



Statewide Standards of Conduct for Law Enforcement and Jail Officers

Advisory Working Group

Via Zoom Meeting
Richmond, VA 23219

MINUTES

September 22, 2021

Members Present

Sheriff Beth Arthur
Chief William Babb
Ms. Elizabeth Barbour
Ms. Brandy Brown
Chief Eric English
Mr. Jack Fitzpatrick
Ms. Jennifer Gilmore
Chief Douglas Goodman
Ms. Lisa Gray
Ms. Erin Harrigan
Mr. Amari Harris
Mr. Joan Harris
Major Harold Heatley

Mr. Hamlet Hood
Major David Hughes
Mr. Elizabeth Jones Valderrama
Mr. Shiloh Jones
Mr. Calvin B. LaSmith, Sr.
Sheriff Tony Lippa
Ms. Fatima Monastirotis
Ms. Virginia Pharis
Mr. Henry Ponton
Mr. Bryan Porter
Major Caren Sterling
Ms. Elizabeth Blair Trent

Members Absent

Mr. Steven Bond
Mr. Colin Stolle

1. Call to Order

The meeting was called to order by Mr. Jon Banberger, Law Enforcement Decertification Coordinator, Virginia Department of Criminal Justice Services at 10:02 A.M. Mr. Banberger conducted a roll call.

2. DCJS LE Division Director's Comments

Mr. Harvey Powers, Division Director, DCJS Division of Law Enforcement, welcomed and thanked all of the members for their participation in the Standards of Conduct project. Mr. Powers explained the work group's expectations of advising DCJS on the development of the Statewide Standards of Conduct using the International Association of Chiefs of Police (IACP) model policy as a starting point. Mr Powers explained that the goal of the project is to present the completed Standards of Conduct to the Criminal Justice Service Board at its meeting on December 9, 2021.

3. Work Group Participant Introductions

Each member of the work group was given time to introduce themselves, where they were from, and what they hoped to achieve in participating in this work group. Mr. Banberger read an introduction for Mr. Steven Bond, who was not able to be present for the meeting. Ms. Maria

Garnett, DCJS Policy Advisor, introduced herself to the working group members and advised that she will be providing support and assistance as needed. Ms. Natalie Hinesley, City of Fairfax Police Department, noted her attendance at the request of Chief Erin Schaible to observe and provide feedback. All in attendance were thanked for their participation.

4. **Presentation of the Proposed Draft for the Statewide Standards of Conduct for Law Enforcement & Jail Officers**

Mr. Banberger advised the work group that during their introductions, a draft copy of the Proposed Statewide Standards of Conduct (SOC) was emailed to each work group member, and advised that the work group was tasked by the General Assembly to assist DCJS with insight and advisory input to develop the standards into a reasonable, fair, and responsible document that must be completed by the end of this year. Major Harold Heatley, Tazewell Sheriff's Office, inquired regarding sharing information from the meetings and was advised that the meetings were open to the public and sharing was permitted. Mr. Amari Harris followed up regarding sharing the Draft SOC and was advised that the initial draft could be shared and was also available via IACP as a model policy, but that items being evaluated may change before the finished product. Mr. Shiloh Jones asked if members of the group could communicate with each other and was advised that this may be permissible, but would need to be verified. Ms. Garnett advised the group that there may be FOIA concerns involved with intergroup communications and that DCJS staff would follow up with any necessary guidance related to FOIA.

5. **Development and Work Group Survey Process**

Mr. Banberger outlined the strategy for the work group to evaluate the draft SOC, entailing the use of several surveys to allow the group to weigh in on the content of the draft policy over the course of 3 meetings. Mr. Banberger explained that the 3rd meeting will need to be held in person, with a quorum of group members, for the purposes of voting on the final draft of the SOC to be sent to the Criminal Justice Services Board for approval at their December 2021 meeting.

6. **Additional Comments**

Mr. Powers provided additional insight into the survey evaluation process as it will be used.

7. **Next Meeting**

Calendar Surveys have been sent out to the working group to determine the next meeting date.

8. **Adjournment**

Mr. Banberger concluded the meeting and thanked all for attending at 11:05 A.M.