Staff College



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### **Speaker Bios**

#### **Paula Bruns, TSRP/CASC Staff Attorney, Commonwealth's Attorneys' Services Office**

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Paula M. Bruns has been the Traffic Safety Resource Prosecutor (TSRP), with the Commonwealth's Attorneys' Services Council (CASC), since February 2022. She was a prosecutor for over 25 years having served as an Assistant Commonwealth's Attorney and Deputy Commonwealth's Attorney in Virginia Beach and Norfolk. Paula has handled a wide spectrum of cases including grades of homicide, malicious wounding, gang cases, robberies, additional violent crimes, drug offenses, DUI, crimes involving children, burglaries, larcenies and others.

#### **Lieutenant Warren Gosnell, Frederick County Sheriff's Office**

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As Traffic Safety Coordinator and Lieutenant of the Traffic Division of the Frederick County, Virginia Sheriff's Office (FCSO), Lt. Gosnell has entered his 27th year of law enforcement. He oversees the agency's highway safety grants and DUI / DUID enforcement efforts and education initiatives. Warren is the 2018 Governor's Transportation Safety Award for Law Enforcement recipient in recognition of his ongoing work in the field of traffic safety education. He is a past winner of the MADD award in the Staunton District, has received several Life Saving awards and in 2022 was presented with the Meritorious Conduct Award at the Winchester / Frederick County Valor Awards. Lt. Gosnell, and his unit, investigate fatal crashes handled by the sheriff's office while he continues to work alongside his team in ongoing enhanced traffic enforcement efforts. He is certified as a General Instructor and Speed Measurement Instructor by Virginia DCJS and has been certified as an SFST Instructor. He serves as a Criminal Justice Academy instructor in speed measurement, motor vehicle code, accident investigation, and assists with instructor recertifications. Lt. Gosnell also acts as the agency's Public Information Officer where he handles FCSO's social media presence and provides statements / interviews to the news media. He speaks on traffic safety and enforcement initiatives to high school students, businesses, civic groups, and local government entities. He has also appeared before, and testified in front of, the Virginia General Assembly and national law enforcement audiences.

#### **Captain Faith Flippo, Richmond Police Department**

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Born in New Jersey, Faith Flippo made her way to Richmond in 2002. Her career with the Richmond Police Department started in 1st Precinct, serving the Church Hill neighborhoods. After that she worked as a Forensic Detective and was promoted to Sergeant where she served the Southside community. Faith shared the rest of her years as a sergeant and lieutenant between 2nd Precinct and the Major Crimes Division. In January of 2020 she was promoted to captain where she served as the OIC to Community Youth and Intervention Services (C.Y.I.S.). C.Y.I.S. is a unit that is solely committed to community outreach and youth development. She oversaw the Community Care Unit, School Resource Unit, Police Athletic League, Code Enforcement and L.I.F.E. program. In December of 2020 Faith was transferred to 3rd Precinct where she was the Commander to the officers in the West End and parts of the Southside of Richmond at the 3rd Precinct. In December of 2023 Faith was transferred to the Training Academy where she currently oversees all training and development for the current and future police officers of the City of Richmond.

Faith always knew she had a calling to serve others and was compelled to become a police officer. Representing women in a field made up predominantly of men, Faith prides herself in her ability to show that women can also serve in this capacity – while making a positive impact. She graduated from Radford University and ran track for the Highlanders as a student athlete. Faith, her husband and three children reside in the surrounding Richmond area and are proud to call it home.

### **Kyle Woods, Director of Organized Retail Crime, Office of the Attorney General**

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Kyle Woods resides in Richmond, VA, where he serves as the Director of Organized Retail Crime for the Office of the Virginia Attorney General. Kyle has an extensive background in law enforcement, having served in various roles with the Chesterfield County Police Department for over twelve years. He has been serving in the U.S. Navy Reserves as a Master-at-Arms for over 16 years. Kyle holds several licenses and certifications, including Basic Hostage Negotiator, Firearms Training Instructor, Field Training Officer, Law Enforcement Training Instructor, SFST Instructor, and currently holds a Secret Security Clearance. He attended American Military University, where he studied criminal justice and business. Professionally, Kyle has worked closely with partners from both the public and private sectors, including the US government and various law enforcement agencies. In his current role, he leads efforts to combat organized retail crime by developing comprehensive strategies to identify, investigate, and prosecute organized retail crime networks. He works with law enforcement agencies and retailers to enhance intelligence sharing, coordinates anti-theft efforts, oversees a specialized team dedicated to addressing retail crime trends, and manages an online criminal information exchange system to facilitate real-time data sharing. Previously, Kyle served as a Coordinator at the Virginia Office of the Attorney General, focusing on violent crime reduction and public safety. His career is marked by his expertise in operations, intelligence, risk management, and security, with extensive experience in leadership and a deep commitment to mentorship.

### **Judi Lynch, Director of Outreach for ORC, Office of the Attorney General**

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Judi M. Lynch, who proudly considers Southwest Virginia “home,” currently resides in Henrico, VA where she serves as Director of Outreach for Organized Retail Crime for the Virginia Office of the Attorney General. Judi graduated from Longwood University with a Bachelor of Arts degree, followed by Virginia Polytechnic Institute and State University [Virginia Tech] where she received her Master of Arts in Education and Doctor of Philosophy degrees. Judi has worked in the Virginia General Assembly for several members of the House of Delegates and Senate of Virginia, at Virginia Tech as Coordinator of Alumni and Student Programs, Director of Undergraduate Recruiting for the College of Engineering, and Director of Special Initiatives for the Virginia-Maryland College of Veterinary Medicine, followed by Principal of Saint Gertrude High School in Richmond. Judi was appointed to serve on the Longwood University Board of Visitors by both Governor Glenn Youngkin and Governor Bob McDonnell, having held the position of Vice Rector during each term, and was also appointed by Governor McDonnell to serve on the Virginia Taskforce on School and Campus Safety. In her free time, Judi enjoys Virginia Tech football and looks forward to watching a few games at “home” in Lane Stadium this fall! (Go Hokies!)

### **Lieutenant (Ret.) Michael Ledoux, CARFAX for Police**

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Lt. Michael Ledoux retired from the Nashua New Hampshire Police Department in December of 2011, having served the agency for over 24 years. His experience in police work is very diverse, having worked in nearly every bureau within his agency. Upon retirement from police work Michael immediately took a position with CARFAX. Michael has worked extensively with several Major Auto Theft Investigative Units since joining CARFAX. He is an elected director with IAATI and the 1st Vice President for NEIAATI and serves on the IACP Vehicle Crimes Committee where he recently led a sub-committee on vehicle investigation resources. He is currently the Business Development Director for CARFAX for Police. In this role, he works with Law Enforcement Agencies in the United States and Canada. His responsibilities include obtaining police related accident data in exchange for a unique suite of Law Enforcement specific tools that utilize CARFAX’s extensive VIN database and signature CARFAX Reports to assist in solving crime. Michael is also responsible for training CARFAX partner agencies on the use of these tools. These trainings are either on site at local or regional event hosted by a law enforcement agency or via a monthly Law Enforcement Webinar Training hosted by CARFAX.

Michael has spoken before the IACP Vehicle Crimes Committee, The Major City Chiefs, The National Center for Missing and Exploited Children, The National Interdiction Conference, IAATI, NOTFEA and of law enforcement agencies across the US and Canada. Michael has trained agencies in the use of the Investigative Tools to include Toronto Police, Atlanta Police, Metropolitan Police, Los Angeles Police, Phoenix Police, Ottawa Police and Miami Dade police to name a few.

Michael served in the US Army with the 7th Special Forces Group and the 82nd Airborne Division. Michael has a

Bachelor's Degree in American Studies from Franklin Pierce University and an MBA in Organizational Leadership from Rivier University.

### **Captain Lisa Singleton, Lynchburg Police Department**

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Lisa Singleton has been employed with LPD since December 2002. Throughout her career, she has worked in Patrol, Vice & Narcotics, Criminal Investigations, Traffic & Safety, and the Office of the Chief of Police. She has served as a Staff Lieutenant, Commander of the Crisis Negotiations Team, and the LPD Public Information Officer. As the current Captain of the Administration Bureau, she oversees Professional Standards, Personnel & Recruiting, Training, Records & FOIA, Animal Control and the Information Desk.

Lisa has received career awards for Meritorious Service, Honorable Service, and Firearm Proficiency. She has completed several leadership programs including the Institute for Leadership in Changing Times, the VACP Professional Executive Leadership School, and the National Criminal Justice Command College at UVA.

Lisa is a native of Bedford County and graduated from East Carolina University in 2000. She is married to Retired (LOD) LPD Sergeant Kevin Singleton and they have two children – Kaitlyn (15) and Colten (10). In her spare time, Lisa enjoys camping with friends, traveling abroad, and time with family. She also serves as the President of the Lynchburg Police Helping Hands Foundation which is a local non-profit organization that raises money to assist LPD employees and their families during times of need.

### **Chief (Ret.) Howard Hall**

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Howard B. Hall has over 36 years of law enforcement experience. He served as Chief of the Roanoke County, Virginia Police Department from August 13, 2012 to January 1, 2023. He led an internationally accredited agency that includes 140 sworn and 16 non-sworn personnel. The Department is a full-service agency that serves an area of 251 square miles and over 90,000 citizens. During his tenure, the Department adopted evidence based practices, including implementation of the Data Driven Approaches to Crime and Traffic Safety (DDACTS) model and enhanced use of crime and traffic crash analysis to deploy operational resources. Another priority was improving responses to persons in crisis. In conjunction with the George Mason University, Chief Hall led the first randomized control trial of a co-responder approach to these incidents. Additional accomplishments included the development and implementation of the agency's first strategic plan, construction of the Roanoke County Criminal Justice Academy, implementation of an enhanced compensation plan, an employee wellness program, and numerous school safety efforts.

Chief Hall completed a 26-year career with the Baltimore County, Maryland Police Department in June of 2012. At the time of his retirement, he was the Commanding Officer of the Operations Support Section, where he was responsible for numerous specialized functions including Traffic Management, Tactical, K-9, Marine, Mobile Crisis, and Aviation. Other command assignments included training, patrol, traffic, employment, and special operations.

During his career, Chief Hall has been involved in a number of special projects including the implementation of training programs, the development of traffic programs and procedures, and the implementation of specialized units. He has played a key role in the implementation of the Data Driven Approaches to Crime and Traffic Safety model on the local and national levels. He has served in a command capacity at numerous critical incidents and special events, including tactical operations, visits of the President of the United States and Pope John Paul II to Baltimore, and the 2009 Presidential Inauguration. Chief Hall is a member of the adjunct faculty at the Institute of Police Technology and Management at the University of North Florida. He is a member of the International Association of Chiefs of Police, where he serves on the Roadway Safety Committee. He is also a Past-President of the Virginia Association of Chiefs of Police, co-chair of the Virginia Highway Safety Committee, and a past chairperson of the Executive Board of the Washington-Baltimore HIDTA.

Chief Hall holds a Master of Public Administration Degree and a Graduate Certificate in Police Administration from the University of Baltimore. His Bachelor of Arts degree is from the University of Maryland. He graduated from the FBI National Academy and is a past president of the Maryland/Delaware Chapter - FBI National Academy Associates. During his career, Chief Hall has received a number of awards including the Public Service Award from the National Highway Traffic Safety Administration and the Distinguished Contribution to the Profession Award from the Baltimore County Police Foundation. He received the 2012 J. Stannard Baker Award

for lifetime contributions to traffic safety from the International Association of Chiefs of Police. Chief Hall is a 2019 inductee into the Evidence-Based Policing Hall of Fame at George Mason University's Center for Evidence Based Crime Policy.

### **Assistant Chief Bob Blakley, Fairfax Co. Police Department**

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Assistant Chief Bob Blakley is a veteran of the United States Marine Corps and has spent his entire adult life in service to others. Upon leaving the Marines in 1998, Assistant Chief Blakley became a Trooper with the Virginia State Police until 2002 when he joined the Fairfax County Police Department. In his twenty-five years in law enforcement, Assistant Chief Blakley has served in a variety of operational roles to include specialties involving Civil Disturbance Response, Tactical Team (SWAT), Selective Traffic and Criminal Patrol, Crash Reconstruction, Internal Affairs, Major Crimes Investigations, Police Motorcycle Operations, and Patrol Operations. Assistant Chief Blakley has served in various command assignments, including Information Technology, Patrol, Traffic Safety, and Facilities and Logistics. Assistant Chief Blakley currently serves as the Assistant Chief of Police of Operations, encompassing nearly 1,000 police officers providing front-line operations. Assistant Chief Blakley is also well versed in the National Incident Management System (NIMS) Framework and served on a Type III Incident Management Team, capable of deploying and managing large-scale incidents around the United States and overseas. Assistant Chief Blakley currently serves on the IACP Roadway Safety Committee.

Assistant Chief Blakley has a Bachelor's degree in Human Resources Management (minor in Leadership) from the University of Richmond. He also holds a Graduate Certificate from the University of Virginia and a Master's Degree in Public Administration from George Mason University, where he serves as an adjunct professor. Assistant Chief Blakley is a graduate of the 283rd session of the FBI National Academy, the Police Executive Leadership Forum's Senior Management Institute for Police (SMIP) program, and the Virginia Association of Chiefs of Police's 41st session of the Professional Executive Leadership School.

### **Justin King, CPSO, National Command and Staff College**

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Justin King is the Chief Product and Strategy Officer (CPSO) of the National Command and Staff College. With over 33 years of Military and Government experience, he leads the organization's product and business development and implementation of the company's strategic initiatives.

Justin is a trusted consultant and coach with a reputation for developing strong, resilient organizations and confident, capable leaders. Drawing on his breadth of experience in business management, training facilitation, and in-the-trenches investigations, he inspires individuals and teams to unparalleled heights of performance.

Justin has designed, directed, and advised on high-stakes initiatives in the United States, Afghanistan, Brazil, Guatemala, Honduras, Kyrgyzstan, Mexico, Paraguay, and Ukraine. He has also restructured organizations, skyrocketing productivity and boosting morale.

Over the years, Justin built a standout career with the US Drug Enforcement Administration (DEA). As a member of the Senior Executive Service and Special Agent in Charge of the Omaha Division, he led hundreds of employees to mitigate risk, combat threats, and promote the agency's global mission—while creating a more accountable, people-centric culture. Before his assignment to the Omaha Division, Justin served as the Assistant Special Agent in Charge of the Little Rock District Office, where he strengthened investigations by providing focused, compassionate leadership to a talented and hard-working team.

Earlier, Justin advised and supported the head of the DEA's Global Training Academy in Quantico, Virginia. Offering a combination of strategic and hands-on leadership, he ensured efficient administration and seamless delivery of training programs for agents, diversion investigators, intelligence analysts, chemists, and leaders in 60+ countries around the world.

Before joining the Office of Training, he excelled as Section Chief and Team Leader of the DEA's Foreign-deployed Advisory Support Teams (FAST) initiative. He mobilized teams and worked alongside foreign agencies and Special Operations Forces to provide training and drive complex operations in Afghanistan, Mexico, Paraguay, and Ukraine. His rigorous in-country programs deepened international partnerships and improved host-nation law enforcement efforts, while offering vital instruction on tactical, medical, and investigative techniques. In addition, he expanded US capabilities by facilitating the first certification courses for DEA's elite Special Response Teams, after helping to develop the curricula earlier in his career.

His previous field assignments include Group Supervisor and Special Agent with the Oklahoma City District Office, where he brought discipline, tenacity, and enthusiasm to his work as a business and investigative leader. In these positions, he directed and contributed to a High-Intensity Drug Trafficking Area (HIDTA) task force that implemented pivotal investigations with local and worldwide impact.

Justin joined the DEA as a Special Agent in the Laredo District Office and was quickly promoted to the FAST program due to his strengths in leadership, training, and diplomatic communication. Collaborating with peers and international partners, he designed and delivered training courses and conducted joint operations with law enforcement and Special Operations Forces in Afghanistan, Guatemala, Honduras, and Kyrgyzstan.

Throughout his career with the DEA, Justin increased teamwork, eliminated friction, and enhanced outcomes at every turn. He laid the foundation for this success in the United States Army and Army National Guard as both an enlisted soldier and officer. Serving in the Infantry Branch, he held multiple leadership positions while also working as a staff officer, trainer, and Officer Candidate School Instructor.

Justin is an engaging speaker and presenter with great communication skills, solid instincts, and an unwavering commitment to people. He has completed executive and leadership development programs at several institutions including the National Command & Staff College (top graduate), the University of Notre Dame's Mendoza School of Business and the University of Virginia's Darden School of Business. He holds a BA in Political Science from the University of Oklahoma.