



Virginia Association of Chiefs of Police & Foundation and
Virginia Association of Campus Law Enforcement
Administrators



2022 Winter Conference

February 2-4, 2022

Hilton Short Pump Conference Center • Henrico County

Wednesday, February 2, 2022

- 8:00 a.m. – 5:00 p.m. – **Conference Registration** – Capital Ballroom Foyer
- 8:00 a.m. – **VACP Executive Board Meeting**
- 9:00 a.m. – **VACP Nominating Committee Meeting** – Chief Jim Williams, Chair
- 10:30 a.m. – **Conference Opens**
 - *VACP Welcome:* Middleburg Chief A.J. Panebianco, VACP President
 - *VACLEA Welcome:* VMI Chief Mike Marshall
 - *Posting of the Colors and the Pledge of Allegiance:* Henrico County Honor Guard
 - *Host Welcome:* Henrico Police Chief Eric English
- 10:45 a.m. – Noon – **“Emotional Intelligence and Executive Decision Making”** – Thomas Bullock, Virginia Risk Sharing Association
- Noon – 1:00 p.m. – **Luncheon**
 - *Speaker:* Hon. Robert Mosier, Virginia Secretary of Public Safety & Homeland Security
- 1:00 – 2:00 p.m. – **Snapshot of Virginia Law Enforcement Mental Health Survey Results** – Herndon Police Chief Maggie DeBoard
- 2:00 – 2:30 p.m. – **Break**
- 2:30 – 3:30 p.m. – **“Creating a Positive Agency Environment”** – Chesterfield County Police Chief Jeffrey Katz
- 3:30 – 5:00 p.m. – **VACP Business Meeting**
 - **Board Elections**
 - **VACP Programs Update**
 - **“MyVACP” Community Networking Platform**
- 5:00 p.m. (*or as soon as VACP Business Meeting ends*) – **VACLEA Board Meeting**
- 5:00 – **Dinner on your own**

THANK YOU TO OUR CONFERENCE SPONSORS!



Thursday, February 3, 2022

- 7:30 a.m. – **Registration/Continental Breakfast/Booth Visits** – Capital Ballroom Foyer
 - *Breakfast Sponsored by ZeroEyes*
- 8:00 – 8:05 a.m. – **Welcome and Oath of Honor**
- 8:05 – 9:00 a.m. – **“GuardianScore and Community Surveys”** – Warrenton Chief Michael Kochis & Burke Brownfeld, GuardianScore
- 9:00 – 10:00 a.m. – **Public Safety Exhibitor Introductions; Break & Booth Visits** – Capital Ballroom Foyer
- 10:00 a.m. – Noon – **“Developing a School Safety Ecosystem: A Step-by-Step Approach to Building and Establishing an Effective School Safety Plan”** – Chief (Ret) Frank Kitzerow, President, National Association of School & Campus Police Chiefs
 - *Speaker Sponsored by Virginia Risk Sharing Association (VRSA)*
- 12:00 – 1:00 p.m. – **Luncheon, sponsored by Verizon Wireless**
 - *Speaker: John Rychlak, Lexipol*
- 1:00 – 2:00 p.m. – **“School Safety Ecosystem,” continued** – Chief Kitzerow
- 2:00 – 3:00 p.m. – **Break & Public Safety Exhibitor Booth Visits** – Ballroom Foyer
- 3:00 – 5:00 p.m. – **“Why Do I Know What I Think I Know? Questions Every Agency Needs to Answer”** – John Bostain, Command Presence

The presentation challenges Chiefs and Command Staff Personnel to break the cycle of "the way we've always done it" and make data-based decisions that affect the culture of their organizations. For example, every agency says they do "Community Policing," but what evidence do they have that it's effective? Do they have a lot of Community Policing "programs" (i.e. shop with a cop and Citizen Academies) or do they have evidence of strong relationships? How would their communities rate them? Asking the question, who is REALLY shaping the culture of their organization? Asking "Do you have a healthy culture?"how do you know? What's your evidence? (Group Discussion)
- 5:00 – **Dinner on your own**

Friday, February 4, 2022

- 7:00 – 8:00 a.m. – **Breakfast**
- 8:00 – 10:00 a.m. – **Legislative Update and Issues Roundtable** – VACP/VACLEA Executive Director Dana Schrad & VACP Legislative Committee Chair Maggie DeBoard
- 10:00 a.m. – 10:30 a.m. – **Break**
- 10:30 a.m. – 11:30 a.m. – **DCJS Programs and Projects Update** – DCJS Director Shannon Dion and staff
- 11:30 a.m. – **Adjourn**

Thank you to our VACP/VACLEA Public Safety Partners who have display booths and representatives. Please take a moment to visit those who are here in support of Va. law enforcement and campus safety.

SPEAKER BIOS

Thomas Bullock, Director of Education and Training, VRSA

Thomas Bullock currently serves as director of education and training for the Virginia Risk Sharing Association (VRSA) He joined VRSA in 2006 as a law enforcement specialist, after working for 14 years as a police officer. As an officer, Bullock worked in narcotics, community policing, and patrol. Bullock holds an associate degree of applied science in police science from Southside Virginia Community College, a bachelor's degree in the administration of justice from Virginia Commonwealth University, and a master's degree in administration-human resources administration from Central Michigan University. Bullock holds the Associate in Risk Management – Enterprise Risk Management designation.

Hon. Robert “Bob” Mosier, Secretary of Public Safety and Homeland Security

Sheriff Robert “Bob” Mosier is a native Virginian with a distinguished career as a law enforcement professional. His career spans over 30 years in local, county, Federal Government, domestic, and international law enforcement. He began as a police dispatcher at the age of 19, and at 21 graduated with Top Overall Achievement as a Patrol Officer.

While in Fauquier County, Bob began as a Deputy Sheriff, and throughout his career served as Commander of Special Operations, Patrol Division, and Criminal Investigations Division. Bob developed and implemented community policing programs, managed security for large public events, and distinguished himself by earning numerous Letters of Commendation, two Unit Citation Awards, a Distinguished Service Award, a Community Service Award, and a Valor Award. In 1996, he was selected by the U.S. Department of State to serve in Bosnia and Herzegovina with the International Police Task Force as a Station Commander, where he represented the Fauquier County Sheriff's Office. Following that assignment, Bob served with the International Justice Mission, a human rights organization, as Director of Investigations working in Asia, Middle and Near East, Africa, and Latin America.

Bob later served as a senior representative for a U.S. Department of Defense law enforcement program in which he provided daily oversight of all administrative, logistical, operational, and training requirements for 300 law enforcement professionals. Following that service, Bob became a GS-15 Deputy Senior Executive Police Advisor for the Iraq Bureau of International Narcotics and Law Enforcement Affairs with the U.S. Department of State, overseeing 150 Senior Police Advisors. Most recently, Bob supported the U.S. Department of Defense as the Senior Associate for Law Enforcement Operations with Obsidian Solutions Group.

Bob Mosier was elected the 60th Sheriff of Fauquier County in November 2015 and took office on January 1, 2016. As Sheriff, he immediately implemented a plan, which paved the way for change, with law enforcement accreditation through the Virginia Law Enforcement Professional Standards Commission. Sheriff Mosier instituted professional change at the Sheriff's Office, by embracing new technologies for the enforcement of criminal, illegal drug and gang activities, modern traffic safety concepts, enhancement of school safety and better partnerships with the community. Sheriff Mosier was appointed by the governor to the Criminal Justice Services Board in 2021 and to the Substance Abuse Services Council in 2020.

Chief Maggie DeBoard, Herndon Police Department

Chief Maggie A. DeBoard currently serves as Immediate Past President of the Virginia Association of Chiefs of Police & Foundation (VACP). She was elected to the VACP Executive Board in 2017 as Third Vice President. Chief DeBoard is the first woman to serve as President of the VACP.

Chief DeBoard was appointed Chief of Police for the Herndon Police Department in March 2012. She began her career in law enforcement in 1986 with the Fairfax County Police Department, where she served for more than 25 years before retiring as a deputy chief. She was the first female to command the Special Operations Division, leading the County's SWAT, EOD and Civil Disturbance Units for over 4 years.

Chief DeBoard holds a Bachelor of Science degree in Criminal Justice from George Mason University and a Masters of Arts in Security Studies (Homeland Security and Defense), from the Naval Postgraduate School. She is also a graduate of the FBI National Academy and the WestPoint Leadership program. Chief DeBoard has extensive experience in community policing, patrol and special operations, training, leadership development, and officer safety. In 2017, she was appointed by Governor Terry McAuliffe to the Virginia Forensic Science

Board for a four-year term. In 2021, she was appointed by Governor Ralph Northam to the Criminal Justice Services Board.

In a volunteer capacity, Chief DeBoard served for 10 years as President of the Police Unity Tour – Chapter IV, a non-profit organization dedicated to raising awareness of law enforcement officers killed in the line of duty, and raising funds for the National Law Enforcement Officers Memorial Fund in Washington, D.C.

Chief Jeffrey S. Katz, Chesterfield County Police Department

Colonel Jeffrey S. Katz was sworn in as the Chesterfield County Police Chief in January 2018. He started his law enforcement career in 1989 as a police cadet with the Plantation, Florida, Police Department. Katz was later hired by Plantation as a community service officer. In 1994, he joined the City of Parkland, Florida, Public Safety Department as both a full-time police officer and professional firefighter. He joined the Boynton Beach, Florida, Police Department in 1998. He was promoted to the rank of sergeant in 2001 and earned the rank of lieutenant in 2004. Katz assumed his role as chief of the Boynton Beach Police Department on an interim basis in July 2013. He was permanently appointed as the 32nd chief of the Boynton Beach Police Department in September 2013. After graduating with a bachelor's degree in criminal justice from St. Leo University, Katz earned a master's degree in business leadership from Nova Southeastern University. Chief Katz is a graduate of the Southern Police Institute's Command Officer Development Course and the FBI National Academy and has completed several executive level courses in leadership and management through Harvard University and the University of Notre Dame.

Chief Michael Kochis, Warrenton Police Department

Chief Kochis brings more than 20 years of law enforcement experience to the Town of Warrenton. He started his law enforcement career in 1999 with the Roanoke City Police Department after serving 6 years in the United States Army as a paratrooper. During his time with the Roanoke City Police Department, he worked in various assignments to include patrol, the community policing unit, and as a homicide detective. After several years with Roanoke, he moved to Northern Virginia where he worked for the Alexandria Police Department eventually retiring as a commander within the Patrol Bureau. While in Alexandria he served in all major bureaus to include patrol, narcotics, traffic, and criminal investigations. As commander of the narcotics section, he implemented several innovative strategies to address the opioid crisis to include creating a steering committee to implement the first drug treatment court in the City of Alexandria. He was also assigned as the department's representative to the Old Town Business Association where he attended monthly meetings meant to maintain a dialog with business owners and stakeholders involved in planning and tourism within the Old Town section of Alexandria.

In 2020 Chief Kochis was appointed Chief of Police of the Warrenton Police Department. Just one month into his tenure the COVID 19 pandemic struck, along with a budget crisis and an amount of scrutiny being placed on the law enforcement profession that hadn't been seen in many years. Chief Kochis has implemented several strategies and programs designed to increase transparency and involve community members in updating the department's policies and procedures, including the creation of a community action team that meets monthly.

Michael is married and has two teenage boys. He holds a Bachelors Degree in Criminal Justice Administration and a Masters Certificate in Criminal Justice Education from the University of Virginia. He is a graduate of the FBI National Academy Class 274 and holds the certified public manager designation through the George Washington University, Center for Excellence in Public Leadership.

Burke Brownfeld

Burke is the Co-Founder of Guardian Score. He is passionate about procedural justice and working to better understand the police / community relationship. His career started as a police officer in his hometown of Alexandria Virginia. After serving with the Alexandria Police for 6 years, Burke worked and lived in South America with the US Peace Corps, protecting and supporting the safety and security of U.S. citizens. Since then, Burke has held a variety of senior leadership positions with organizations such as WMATA Metro Transit Police and Visa Incorporated. Burke was also one of the producers of the Emmy-nominated documentary film, "Charm City" which focused on police / community relationships in Baltimore. Additionally, Burke has published a variety of articles about the criminal justice system, and developed and delivered training for both corporate conferences and law enforcement leadership teams on the topic of Empathetic leadership.

Chief Frank Kitzerow, Ret.

Chief Frank Kitzerow is a nationally recognized expert in the school safety arena. He is the former Chief of Police and School Safety Specialist for the Palm Beach County School District Police Department and was responsible for the safety and security in the 10th largest school district in the U.S., consisting of 187 schools, 197,000 students, and over 20,000 employees, encompassing a culturally diverse county of approximately 2,300 square miles.

Following the tragic events at the Marjory Stoneman Douglas High School, Chief Kitzerow developed and implemented a benchmark-setting, comprehensive school safety ecosystem that leverages prevention, intervention, and diversion strategies, coupled with progressive emergency response initiatives.

Chief Kitzerow has more than 40 years of law enforcement experience, including 18 years as a progressive, successful police chief. He holds a Bachelor's Degree in Business Management and a Master's Degree in Public Administration. Chief Kitzerow is also a graduate of the FBI National Academy in Quantico, Virginia.

Chief Kitzerow previously was Chief of the Jupiter, Florida and Portsmouth, Virginia Police Departments.

John Bostain

John Bostain is the President of Command Presence, LLC. John has committed the last 23 years to law enforcement, 20 of which have been as a law enforcement trainer. He has presented nationally and internationally on contemporary law enforcement topics such as dynamics of officer/citizen encounters, use of force, human performance factors, and instructor development. He's certified as a Force Analyst by the Force Science Institute (FSI) and holds a B.S.Ed in Adult Education from Valdosta State University.

John began his career with the Hampton Police Division (HPD) in Hampton, Virginia where he served as a Uniformed Patrol Officer, Narcotics Investigator, Academy Instructor, Detective, and Patrol Supervisor. He served on the departmental S.W.A.T. Team, Bike Patrol Unit, and was the Advisor for the Law Enforcement Exploring Program. He held Virginia DCJS certifications as a firearms instructor, defensive tactics instructor, and driving instructor, in addition to several other instructor certifications.

After leaving HPD in 2001, John spent 13 years at the Federal Law Enforcement Training Center (FLETC) in Glynco, GA serving as an Instructor and Senior Instructor for Defensive Tactics, Patrol Procedures, and Use of Force. He also held position as a Program Specialist in the Rural Policing Institute, Training Transformation Office, and Training Management.

In 2012, he became the recipient of the prestigious Trainer of the Year Award as selected by Law Officer Magazine. John is an Instructor Trainer (Core Instructor) for the Below 100 Program and is a member of the instructional staff of the BJA VALOR for Blue program. John is also an Advisory Board Member of the International Law Enforcement Educators and Trainer's Association (ILEETA)

Dana Schrad

Executive Director of the Virginia Association of Chiefs of Police since January, 1996, where she oversees the development of training programs for police executives and advocates on policing and criminal justice issues on behalf of the association. She also is the Executive Director for the Virginia Association of Campus Law Enforcement Administrators. Dana is a member of the Virginia Board of Juvenile Justice, and serves on the Highway Safety Committee for the International Association of Chiefs of Police. She has served on numerous Virginia administrative and legislative special study workgroups and committees. Dana is a 1980 graduate of the University of Nebraska School of Journalism and a 1988 graduate of the T. C. Williams School of Law at the University of Richmond. She has taken doctoral courses at Virginia Commonwealth University, and has taught Constitutional Law and Current Criminal Justice Issues for the Bluefield College criminal justice undergraduate program. Dana was Staff Attorney for the Virginia State Crime Commission from 1989 until 1996, where she was in charge of a variety of criminal justice and law enforcement studies and ran a Drug Trafficking Study task force for two years. She directed a study of drug courts and worked as part of a team to help localities develop drug court programs. Dana has been a school-community team trainer, and has worked with a variety of youth risk prevention programs. Prior to entering law school, she worked at a CBS television affiliate for ten years, where she was a police beat reporter, Executive Producer and Assignment Editor.