



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



2024 Winter Conference

February 7-9, 2024

Hilton Short Pump Conference Center • Henrico County

CONFERENCE AGENDA

* DCJS-APPROVED: 12.5 hrs partial in-service credit — 10 hrs Career Development, 2.5 hrs legal *

Wednesday, February 7, 2024

- 8:00 a.m. – 5:00 p.m. – **Conference Registration** – Capital Ballroom Foyer
- 8:00 a.m. – **VACP Executive Board Meeting** – The Barron Boardroom (Tentative)
- Tentative: **VACLEA Board Meeting**
- 10:30 a.m. – **Conference Opens** – Capital Ballroom A-E
 - *VACP Welcome:* Germanna Community College Chief Craig Branch, VACP President
 - *VACLEA Welcome:* VMI Chief Mike Marshall, VACLEA President
 - *Presentation of the Colors & Pledge of Allegiance:* Henrico County Honor Guard
 - *Host Welcome:* Henrico Police Chief Eric English
- 10:45 – 11:45 a.m. – **Updates from Virginia State Police** — Col. Gary Settle
 - **Overview of Human Trafficking Program** – F/Sgt. Justin Cowan
 - **Overview of Gaming Enforcement Unit** – F/Sgt. Kevin Johnson, Coordinator
 - **Overview of Rapid DNA Program** – Captain John Defilippi
 - **Virginia Fusion Center Update** – Captain Austin White / Lt. Jon Totty
- 11:45 a.m. – **Platinum Sponsor Presentation: "The Virginia Safe Zone Solution"** – Wayne Jenkins, Verra Mobility
- Noon – 1:00 p.m. – **Luncheon - Guest Speaker:** Special Agent Craig Hudson, VSP HEAT Program – Capital Ballroom F-G
- 1:15 p.m. – **Platinum Sponsor Presentation: University of Virginia School of Continuing & Professional Studies** — Bryon G. Gustafson, Ph.D., Asst. Professor of Public Safety, UVA & Mark Hoover, Asst. Professor of Public Safety, UVA
- 1:30 – 2:30 p.m. – **"Surviving a Pattern or Practice Investigation"** – Chief Dan Riddle, Windsor Police Department; Fred D. Taylor, Esq.
- 2:30 – 3:00 p.m. – **Break** – Capital Ballroom Foyer
- 3:00 p.m. – **Platinum Sponsor Presentation: "The Keys to a Successful ASE Program"** – Greg Hogston and Randy Campbell, Blue Line Solutions
- 3:15 – 4:45 – **"Managing the Mission"** – Chief Scott Booth, Roanoke; Chief Michael Kochis, Charlottesville; Chief John Clair, Marion; Chief Tim Longo, UVA.
- 5:00 – **Dinner on your own**

UPDATED: 01/31/24

Thursday, February 8, 2024

- 7:30 a.m. – **Registration/Continental Breakfast/Booth Visits** – Capital Ballroom Foyer
- 8:00 – 8:05 a.m. – **Welcome and Oath of Honor** – Capital Ballroom A-E
- 8:05 – 8:50 a.m. – **“Protecting the Legal, Regulated Market from Illegal Trade in Tobacco Products”** – *Speakers:* Ken Mosley, Retired US Department of Justice Senior Special Agent – ATF, Tobacco & Vape Consultant / SME; Sven Bergmann, Venture Global Consulting, Brand Protection / Anti-Illicit Trade SME; Jennifer Baird, Altria, Director, Public Policy and Law Enforcement Stakeholder Engagement; *Moderator:* Michelle Dimarob, Altria, Sr. Director, Federal Government Affairs
- 8:50 – 9:05 a.m. – **Presentation from IACLEA** – Paul Giardino, IACLEA Project Specialist
- 9:05 – 10:00 a.m. – **Public Safety Exhibitor Introductions; Break & Booth Visits** – Capital Ballroom Foyer
- 10:00 – 11:00 a.m. – **“Managing a Multi-Agency Response: A Case Study of the Collaborative and Successful Local, State, and Federal Investigation into the Austin Bomber”** – Chief Brian Manley, Ret., Austin Police Department
 - *Sponsored by Off Duty Management*
- 11:00 – 11:30 – **“Technology and the New Approach to Highway Safety”** – The Honorable Gerald Lackey, Commissioner, Virginia Department of Motor Vehicles
- 11:30 – Noon – **VACP Law Enforcement Executive Certification Presentations** – President Craig Branch
- 12:00 – 1:00 p.m. – **Luncheon** – Capital Ballroom F-G
- 1:00 – 2:00 p.m. – **“How to Prioritize Traffic Safety”** – Lt. Colonel Bob Blakley, Deputy Chief of Police – Operations, Fairfax County Police Department
- 2:00 – 3:00 p.m. – **Break & Exhibitor Booth Visits** – Capital Ballroom Foyer
- 3:00 – 5:00 p.m. – **“Beyond the Badge: Evolving Law Enforcement Through Culture & Engagement”** – Chief Maggie DeBoard, Herndon PD; Sara Haines, Founder, Cultivate Solutions; and Donald L. Rheem, CEO, Culture ID
- 5:00 – **Dinner on your own**

Friday, February 9, 2024

- 7:00 – 8:00 a.m. – **Breakfast** – Capital Ballroom F-G
- 8:00 – 10:00 a.m. – **“Extraordinary Culture Through Intentional Design”** – John Bostain, Command Presence – Capital Ballroom A-E
- 10:00 a.m. – 10:30 a.m. – **Break** – Capital Ballroom Foyer
- 10:30 a.m. – 12:00 noon – **“Legislative Update and Issues Roundtable”** – VACP/VACLEA Executive Director Dana Schrad & VACP Legislative Committee Chair Chief Maggie DeBoard
- Noon – **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

F/Sgt. Justin Cowan, Virginia State Police, Human Trafficking Unit

First Sergeant Cowan started his career as a dispatcher for a local agency. In 2012, he was accepted to the Virginia State Police academy. Upon graduation in 2013, he was assigned to the Petersburg Area Office in the Richmond Division. In 2014, he transferred to the Williamsburg Area Office in the Chesapeake Division. In 2017, he was promoted to Special Agent in the Richmond Field Office, where he served as a violent crimes investigator. He now leads the department's anti human trafficking program and supervises the investigators and staff assigned to the unit as a First Sergeant. He is a proud graduate of the Virginia Forensic Science Academy.

Captain John Defilippi, Virginia State Police BCI Culpeper Field Office

Captain John Defilippi is a 22-year veteran of the Virginia State Police and is currently assigned as the Division Commander of the Culpeper Field Office in the Bureau of Criminal Investigation. He holds a Bachelor of Science degree in physics, a Master of Science degree in criminal justice, and is a graduate of the National Criminal Justice Command College. Prior to his employment with the Department of State Police, Captain Defilippi was employed as a criminalist with the Allegheny County, Pennsylvania Coroner's Office Division of Laboratories in the Drug Chemistry and, later, Firearm and Toolmarks Sections. During his 17 years assigned to the State Police's Bureau of Criminal Investigation, he has investigated a variety of cases including homicide, officer involved shootings, domestic terrorism, sexual assaults, serial fraud, internet crimes against children, gang activity, and drug trafficking. Captain Defilippi attended the Advanced DNA Workshop hosted by ANDE in 2019 and helped to implement the Department's program and policies as their Rapid DNA Program was initiated.

F/Sgt. W. Kevin Johnson, Virginia State Police

First Sergeant W. Kevin Johnson is the Gaming Enforcement Coordinator with the Virginia State Police Bureau of Criminal Investigation. F/Sgt. Johnson is tasked with the coordination of enforcement of the Commonwealth's gaming laws by the State Police, VDACS (Virginia Dept. of Agriculture & Consumer Services), Virginia Lottery, and all other state agencies, Commonwealth's Attorneys, and local and federal law enforcement.

Captain Austin White, Virginia State Police BCI Criminal Intelligence Division

Austin White is a seasoned law enforcement professional with over 29 years of experience in criminal investigation, dignitary protection, intelligence analysis, and training. He is currently the chief intelligence officer for the Virginia State Police (VSP) and the commander of the Criminal Intelligence Division, providing proactive leadership to the analytic and investigative teams of the Virginia Fusion Center and the VSP components of the Northern Virginia Regional Intelligence Center.

As a certified instructor and trainer for multiple governmental and private sector organizations, he shares his expertise in public safety preparedness and response, crime prevention, and executive protection with diverse audiences and stakeholders. He holds a Master of Public Safety Degree from the University of Virginia, a Bachelor of Arts Degree from Virginia Tech, a Graduate Certificate from the National Criminal Justice Command College, and numerous certifications in law enforcement, emergency management, intelligence, and crime prevention disciplines. He has received multiple awards and honors for his training and outreach programs and serves as the President of the Global Shield Network, a non-profit organization dedicated to enhancing security and resilience across the globe.

Lt. Jon Totty, Virginia State Police

Lieutenant Jon Totty is a law enforcement professional with an extensive background spanning over eighteen years. His expertise encompasses the management of large-scale criminal investigations, intelligence analysis, and task force oversight. Currently serving as one of the Special Agents in Charge

UPDATED: 01/31/24

of the Criminal Intelligence Division within the Virginia State Police (VSP), Lieutenant Totty holds the position of Director for the Virginia Fusion Center (VFC).

In his role as Director of the VFC, Lieutenant Totty is pivotal in overseeing this critical institution's intelligence process and daily operations. The Fusion Center plays a crucial role in facilitating collaboration and information sharing among various law enforcement, public safety, and intelligence agencies, enhancing the overall effectiveness of efforts to combat crime and ensure public safety.

Throughout his career, Lieutenant Jon Totty has demonstrated a commitment to upholding the highest law enforcement standards and has contributed significantly to the field. His leadership and management skills have been instrumental in coordinating efforts that address complex criminal activities and intelligence challenges. As a dedicated member of the Virginia State Police, Lieutenant Totty continues to make valuable contributions to the safety and security of the community.

Bryon G. Gustafson, Ph.D, Assistant Professor of Public Safety, University of Virginia

Bryon G. Gustafson, Ph.D., is an Assistant Professor of Public Safety and Sr. Director of Public Safety programs at the University of Virginia. He is a retired Chief of Police and served as the elected Chief Sergeant-at-Arms for the California State Assembly. He previously served as Chief of Standards, Evaluation, and Research at the California Department of Justice, Commission on Peace Officer Standards and Training (POST). Dr. Gustafson is a graduate of the 218th FBI National Academy and was the 113th President of the Delinquency Control Institute at the University of Southern California (USC). He holds a Ph.D. in Public Affairs from the University of Colorado Denver, is a Pi Alpha Alpha MPA graduate of USC, holds a Magna Cum Laude BS in Psychology from Excelsior College, and a Certificate in Criminal Justice Education from the University of Virginia.

Mark Hoover, Assistant Professor of Public Safety, University of Virginia

Mark Hoover is an Assistant Professor of Public Safety and Director of the National Criminal Justice Command College at the University of Virginia. He has nearly three decades in public service. In the federal sector, Mark worked as a Special Agent for the U.S. Department of State's Diplomatic Security Service and as a Regional Security Advisor for the U.S. Peace Corps in Africa. At the state level, Mark served as Deputy Chief of Law Enforcement & Homeland Security for the California Governor's Office of Emergency Services and as Deputy Chief Sergeant-at-Arms of the California State Assembly. Earlier in his career he worked in higher education policing and campus safety.

Mark is a doctoral candidate in education (EdD/ABD). He has a post-graduate degree in Educational Leadership, a Master of Science in Joint Planning & Strategy (national security), and a Bachelor of Science in Criminal Justice. He is a graduate of the National Defense University's Joint Advanced Warfighting School (JAWS) and is a champion for public safety as a key component of our country's national security.

Chief Rodney "Dan" Riddle, Windsor Police Department

Chief Riddle began his law enforcement career in 2000. Prior to joining the Windsor Police Department in 2011 he worked for U.S. Department of Defense Police and the Portsmouth Police Department. He has worked in a large variety of assignments including Uniform Patrol, Criminal Investigations, Street Crimes, SWAT, Marine Patrol, Training Unit and the Dive Team. Chief Riddle holds a degree in Criminal Justice from Liberty University and is a graduate of the FBI Law Enforcement Executive Development Seminar, FBI-LEEDA Executive Leadership Institute, Command Leadership Institute, Supervisory Leadership Institute and the VA Chiefs of Police Professional Executive Leadership School. He is an active member of the Hampton Roads Chiefs of Police Association, the Virginia Association of Chiefs of Police and the FBI-Law Enforcement Executive Development Association.

UPDATED: 01/31/24

Fred D. Taylor, Esq., Bush & Taylor, P.C.

Fred D. Taylor is a graduate of the Walter F. George School of Law at Mercer University in Macon, Georgia, and he received his undergraduate degree from Old Dominion University. He serves on the board of directors for several local non-profit organizations, including the Boys & Girls Clubs of Southeast Virginia Suffolk Unit, Preservation of Historic Suffolk, Riddick's Folly House Museum, the Suffolk SPARC Initiative, and he is a former President of the Suffolk-Nansemond Historical Society. An advocate of constitutional liberties, Fred serves as an affiliate attorney with the Rutherford Institute. Additionally, Fred is a past President of the Suffolk Bar Association as well as a member of the Franklin-Southampton County Bar Association, and Virginia Beach Bar Association.

He is admitted to practice before the Supreme Court of Virginia, the United States District Courts for the Eastern District of Virginia and the Western District of Virginia, and the United States Court of Appeals for the Fourth Circuit.

With a reputation for results as a litigator, Fred's practice areas include business law, civil law, criminal law, elder law (with a focus on guardian and conservator litigation), family law, juvenile and children's law, land use and zoning law, personal injury, and white-collar crimes.

Chief Scott Booth, Roanoke Police Department

Scott C. Booth has 27 years of law enforcement experience, including 19 years with the Richmond Police Department, where he rose through the ranks to major. Booth previously served as deputy federal security director for the U.S. Department of Homeland Security/Transportation Security Administration in Charlotte, North Carolina. Prior to becoming Roanoke City Police Chief in October 2023, he served as police chief for the city of Danville and as police chief of Metropolitan Washington Airports Authority (MWAA). He also serves on the Virginia Law Enforcement Professional Accreditation Executive Board.

Chief Booth has a bachelor's degree from the University of Richmond in human resource management and leadership studies, a master's degree in criminal justice from Virginia Commonwealth University, and a doctorate in criminal justice from Pennsylvania Western University. Chief Booth is a VACP Certified Law Enforcement Chief Executive.

Chief John Clair, Marion Police Department

Chief Clair began his career in the U.S. Army, graduating from that military branch's police academy in 1999. As a military police officer, he undertook traditional law enforcement work at Fort Sam Houston in Texas and then was transferred to Korea, where his work focused on black market investigations and drug suppression. He returned to Fort Myer, a U.S. Army post associated with Arlington National Cemetery, where his duties ranged from dog handler to presidential support missions. During Operation Enduring Freedom, he was sent to Guantanamo Bay. Clair was honorably discharged in 2005. He then worked as a private contractor providing protective services for the U.S. State Department and the U.S. Department of Justice. Clair entered municipal law enforcement with the town of Dumfries' police department. He was working for the Prince William County Police Department when he was appointed Quantico police chief in 2013 and currently serves as the Chief of Police for the Town of Marion. Chief Clair is a VACP Certified Law Enforcement Chief Executive.

Chief Michael Kochis, Charlottesville Police Department

Chief Kochis has nearly 25 years of experience in law enforcement. After retiring as a commander with the Alexandria Police Department he spent 3 years as the Chief of Police for the Town of Warrenton. Chief Kochis currently serves as the Chief of Police for the City of Charlottesville. He has a bachelor's degree in criminal justice administration and a master's degree in public safety. Chief Kochis is a graduate of the FBI National Academy Class 274 for Law Enforcement Executives, the Senior Management Institute for Police, and the VACP New Chiefs School. He also holds the designation of Certified Public Manager, CPM, from George Washington University and is an Army Veteran. Chief Kochis is currently a member of the Virginia Professional Standards Commission and has been active in the VACP for several years.

UPDATED: 01/31/24

SSA Ken Mosley, Retired, Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF)

Ken Mosley is a retired, 30-year Senior Special Agent of the US Bureau of Alcohol, Tobacco, Firearms and Explosives (ATF), Richmond, VA Field Office. During his career, Mr. Mosley conducted federal investigations into firearms trafficking, arson, and explosives incidents, but specialized in investigating interstate and international contraband cigarette trafficking, money laundering and other related crimes. As a result, Mr. Mosley arrested traffickers from the US and 13 foreign countries, among them international fugitives, and suspected funders of terrorism. He seized millions of dollars in US currency, narcotics, firearms, counterfeit products, vehicles, and real property. Mr. Mosley was recognized by ATF as a Subject Matter Expert in investigating cigarette trafficking and worked with a small team of experts to create a new alcohol and tobacco trafficking diversion block of instruction for new Special Agents at the ATF National Academy, where he served as a certified Instructor on the topic. Mr. Mosley retired from ATF in 2019 shortly after receiving the prestigious ATF Distinguished Service Medal and has since served as a Subject Matter Expert and Consultant to clients in the Tobacco and E-Vapor industries.

Sven Bergmann, CEO, Venture Global

Sven Bergmann is the CEO of Venture Global a strategy advisory for Fortune 500 companies, Trade Associations and Governments on complex and interconnected Corporate Strategy, Brand Protection / Anti-Illicit Trade and External Affairs issues. The client portfolio spans across sectors, including luxury goods, apparel, shipping, pharmaceutical, liquor, vapor and tobacco.

He is an expert on anti-illicit trade strategies, programs and technologies and has over 20 years of experience building and enhancing the brand protection programs for some of the world's most valuable and recognized Fortune 500 brands, while also shaping and advancing anti-illicit trade enforcement policy and legislation globally.

Jennifer Baird, Director of Public Policy, Altria

Jennifer Baird is a Director of Public Policy for Altria. In her current capacity, Jennifer leads Altria's law enforcement stakeholder engagement program aimed to educate and inform law enforcement about the illicit tobacco marketplace.

Jennifer has been with Altria for over 15 years and has held a variety of roles at the company in External Affairs functions, including government affairs, regulatory strategy, and corporate citizenship.

Before joining Altria in 2008, Jennifer specialized in economic research and analysis at a DC-based consulting firm, and for the Federal Trade Commission.

Jennifer is a graduate of American University in Washington D.C. She resides in Richmond, VA with her husband, her three kids, and two dogs.

Michelle Dimarob, Sr. Director of Federal Government Affairs, Altria

Michelle Dimarob is a Sr. Director of Federal Government Affairs for Altria. Michelle has worked in and around Capitol Hill for more than 20 years – first as a Congressional staffer to Congressman George Radanovich (CA-19) and later for Congresswoman Jo Ann Emerson (MO-8) and Small Business Committee Chairman Jim Talent (MO-2).

Active in both political campaigns and public policy, Michelle served as a lead spokesperson and lobbyist for the National Federation of Independent Business (NFIB) where she worked on improving access to and affordability of health care for small businesses owners and their employees.

In 2011, Michelle returned to the Hill where she served as Sr. Advisor to Ways and Means Committee Chairman Dave Camp (MI-4). As the lead spokesperson for his communications team and chief coalition strategist, Michelle worked alongside the Ways and Means Committee team to advance trade, health care and tax policy.

Michelle joined Altria's Federal Government Affairs team in 2014 as the principal on corporate tax and wine policy. Currently, Michelle leads work on cannabis for the public policy team.

UPDATED: 01/31/24

A native of California, Michelle is a graduate of Fresno State and the University of Oklahoma. She and her husband Andrew reside in Alexandria, Virginia with their golden retriever Sophie.

Chief Tim Longo, University of Virginia Police Department

Timothy J. Longo Sr. was appointed the University of Virginia's associate vice president for safety and security and chief of police in November 2019. In this capacity, Longo oversees the UVA Police Department, the department of Emergency Management, Clery Act compliance and the Office of Youth Protection, threat assessment, and safety and security systems and technology. He brings more than 40 years of experience in law enforcement leadership and higher education to his role.

Longo joined the Baltimore Police Department in June 1981, rising to position of police colonel/chief of technical services. During his years of service with the department, he served in three of the nine patrol districts and was the district commander of the Southeastern District. Additionally, he served as the commanding officer on the Special Investigation Section within the Internal Investigation Division, was the director of the Emergency Communications Division, and the chief of staff to the police commissioner.

He retired from the Baltimore Police Department in March 2000.

Prior to coming to Charlottesville, Longo worked briefly as a consultant in the District of Columbia for a firm that focused on law enforcement matters. During his consultancy, he oversaw an audit of the District of Columbia police department's emergency communications center, the South Pasadena Police Department's emergency communications center, and the Denver Police Department's internal affairs function. He also assisted in agency audits in Belmont, Ohio, and Fort Lauderdale, Florida.

During his tenure as chief of police in Charlottesville, Longo was responsible for providing leadership over several high-profile investigations that impacted the University of Virginia community: the murder of student athlete Yeardeley Love, the disappearance and murder of second-year student Hannah Graham, and the investigation into allegations of sexual assault stemming from a 2014 article in Rolling Stone magazine.

After more than 15 years, Longo retired from the Charlottesville police department in 2016. Later that year, he joined the faculty of the University of Virginia's School of Continuing and Professional Studies to create a master's degree in public safety that addresses such issues as the challenges of 21st-century policing and the evolving role of law enforcement in serving the communities they protect. The program was approved by the Virginia State Council on Higher Education and is awaiting launch.

Longo also serves as an adjunct faculty member at the Law School, where he teaches Police Use of Force, and guest lectures in a host of other programs related to the criminal justice system.

In addition to his primary law enforcement and educational endeavors, Longo has served as part of a team of independent monitors appointed to conduct police department oversight on behalf of the federal courts in three cities across America. In addition to these responsibilities, he has served as a police practice expert on behalf of both plaintiffs and defendants in a variety of legal matters in state and federal courts pertaining to law enforcement and municipal policy and practice.

Chief (Ret.) Brian Manley, Austin Police Department

Brian Manley joined the Austin Police Department in 1990 and served there for 30 years, his last four as the Chief of Police. Chief Manley led a department of over 2,600 sworn law enforcement and support personnel, with an annual budget of over \$422 million, who carried out law enforcement operations within the City of Austin, as well as the Austin-Bergstrom International Airport, city parks and lakes, and municipal courts. In his 30 years with the APD, Chief Manley served in and led many areas of the Department, including Patrol, Narcotics, Child Abuse, Homicide, Highway Enforcement, Internal Affairs, Special Operations & Homeland Security, and Recruiting & Training. Additionally, he led a delegation of APD officers during the 2009 Presidential Inauguration in Washington DC, commanded a group of Special Response Team officers in a deployment to Houston, TX in the wake of Hurricane Ike, and attended the Senior Counterterrorism Officials Seminar in Israel.

Chief Manley reengineered the department to better align operations with his commitment to community

UPDATED: 01/31/24

policing and improving the quality of life for all in Austin. A priority for his administration was to increase the health and wellness of those who served, and the keystone of this effort was the creation of the APD Health and Wellness Bureau. Additional accomplishments during his tenure at APD include the reengineering of the Compstat process, the creation of the Violent Crimes Task Force, working with the community to implement policies on de-escalation and community policing, implementing a department-wide body worn camera program, and continued advancement of the department's intelligence led policing programs. Chief Manley also led the unified efforts of federal, state, and local law enforcement officers during the Austin Serial Bombings.

Chief Manley attended the University of Texas at Austin, earning his Bachelor of Business Administration degree in Finance in 1992. He earned his Master of Science in Organizational Leadership and Ethics (MSOLE) degree from St. Edward's University in Austin in 2004 and was recognized as the St. Edward's University 2004 Outstanding MSOLE Graduate of the Year. Chief Manley went on to serve as an adjunct professor in the St. Edward's University Criminal Justice program and was awarded the School of Behavioral and Social Sciences 2012 Outstanding Adjunct Award. Chief Manley is a graduate of the Police Executive Research Forum's Senior Management Institute for Police and the Major Cities Chiefs Association Police Executive Leadership Institute. In 2019, Chief Manley was recognized by Fortune magazine as one of the 50 "World's Greatest Leaders".

Having retired from the Austin Police Department, Chief Manley was looking for a way to continue serving the men and women of law enforcement, and the communities they serve. He found that opportunity with Off Duty Management, a company founded by a former law enforcement officer and staffed by several retired/former officers. ODM's focus on protecting officers from the potential liabilities they face while working off duty align with his commitment to officer wellness; the protections they afford the law enforcement agency and private business community align with his prior commitment to serve his community in Austin; and the quality of ODM's product and services align with the high standards he demanded as a Chief. Brian now serves as the president of Off Duty Management.

Hon. Gerald Lackey, Commissioner, Virginia Department of Motor Vehicles

Gerald Lackey, Ph.D. was appointed as DMV Commissioner by Governor Glenn Youngkin in March 2023. Dr. Lackey has more than 15 years of experience in collaborating with government agencies, customer groups, and Fortune 500 companies to develop winning strategies, optimize business processes, and deliver on strategic growth initiatives.

Before his appointment, Dr. Lackey was the VP of Business Optimization at GAF, the world's largest roofing manufacturer, Dr. Lackey led strategic growth projects and productivity efficiencies across the company. During his time at GAF, he built broad networks within the building materials manufacturing, distribution, and installation industry.

Prior to GAF, he had deep relationships with manufacturing companies and energy-related public sector agencies as an Associate Partner at McKinsey & Company. His business acumen and transformation skills shine through his ability to identify winning strategies and mobilize people to turn them into value for customers and citizens. Some of these include launching a new paper and packaging company post an acquisition of equals, making significant and sustainable cost reductions in an international packaging company, establishing a lean operation program for a North American oil company, and driving an organizational transformation at a multi-state public utility.

Dr. Lackey's experience driving agile product development teams, designing lean shared service organizations, and leading strategic growth initiatives have made him a force multiplier in several organizations. He leads with a clear vision, strong passion, and inquisitive approach that brings out the best in those around him. He is deeply experienced in designing, planning, and executing complex value creation work streams with the input and oversight of boards, C-suits, and external partners.

Dr. Lackey received his Bachelor's degree in Sociology and Spanish from Duke University and acquired his Ph.D. in Social Psychology from the University of North Carolina at Chapel Hill.

UPDATED: 01/31/24

Lt. Col. Robert Blakley, Fairfax County Police Department

Lt. Col. Robert "Bob" Blakley has over 24 years of experience in law enforcement and currently serves as the Deputy Chief of Police for Operations at the largest police department in Virginia. He has held a wide variety of assignments in law enforcement, to include Patrol, Special Weapons and Tactics, Civil Disturbance Unit, Crash Reconstruction Detective, Patrol Supervisor, Major Crimes Investigations, Internal Affairs, Information Technology, District Station Commander, and Patrol Bureau Commander. Lt. Col. Blakley has also served in administrative roles, to include providing oversight over police facilities, police vehicle fleet, property and evidence facility, and more.

Lt. Col. Blakley holds a Bachelor's degree in Human Resources Management from the University of Richmond, a Master's degree in Public Administration from George Mason University, and a Graduate Certificate in Leadership Studies from the University of Virginia. He is a graduate of the FBI National Academy (Session #283), the VACP's Professional Executive Leadership School (PELS), and the Senior Management Institute for Police (SMIP).

Lt. Col. Blakley provides instruction in leadership to law enforcement organizations across the country and is an adjunct faculty member in the Department of Criminology, Law, and Society at George Mason.

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.

Sara Haines, Founder, Cultivate Solutions

Sara Haines is the owner and founder of Cultivate Solutions, a consulting firm dedicated to empowering organizations that recognize the transformative power of a highly engaged workforce.

Sara strategically focuses on cultivating organizational culture, employee experience, and engagement. She guides leaders in crafting authentic strategies aligned with their organizational culture through a tailored process, propelling organizations to new heights of success. Over the years, she has crafted and honed the organizational and relational skills to help people manage effectively so their staff can thrive individually and as a team.

During Sara's 20+ years' experience of project and program management for facilities construction and engineering, she developed a passion for building positive corporate culture and investing in the success and well-being of her teams. She translated that passion into the internally-focused corporate role of Sr. Director of Culture and Engagement at Markon Solutions, where she worked for many years.

UPDATED: 01/31/24

In Sara's role as Director of Culture and Engagement, she created and drove internal programs and communications to sustain the organizational culture and ensure the company's unique employee experience. As a member of the Leadership Team, she was responsible for driving thought leadership, strategic direction, and implementation of companywide culture and engagement initiatives.

Sara holds a Masters of Project Management from George Washington University, is a Project Management Institute (PMI)-certified Project Management Professional (PMP), and is a graduate of the Georgetown University Executive Certificate Program for Leadership Coaching. She is a proud board member of ATHENA International and a volunteer coach with The Honor Foundation.

Donald L. Rheem, CEO, E3 Solutions

Don Rheem is CEO of E3 Solutions, an employee engagement tech company which allows organizations to build engaged, high-performance cultures. Rheem focuses on using neuroscience and behavioral science-backed research to consult with leaders in the public, private, and nonprofit sectors. His passion for delivering truly outstanding improvements in business performance conveys quickly to the CEOs and senior executives he works with.

A former science advisor to Congress and the Secretary of Health and Human Services, Rheem shares a grounded and empirically validated methodology to get employees more engaged and better positioned for success targeted at the bottom line.

Rheem and his team at E3 Solutions show business leaders how to create the workplace conditions that trigger hard-wired motivators that improve employee performance. These intrinsic drivers of human behavior increase engagement in ways that improve productivity, team alignment, morale, and retention.

A leading speaker and author, Rheem lectures on employee engagement throughout North America and Europe helping thousands of CEOs understand the key drivers of exceptional workplace behavior. His ForbesBooks publication, *Thrive By Design: The Neuroscience That Drives High-Performance Cultures*, lays out the neurological underpinnings of human behavior that distinguish Don's company from conventional leadership consulting. As a featured TEDx speaker, Don presented some of his most popular content in *Can Work Save Our Relationships?* in 2018 and *How to Stay Ahead of the Future of Work* in 2022.

Don lives just outside of Washington, D.C. with his wife, Dr. Kathryn Rheem, and enjoys spending time with his family and writing in his free time.

Visit www.cultureid.com to learn more about the services Don and his team provide to empower leaders to create thriving workplace cultures.

John Bostain, President, Command Presence

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.

UPDATED: 01/31/24

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, VACP/VACLEA Executive Director

Dana has served as the 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 former member of the Virginia Board of Juvenile Justice, and currently 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.