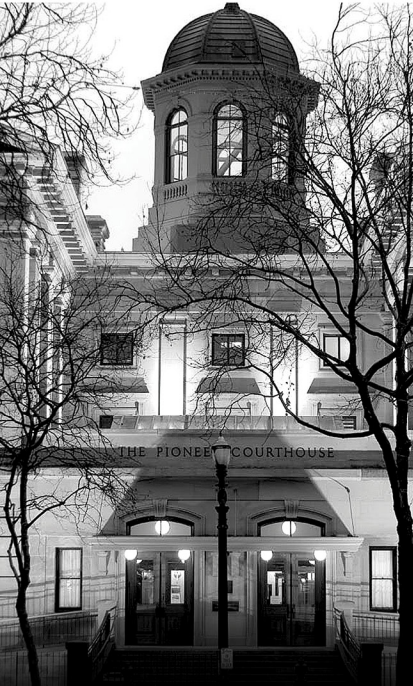




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BOARD OF DIRECTORS MEETING

IN RE:

BOARD OF DIRECTORS MEETING

TRANSCRIPT OF BOARD OF DIRECTORS MEETING

HELD ON

MONDAY, DECEMBER 8, 2025

10:04 A.M.

805 CITY CENTER BOULEVARD

NEWPORT NEWS, VIRGINIA 23606

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APPEARANCES

BOARD OF DIRECTORS:

Scott Barlow, Executive Director

Carl Cespedes, Deputy Director of Administration,
and

Satellite Coordinator

Perry Bartels, Assistant Director of Operations and
Instructional Development

Thomas Nolan, Lead Instructor

PARTICIPANTS:

Chief Chris Mitchell, CBNUPD, (by proxy, Chief
Franklin)

Gordon Robertson, President, CBN/Regent University,
(by proxy, Chief Franklin)

Captain Scott Austin, CNUPD

William Kelly, President, CNU,

(by proxy, Captain Scott Austin)

Interim Chief Captain Adam Zieger, EPD,
(by proxy, Captain Ferebee)

Sheriff D.W. Warren, Jr., EC Vice Chair, GCSO

Carol Steele, Administrator, Gloucester,
(by proxy, Sheriff Warren)

Chief Mark Jamison, James City County Police

APPEARANCES (CONTINUED)

Scott Stevens, Administrator, James City,

(by proxy, Chief Jamison)

Sheriff April Edwards, Matthews County,

(by proxy, Sheriff Warren)

Ramona Wilson, Administrator, Matthews County,

(by proxy, Sheriff Warren)

Jerry Bristow, Superintendent, MPRCS

Sheriff David Doughty, NHCSO, (by proxy, Captain

Ferebee)

Charles Kolakowski, Administrator, N.H. County,

(by proxy, Captain Ferebee)

Sheriff Gabe Morgan, Newport News,

(by proxy, Colonel Whitfield)

Alan Archer, Manager, Newport News,

(by proxy, Colonel Whitfield)

Chief Robert Garrett Shelton, ODUPD,

(by proxy, Deputy Boone)

Chief Stephen Keatts, Poquoson Police Department,

J. Randall Wheeler, Manager, Poquoson,

(by proxy, Chief Keatts)

Smithfield P.D., Chief Alonzo Howell

Michael Stallings, Manager, Smithfield,

(by proxy, Chief Howell)

APPEARANCES (CONTINUED)

Chief James Buie, Suffolk Police Department

Kevin Hughes, Suffolk Interim Manager

(by proxy, Chief Buie)

Chief Mona McLaurin, VPA

Stephen Edwards, Director, VPA, (by proxy, Chief
McLaurin)

Roy Whitham, Superintendent, VPRJ,

(by proxy, Lieutenant Huotte)

Chief Don Butler, WMPF

Katherine Rowe, President, W&M,

(by proxy, Chief Don Butler)

Chief Sean Dunn, WPD

Andrew O. Trivette, Manager, Williamsburg,

(by proxy, Chief Dunn)

William Smith, Superintendent, WTRJ,

(by proxy, Superintendent Bristow)

TRANSCRIPT OF BOARD OF DIRECTORS MEETING

HELD ON

MONDAY, DECEMBER 8, 2025

10:04 A.M.

BRAD RINEHIMER: All right. Good morning,
everybody.

IN UNISON: Good morning.

BRAN RINEHIMER: I appreciate all of you
to brave the cold and potential snowy weather to be
with us today, so we have a much more intimate group
in here than normal, but -- but really do appreciate
everybody being here.

And I know a number of you that -- that
are here have proxies for others, so we appreciate
you doing that as well.

If I could have the Academy staff conduct
a roll call.

THOMAS NOLAN: Accomack County Sheriff
Todd Wessells.

Accomack Administrator Michael Mason.

Chief James Pruitt, Cape Charles.

Cape Charles Manager John Hozey.

Chief Chris Mitchell.

DEPUTY CHIEF FRANKLIN: Proxy.

1 THOMAS NOLAN: Thank you, sir.
2 Regent University President Gordon
3 Robertson.
4 DEPUTY CHIEF FRANKLIN: Proxy.
5 THOMAS NOLAN: Thank you, sir.
6 PERRY BARTELS: And what is your name,
7 sir?
8 DEPUTY CHIEF FRANKLIN: Milton -- Deputy
9 Chief Milton Franklin.
10 PERRY BARTELS: Okay. Thank you.
11 THOMAS NOLAN: Chincoteague Police
12 Department Chief Tyler Greenley.
13 Chincoteague Manager Mike Tolbert.
14 CNU Police Department.
15 CAPTAIN AUSTIN: Scott Austin, the
16 captain, and I'll also be a proxy for Chief Kelly --
17 I'm sorry -- President Kelly.
18 THOMAS NOLAN: Thank you, sir. And you
19 said Captain Scott Austin?
20 CAPTAIN AUSTIN: Correct.
21 THOMAS NOLAN: Thank you, sir. And for
22 President William Kelly as well. Thank you, sir.
23 Exmore Police Chief Captain Adam Zieger.
24 CAPTAIN FEREBEE: Zieger. Captain A.J.
25 Ferebee, Northampton County Sheriff's Office, and I

1 am his proxy.

2 THOMAS NOLAN: Thank you, sir.

3 Exmore Town Manager Taylor Dukes.

4 CAPTAIN FEREBEE: He is no longer the town
5 manager either.

6 CHIEF SEAN DUNN: You can vote for him.

7 THOMAS NOLAN: Gloucester County Sheriff
8 D.W. Warren.

9 SHERIFF WARREN: Here. And I have Mr.
10 Steele's proxy.

11 THOMAS NOLAN: Thank you, sir. Proxy for
12 Administrator Carol Steele.

13 Hampton University President Daryl
14 Williams.

15 Hampton University Police Department Chief
16 David Glover.

17 Hampton Sheriff's Office Karen Bowden.

18 Hampton City Manager Mary Bunting.

19 Isle of Wight County Sheriff James Clarke.

20 Isle of Wight Administrator Randy Keaton.

21 James City County Police Chief Mark
22 Jamison.

23 CHIEF JAMISON: Here. And I have Mr.
24 Stevens' proxy.

25 THOMAS NOLAN: Proxy for Administrator

1 Scott Stevens. Thank you, sir.

2 Matthews County Sheriff April Edwards.

3 SHERIFF WARREN: Sheriff Warren has her
4 proxy.

5 THOMAS NOLAN: Thank you, sir.

6 Matthews County Administrator Ramona
7 Wilson.

8 SHERIFF WARREN: I also have that proxy.

9 THOMAS NOLAN: Thank you, sir.

10 Middlesex County Sheriff David Bushey.

11 Middlesex County Administrator Matt
12 Walker.

13 Middle Peninsula Regional Security Center
14 Superintendent Jerry Bristow.

15 SUPERINTENDENT BRISTOW: Here.

16 THOMAS NOLAN: Thank you, sir.

17 Northampton County Sheriff's Office,
18 Sheriff David Doughty.

19 CAPTAIN FEREBEE: I'm A.J. Ferebee with
20 Northampton County Sheriff's Office, and I have his
21 proxy, and I also have Mr. Kolakowski's.

22 THOMAS NOLAN: So Administrator Charles
23 Kolakowski as well, Captain Ferebee?

24 CAPTAIN FEREBEE: Yes, sir.

25 THOMAS NOLAN: Thank you, sir.

1 Newport News, Sheriff Gabe Morgan.
2 COLONEL WHITFIELD: Colonel Shonda
3 Whitfield. I have his poxy, as well as Manager Alan
4 Archer as well.

5 THOMAS NOLAN: Thank you, Colonel. And
6 for Manager Alan Archer as well?

7 COLONEL WHITFIELD: Yes.

8 THOMAS NOLAN: Thank you.

9 Norfolk State Police Chief Brian
10 Covington.

11 Norfolk State President Javaune Adams-
12 Gaston.

13 ODU Police Chief Robert Shelton.

14 DEPUTY BOONE: Deputy Boone, and I have
15 his proxy. There is no proxy for that bill.

16 THOMAS NOLAN: There is no proxy. Thank
17 you.

18 President Brian Hemphill.

19 Poquoson Police Department, Chief Stephen
20 Keatts.

21 CHIEF KEATTS: Here. And I also have a
22 proxy for Manager Wheeler.

23 THOMAS NOLAN: Proxy for Manager Randall
24 Wheeler. Thank you, sir.

25 Portsmouth Police Department, Chief Steven

1 Jenkins.

2 Portsmouth Manager Steven Carter.

3 Smithfield Police Department, Chief Alonzo
4 Howell.

5 CHIEF HOWELL: Here. And I have a proxy
6 for Michael Stallings.

7 THOMAS NOLAN: Thank you, sir. The
8 manager Michael Stallings, proxy as well. Thank
9 you.

10 Suffolk Police Department Chief James
11 Buie.

12 CHIEF BUIE: Here.

13 THOMAS NOLAN: Thank you, sir.
14 Suffolk City, Manager Kevin Hughes.

15 CHIEF BUIE: I have his proxy.

16 THOMAS NOLAN: Thank you, sir.
17 Virginia Port Authority, Chief Mona
18 McLaurin.

19 CHIEF MCLAURIN: Here. And I have a proxy
20 for Stephen Edwards.

21 THOMAS NOLAN: And proxy for Director
22 Stephen Edwards. Thank you, Chief.

23 Virginia Peninsula Regional Jail,
24 Superintendent Roy Whitham.

25 LIEUTENANT HUOTTE: Lieutenant Carl

1 Huotte, and I have his proxy.

2 THOMAS NOLAN: Huotte?

3 LIEUTENANT HUOTTE: Huotte. H-u-o-t-t-e.

4 THOMAS NOLAN: William & Mary Police
5 Department, Chief Don Butler.

6 CHIEF BUTLER: Present. And I have the
7 proxy for President Katherine Rowe.

8 THOMAS NOLAN: Thank you, sir. And
9 President Katherine Rowe proxy by Chief Don Butler.
10 Thank you.

11 Williamsburg Police Department Chief Sean
12 Dunn?

13 CHIEF DUNN: Here. And I have City
14 Manager Andrew Trivette's proxy.

15 THOMAS NOLAN: Thank you, sir. And proxy
16 for Andrew Trivette.

17 Williamsburg James City County Sheriff's
18 Office, Sheriff David Hardin.

19 Western Tidewater Regional Jail,
20 Superintendent William Smith.

21 SUPERINTENDENT BRISTOW: I have his proxy.

22 THOMAS NOLAN: Thank you, sir.

23 York County Sheriff's Office, Sheriff Ron
24 Montgomery.

25 York County, Administrator Mark Bellamy.

1 THOMAS NOLAN: Chief Dunn, we have a
2 quorum.

3 CHIEF DUNN: Fantastic.

4 And thank you all for being here.
5 Appreciate that and the proxies that couldn't be
6 here.

7 Prior to the meeting, the executive
8 director and Scott Barlow discussed the possibility
9 of future years with our new building having the
10 opportunity to have these meetings as a virtual
11 option.

12 I think there's a lot to be gained for us
13 all coming together, but certainly having that
14 option for those that can't be here for the entire
15 meeting, or the travel but -- but still be able to
16 participate would be a good thing.

17 SHERIFF WARREN: Just real quick, I have
18 Sheriff David Hardin's proxy that I just acquired.

19 CHIEF SEAN DUNN: And we appreciate that.

20 THOMAS NOLAN: If you give me five more
21 minutes, I'd probably get some more of them.

22 CHIEF SEAN DUNN: Fortunately, we have a
23 quorum, so we can move forward.

24 PERRY BARTELS: If -- if I may, when --
25 when you have a question or you speak up, if you

1 could please give your name for the recorder, it'll
2 help her out. Thank you.

3 EXECUTIVE DIRECTOR BARLOW: Thank you.

4 CHIEF DUNN: Thank you sir.

5 All right. So the board meetings were
6 posted on the Academy web page. I'm assuming
7 everybody's had a chance to take a look at that. I
8 know that there was a letter sent out by the
9 executive director, an email notifying everybody
10 that it was available. So hopefully everyone's had
11 a chance to review it.

12 Is there any conversation that you'd like
13 to have on those minutes? Or otherwise, may I get a
14 motion to accept the minutes?

15 CHIEF KEATTS: Chief Keatts, move to
16 approve.

17 CHIEF DUNN: Second?

18 CHIEF JAMISON: Chief Jamison, second.

19 CHIEF DUNN: All in favor?

20 IN UNISON: Aye.

21 CHIEF DUNN: Any opposed?

22 The FY27 budget, an action item was -- was
23 also posted on the web page. You all should have
24 been notified of that. The executive director will
25 present the budget, and he's happy to answer any

1 questions that we might have.

2 EXECUTIVE DIRECTOR BARLOW: Thank you,
3 Chief. If you don't mind, I'm just going to stand
4 up so I can see.

5 So when you came in, there were a few
6 handouts that we gave you. One of them is this
7 PowerPoint presentation. We did not make a copy of
8 the actual budget, it's much more lengthy, but we
9 can certainly go into it if anyone has any
10 questions.

11 So this is our first year that we'll have
12 a complete budget in the new facility, so this is
13 kind of where the budget is getting a little bit
14 more expensive, so to speak.

15 So we're projecting our membership dues
16 going up to \$800, and this was the five-year
17 projection that was presented about four years ago
18 at a board meeting. We're projecting 2,784 members,
19 which gives us revenues of \$2,227,200. Those are
20 the revenues coming from membership.

21 The state revenues we're estimating at
22 \$300,000, which I do pretty much each year. State
23 revenues, we never learn what we're going to get
24 until about halfway into that actual budget year,
25 but we do have enough years of this where we can

1 give a pretty good guesstimate of where we think
2 we're going to be.

3 Interest from our reserve I'm estimating
4 at around \$50,000. That's a low estimate. We
5 normally are 75 to 100, but again, I try to under-
6 project as opposed to over-project.

7 Tuition from non-members such as the Bay
8 Bridge-Tunnel who pays to send folks here, I
9 estimate around 10,000. We normally do a little bit
10 better than that, but again, I try and stay
11 conservative with this. That gives us total
12 revenues of \$2,587,200.

13 From our expense side, our line item
14 budget with the new facility, which we'll talk a
15 little bit about in a bit, it is \$2,374,110 leaving
16 us a contingency of \$213,090. This contingency is
17 significantly higher than what I normally project.

18 The good thing about our contingency is it
19 goes right back into our reserve fund if it's not
20 used, but again, this will be the first full year we
21 are in the new facility, which we move in March 1st
22 of next year, so it's hard to project exactly how
23 much it's going to cost to keep the lights on.

24 I think I've given a pretty accurate
25 guesstimate compared to this facility to the next

1 for groundskeeping, cleaning, electricity, and those
2 kind of things.

3 But if I estimate a little bit too low,
4 that contingency will be more than adequate to get
5 us through until I have a couple of years where I
6 can get a pretty good idea of what those things are
7 going to cost.

8 As far as any highlights to talk about,
9 the -- I always build in a 3 percent raise for
10 Academy staff, but that final decision has been
11 given by the full board to the executive committee,
12 and they normally decide on that in the April
13 meeting.

14 We've done that because no one in December
15 knows what their folks are getting yet, so it's hard
16 for y'all to vote on a percentage raise. So
17 generally speaking, there's enough in the
18 contingency if it's a little higher than three, but
19 it's going to really depend on what the rest of the
20 organizations are doing, and the executive committee
21 will make that call in April based on y'all's
22 blessing.

23 The new facility costs are built into this
24 new budget. So our line item budget, the only thing
25 that's significantly different is we look up here at

1 the building lease rent of \$800,000.

2 That's why our budget has jumped to the
3 number it has. I believe I've overestimated on
4 that. It should be closer to 720 or 730. But
5 again, I far prefer to have a little bit extra money
6 to put back in the reserve than have to come back to
7 you all in the middle of the year asking to take
8 money out of the reserve. And that, again, gives us
9 our -- our line item budget right there.

10 You know, talking about some of the areas
11 that I'm a little concerned about, electric, gas,
12 heat, water, sewage, things like that, I've doubled
13 them from this building to the new building, and I
14 believe that'll be enough. But if I'm a little bit
15 off, that contingency will clearly take care of
16 that.

17 Before I move on, are there any questions
18 about the basics and the budget?

19 So a little bit of history for -- revenue
20 history of state funds. We don't know what we're
21 getting in FY27, but if we look at '17, we are at
22 360, and then we've steadily gone down to around
23 300, and that's where we are from the state now is
24 projecting again around 300,000.

25 When academies began at the regional

1 academies, we normally had a 50/50 projection. Half
2 the money came from the state and half came from the
3 members. We were getting about half a million
4 dollars way back in the day.

5 It has steadily gone down with as much
6 yelling as we can do. It really doesn't matter.
7 That's kind of the -- we're kind of stuck with what
8 the state decides to give us. But that's where I
9 get my \$300,000 estimate from.

10 CHIEF DUNN: Scott?

11 EXECUTIVE DIRECTOR BARLOW: Sir.

12 CHIEF DUNN: Can I just comment?

13 EXECUTIVE DIRECTOR BARLOW: Please.

14 Please.

15 CHIEF DUNN: So Chief Jenkins, who's on
16 the executive committee, mentioned this at our last
17 meeting about reaching out to his local legislators
18 to kind of put in a push to try to increase that
19 funding. If any of you have those contacts with
20 your local delegates, please do.

21 You know, how many academies are there?
22 How many regional academies are there?

23 EXECUTIVE DIRECTOR BARLOW: We have 11.

24 CHIEF DUNN: We have 11 regional
25 academies. If we just got a boost of a couple

1 hundred thousand dollars, that's not that much money
2 to the state, but it would make a big difference for
3 these academies.

4 So, please, if you have that opportunity,
5 speak to your senators or legislators or delegates
6 and try to push for that. That's all I have.

7 EXECUTIVE DIRECTOR BARLOW: Thank you,
8 sir.

9 And to kind of piggyback on that, the year
10 before last, the state had \$1.2 million extra in
11 somewhere, and they made the decision to give that
12 to the regional academies.

13 So that meant we ended up with about a
14 quarter million dollars extra to the budget, and you
15 can see what a significant benefit that was. We
16 bought a car which we desperately needed, and the
17 additional 215 is what I've been holding over to use
18 for moving costs.

19 So all of the moving costs to get us from
20 here to the new facility is actually coming out of
21 the line item that we got additional from the state
22 several years ago. So when we get those type of
23 windfalls, it really makes a difference with -- with
24 our budget.

25 To kind of give you an idea of where we

1 are pro rata, Northern Virginia, which we -- always
2 is way above everybody else, in FY26 they were 1,726
3 per student. They're probably going up to around
4 2K, but they won't know that until after their board
5 meeting either. They're always significantly higher
6 than everybody else.

7 We were at 650. We're going up to 800.
8 Central Shenandoah was at 720. They're probably
9 going up to similar, around 800. Rappahannock is at
10 603. They're going up to 685. Cardinal, one of the
11 smaller academies, is at 421. Don't know what
12 they're going to go up to.

13 Piedmont is at 500. They've been pretty
14 consistent. They're, again, a smaller academy. I'm
15 not sure where they're going to go to. Southwest,
16 456 is what they're going up to. Central Virginia,
17 522. New River is at 600. It's unknown.

18 Crater, which is the closest one to us,
19 they have the same size facility that we do, except
20 they're about half our size in population, and
21 they've built an add-on to their academy, which is
22 why they've gone up to 872.

23 Skyline, which is the newest of the
24 regionals, is at 600, and I don't know what they're
25 going up to. They are asking for an increase.

1 So our increases have really not put us
2 that far out of line with the other academies.
3 We're almost the same size as Northern Virginia.
4 We're probably about 100 students less, but we're
5 the two largest academies in the state.

6 If anybody has questions, please stop me
7 at any time. I'm just going to go through this
8 really quickly.

9 Our pro rata history, starting with 2019,
10 we were at 334, and we're going up to 800 FY27,
11 projected at 825 FY28, which again is part of that
12 five-year projection that I gave you all five years
13 ago. And in '29, we should be able to stay the
14 same, but that's a decision that we'll have to make
15 as we get closer.

16 That's really all of the specifics I have
17 about the budget. I can get into detail as you all
18 would like me to. Or if there are any questions,
19 please feel free.

20 CHIEF BUTLER: Chief Don Butler, William &
21 Mary. I just want to acknowledge the difficulty of
22 creating the budget with a -- a new building,
23 unknown state funds, you never know exactly how many
24 people you're going to get paying dues.

25 So I just want to acknowledge that issue

1 and then commend Director Barlow and staff on
2 putting in the effort and coming up with a really
3 good product. So thank you.

4 EXECUTIVE DIRECTOR BARLOW: Thank you.

5 CHIEF DUNN: And if I could just briefly
6 talk about the process. So the executive director
7 puts together his idea for the budget, then meets
8 with the finance committee. The finance committee
9 has a chance to, you know, vet the budget that he's
10 proposing.

11 Ultimately, if they decide to recommend
12 the budget, then that budget is recommended to the
13 executive board. That executive board, assuming
14 they're okay with it and they approve the budget,
15 then it now comes to this board for final approval.

16 And so did I miss any important steps
17 there, Scott?

18 EXECUTIVE DIRECTOR BARLOW: No, sir.
19 That's -- that's exactly how it works, yeah.

20 CHIEF DUNN: And so any additional
21 discussion on the budget, or any other questions for
22 any of us?

23 With that, I would sure love to get a
24 motion to approve.

25 UNIDENTIFIED SPEAKER: Well, I'm going to

1 also move.

2 SHERIFF WARREN: Sheriff Warren, second.

3 CHIEF DUNN: All right. All in favor?

4 IN UNISON: Aye.

5 CHIEF DUNN: Any opposed?

6 Thank you.

7 That brings us to slate of officers. You
8 all in your packets should have received the
9 executive committee slate of officers. We're voting
10 this year to approve four members that are -- that
11 are rotating out for calendar years '26 and '27.
12 It's a two-year term. Other five-member rotation
13 does not expire until 2026.

14 Board Chair appointed Chief Don Butler to
15 fill Chief Dan Wojo's absence. That was a real
16 tough decision for us to make, but -- but we --

17 UNIDENTIFIED MALE SPEAKER: A close vote.
18 I get it.

19 CHIEF DUNN: No. And -- and -- and you
20 guys know Chief Butler and I both came from
21 Portsmouth, so I think we both bring to the table
22 both our current experience as well as experience
23 from another agency. And as we replace one person
24 who is with the university, we wanted to do the
25 same.

1 So, Chief Butler, thank you for stepping
2 up.

3 CHIEF BUTLER: Thank you, sir.

4 CHIEF DUNN: And with that, I'd love a
5 motion to accept the slate of officers or any
6 additional recommendations if there are any.

7 CHIEF MCLAURIN: Chief McLaurin, motion to
8 accept.

9 CHIEF DUNN: Do I have a second?

10 CHIEF MCLAURIN: I'll -- second.

11 CHIEF DUNN: All in favor?

12 IN UNISON: Aye.

13 CHIEF DUNN: Any opposed?

14 Motion carries.

15 You guys are a very quiet group today.
16 That's unusual for this group.

17 EXECUTIVE DIRECTOR BARLOW: We're just
18 happy to have him here. We don't have to have a
19 crazy year.

20 CHIEF DUNN: Right. Next, the Virginia
21 Marine Source Commission has requested to become a
22 full board member. They have previous, for some
23 number of years, been an associate member.

24 They've complied with the Academy policy
25 by completing an official request, and it has been

1 signed by the Academy -- and they have signed the
2 Academy agreement.

3 It's been forwarded to the Executive
4 Committee, and the Executive Committee, of course,
5 voted to recommend their approval.

6 The difference with this is that a full
7 board member does have a vote. From where they
8 previous were, they -- they did not have a vote at
9 these types of meetings. And -- and membership,
10 their membership does require a vote of approval by
11 this board.

12 Colonel Rodgers is present.

13 If you'd like to share anything.

14 COLONEL RODGERS: No. I just -- I want to
15 thank the board and the academy for the opportunity
16 to become a full member. It's been something that's
17 been on my docket to complete. I don't know why we
18 were not previously, but it's just nice to be part
19 of the voting membership now, so I look forward to
20 working with you guys again continually.

21 If you need anything, just let me know. I
22 appreciate it. Thank you so much.

23 CHIEF DUNN: Well, thank you for braving
24 the weather to be here with us.

25 COLONEL RODGERS: Yes, sir.

1 CHIEF DUNN: We appreciate that.
2 All right. And this came out of
3 committee, so I don't need a second, but do I have a
4 motion?

5 CHIEF BUTLER: So moved to accept.

6 CHIEF DUNN: All in favor?

7 IN UNISON: Aye.

8 CHIEF DUNN: Any opposed?

9 The motion carries. Thank you.

10 Okay. For what we perceive as potentially
11 a bit of a hot topic for us, we're going to move on
12 to the DCJS work performance codes -- course.
13 They've been updating their -- DCJS has been
14 updating their law enforcement objectives for
15 several years, as -- as many of you know. This was
16 last done over 25 years ago, so it has been a while
17 and it probably needed some review.

18 As part of the new law enforcement
19 objectives, there is a mandatory work performance
20 test, and this test includes an obstacle course with
21 approximately a 1 minute and 36-second mandate for
22 -- for completion. And the test is not the LAWFIT,
23 but it is very similar to the LAWFIT, if you're
24 familiar with that.

25 The mandate begins January the 1st of

1 2027. Academy staff will show a video that's been
2 provided by the Chesapeake Police Department as
3 they're doing their due diligence to try to prepare
4 for it, and Perry Bartels will -- will show the
5 video. And I appreciate you guys for providing the
6 handouts as well.

7 EXECUTIVE DIRECTOR BARLOW: While they're
8 setting this up, this is going into effect January
9 1, 2027. If the student cannot complete this course
10 in the minute and 36, they do not graduate from the
11 Academy. It's -- it's really as simple as that. We
12 have put BLE 2025-B through this course twice, and
13 we had almost a 50 percent failure rate.

14 So if, in fact, this was already in place,
15 almost half of our class would not graduate. There
16 -- there is no options for me to -- to make any
17 changes here. We will make the course as basic as
18 we can based on these mandates that Perry's getting
19 ready to show y'all.

20 I think with more prep time we could get
21 more people through, but if they get sent here and
22 can't get over a wall if their life depended on it,
23 there's no way they're going to make this minute and
24 36 seconds.

25 Now, if they can do it in two minutes or

1 so, I can probably work with them and get them to
2 that minute and 36. But -- but some of the folks
3 that we've had sent over the years, they just would
4 not be graduating.

5 And how we would handle retests, we'll
6 test them as many times as -- as we possibly can.
7 But if you come here to the Academy and you just
8 can't perform at all by the end of the Academy, I
9 just don't see that -- that being fixed.

10 I know a number of jurisdictions, and I
11 don't mean to call out Suffolk, but I think Suffolk
12 is building their own course and is going to make
13 that part of their hiring standards.

14 And, you know, we'll have a course built.
15 BMRC used to come over and use our LAWFIT course as
16 their hiring standards. So if anybody wanted to use
17 our course and make it part of your hiring standard,
18 that's absolutely fine. You're welcome to come over
19 to ours.

20 But if this does not get changed, which
21 it's already in the rules, I can't imagine it being
22 changed, it's going to be a real challenge for us
23 and for the jurisdictions.

24 Chief?

25 CHIEF DUNN: Yes, sir.

1 CHIEF DAVIS: Chief Davis. Just a quick
2 question. I've asked a couple different people, and
3 I know Sheriff Morgan had a conversation with them
4 and he called. Has this been approved by the state
5 to change because they tried this in 2020 and the
6 Sheriff's Association -- sorry -- sheriffs pushed
7 back dramatically on this and it didn't go anywhere
8 because they've tried this before.

9 So is this a done deal? Because I was
10 told it was and I was told it wasn't.

11 EXECUTIVE DIRECTOR BARLOW: This is as
12 done as it can possibly get. But to your point,
13 Chief, when these new mandates came out 20 years
14 ago, there was a option 8 in the rules, which was
15 the work performance test very similar to what
16 they're putting out now, it was mandated.

17 The chiefs and the sheriffs didn't like
18 it. They made their thoughts known. And all of a
19 sudden, option 8 became an option as opposed to a
20 mandate.

21 So, yes, right now this is going to
22 absolutely be required. That does not mean that if
23 a group of sheriffs and chiefs made their
24 unhappiness known that things wouldn't be changed.
25 But until that happens or doesn't happen, this is

1 kind of what we're -- what we're expecting.

2 CHIEF DAVIS: I'm assuming -- sorry for a
3 stupid question -- this is only basic law
4 enforcement?

5 EXECUTIVE DIRECTOR BARLOW: Correct. It's
6 on the LE side and not the jail side.

7 CHIEF DAVIS: And I'm -- look, I'm all for
8 it. We built our obstacle course as well, so I get
9 that.

10 EXECUTIVE DIRECTOR BARLOW: I'm also for
11 it, Chief. I would like to see that minute and 36
12 be a little less rigid, and maybe instead of the
13 chiefs and sheriffs trying to overturn it, maybe
14 just ask them to be a little more realistic with
15 their timeframe, and I think that would, you know,
16 it wouldn't fix all of the issues, but it would fix
17 a percentage of the issues.

18 CHIEF DAVIS: And sorry for all of the
19 questions. The minute and 36, is that some doctors
20 in a room that came up with that? Is that law
21 enforcement that came up with that 20 years ago? I
22 mean, is it something new they just put in?

23 I mean, I know a lot of the course. I'm
24 very familiar with it. I'm just curious to where
25 that came from.

1 EXECUTIVE DIRECTOR BARLOW: I can't answer
2 that question other than my knowledge of DCJS is
3 they probably had a couple of people that decided
4 this was a good number. You know, I -- I have not
5 seen any scientific evidence saying that you can be
6 a good police officer if you do this in a minute and
7 36 but you can't if you do it in a minute and 38.

8 I think getting over the obstacles or
9 under the obstacles is certainly job-related. The
10 time, I don't know that there's any scientific
11 evidence why that was the time.

12 BRAD RINEHIMER: And there's no difference
13 in the course or the time for males versus females,
14 and so I do feel like it's going to hinder our
15 ability to attract female candidates.

16 CHIEF JAMISON: When I ran into our five-
17 foot wall, five foot's a lot taller than I expected
18 when I ran it up. I didn't realize how actually
19 tall that is, especially when you're not that tall.

20 EXECUTIVE DIRECTOR BARLOW: I'm just
21 letting you know, it's only two-and-a-half.

22 CHIEF BUTLER: Following Mark, I -- I
23 think obviously if it remained at 50 percent around
24 the state, it's catastrophic. We can't hire people
25 anyway.

1 I was wondering, like, our academy is
2 going to start in January, so we won't have to pass
3 it until June. It'd be interesting to see who the
4 guinea pigs are before us and how they managed and
5 then, you know, see if we can gain some traction
6 with the chiefs and sheriffs by the time we take the
7 test in June in extending the time.

8 You know, because if 50 percent passed,
9 somebody's an idiot for putting 1:36 on it. That's
10 just dumb.

11 EXECUTIVE DIRECTOR BARLOW: Well, that's
12 just our academy. Now, Chesapeake, being an
13 independent academy, they have not seen a
14 significant loss. I've talked to Rappahannock
15 Regional. They are only seeing about a 10 percent
16 loss, but they've been doing it longer than we have.
17 They have a bunch more academies to put the data
18 together.

19 So I think really they should be less
20 rigid until they have a lot of data from all of
21 these academies as far as just failing people at
22 1:36 because that's going to create -- I know it's
23 going to create a problem for our academy.

24 The rest of the academies, maybe they're
25 all hiring highly fit people. I seriously doubt

1 that, but, you know, it'll -- it'll be interesting.

2 And this, again, is January of 2027, so
3 the two LE academies next year we will be putting
4 through this course as many times as we can to try
5 to establish some data there as well, but asking for
6 it to be a little bit longer I don't think would be
7 unreasonable at all.

8 Now, the -- generally, the wall, as you
9 mentioned, Chief, is the main obstacle, particularly
10 for smaller, shorter people, but it doesn't tell us
11 how we have to build the wall. You know, it can be
12 a chain link fence.

13 It can have a couple of lips in it, toe
14 holes in it, which we plan on doing as well. Some
15 people will just glide over that wall like it's
16 nothing. But if there are a couple of toe holes,
17 those that aren't quite as gifted in height and
18 athletic ability will still be able to hopefully get
19 over the wall, but it will take them a lot longer
20 and that's when that minute and 36 may come back and
21 bite them.

22 BRAD RINEHIMER: They can also take it as
23 many times as they would like through the course of
24 the Academy, but prior to completing the Academy
25 they have to have passed it at least one time.

1 CHIEF JAMISON: Sorry. Chief Jamison
2 again. But as long as they complete it at least
3 during the Academy or do they test it at the end of
4 the Academy?

5 EXECUTIVE DIRECTOR BARLOW: We'll test
6 them throughout the entire Academy. If anything is
7 a minute and 36 or lower, they'll get a pass.

8 BRAD RINEHIMER: Pass it one time and
9 you're good.

10 Yes, sir.

11 DEPUTY CHIEF FRANKLIN: Deputy Chief
12 Franklin, Does it take into account whether the
13 course would be on hard floor, turf, or asphalt?
14 It's totally different.

15 EXECUTIVE DIRECTOR BARLOW: Yes, sir. It
16 does not specify which. It can be on any. And as
17 you -- when we look at the video, you'll see they
18 were very creative, and they used a very small
19 amount of space and they kind of had a U going back
20 and forth through each obstacle, which would
21 probably make it a little bit quicker.

22 So we kind of like the way they did that.
23 Ours is elongated around the side of the Academy, so
24 we'll probably emulate Chesapeake PD. I think that
25 might take a few seconds off it because they won't

1 have as far to get from one obstacle to the next.

2 BRAD RINEHIMER: Any more questions before
3 we show the video and then we can talk about it
4 more?

5 (Whereupon, a video was played.)

6 PERRY BARTELS: All right. So one of the
7 things that is also going to go in conjunction with
8 this is an hourly PT requirement per class. We're
9 going to be required to PT them a minimum number of
10 hours per class, and what we're going to do is focus
11 those sessions on the skills and strength needed to
12 negotiate these obstacles.

13 And we would anticipate that if we had a
14 recruit at the start of the Academy, let's say they
15 were running it in three minutes, that we would
16 stand a good chance at shaving off 20 or so seconds
17 from that.

18 But if they're coming in at three and a
19 half minutes at the start of the Academy, then we
20 would question whether or not we could -- we could
21 see that much of an improvement. But the wall and
22 the dummy drag are probably the two most challenging
23 obstacles for them.

24 My lead instructor, Thomas Nolan, has some
25 stats from our last class on some of the times that

1 they were running.

2 Did you want to go over that, sir?

3 THOMAS NOLAN: So from the class that just
4 graduated, 31 of the 54 passed the course as it is
5 in the packet that we handed out, which has the
6 exact measurements and everything to it.

7 Of the 22 that would have failed it, we
8 had about 10 that were within five, six seconds, so
9 we got 10 people who were close right there. So if,
10 A, more time spending working on the PT requirements
11 and getting them trained, we can get them there for
12 sure. It's the next group that's going to be the
13 question mark.

14 CHIEF BUTLER: Don Butler. I have two
15 questions on that. What was your best time and what
16 was the problem? Was it typically the dummy drag?

17 THOMAS NOLAN: Typically, the dummy drag
18 was the problem. Our best time was 54 seconds. So
19 it -- it can -- it can be moved, but typically the
20 dummy drag and the wall were the big issues, people
21 not being able to get up and over the wall right
22 away on a first try, having to sit there and jump at
23 it.

24 And then the dummy drag, getting up and
25 underneath it and lifting it, some of our smaller

1 recruits struggled with it.

2 With that being said, we are going to be
3 purchasing a couple more dummies because our current
4 dummy weighs 160 pounds. We will be absolutely
5 getting a 150-pound dummy for that 10 pounds could
6 be the difference between a couple students every
7 single year. So we'll 100 percent be getting that
8 150-pound dummy.

9 CHIEF DUNN: Great question.

10 CHIEF BUTLER: I don't feel naive, but I
11 will say this. We don't often drag bodies around in
12 our job. I mean, I get why they do it, and if you
13 ever go for SWAT or whatever, everybody does it.

14 In 34 years, once -- and I had a guy
15 Carl's size helping me, Jeff Yates. And it's just
16 not practical or reasonable, but, you know.

17 BRAD RINEHIMER: Some of the things we've
18 noticed with the dummy drag too is teaching a proper
19 technique. And part of that is if you don't show
20 them the proper technique for getting deep under the
21 arms and locking it and, you know, there's -- and
22 that way that'll help speed them up too, and they'll
23 get practice runs at this and they'll get the -- get
24 those techniques down.

25 Because, you know, you can shave those

1 seconds off with good technique on certain things.
2 So that's part of the stuff we're looking at going
3 what can we improve on their techniques in this?

4 And as they stated before, we have to do a
5 certain number of PT hours that's also coming up, so
6 we want to use that PT to train them towards the
7 skillsets they need to pass this course versus just
8 dropping in the hallway and doing 25 push-ups.

9 Let's get some organized stuff, build in the
10 explosive speeds and lifts and things like that. So
11 we're trying to look and to lean into the future on
12 it.

13 EXECUTIVE DIRECTOR BARLOW: I believe the
14 minimum number of PT hours is 80, so that is going
15 to add time to the Academy because defensive tactics
16 cannot be part of that 80. We asked that question.
17 So, you know, that is a significant amount. That's
18 two additional weeks.

19 And I'm not saying we have to add two
20 weeks, but there will be some additional time coming
21 up in 2027, and we're going to need it to get those
22 marginal folks up to speed where we think they can
23 -- they can get through that obstacle course in the
24 requisite time.

25 CHIEF DUNN: Yes, sir.

1 DEPUTY CHIEF FRANKLIN: Deputy Chief
2 Franklin. I know this might be an obvious question,
3 but if a -- if a recruiter should get injured during
4 this particular test, would the injury be considered
5 workman comp?

6 And if they are no longer employed with
7 that agency, how would that fall back on the agency
8 if they're --

9 CHIEF DUNN: That's a great question.
10 That's a great question for the executive director.

11 EXECUTIVE DIRECTOR BARLOW: Well,
12 generally speaking, any injury during physical
13 training becomes a workers' comp issue for the
14 individual academy. I'm sorry. For the individual
15 agency.

16 You know, we -- we try very hard to not
17 put them in, you know, reckless-type things where
18 they can get hurt. But if they were to get hurt
19 during defensive tactics, just like if they were to
20 get hurt during this mandated course, they could
21 graduate and get a blank certificate and then come
22 back and just try and get through that process
23 there.

24 So we're kind of anticipating we're going
25 to look -- we're going to treat this like any other

1 physical training course we do at the academy. So
2 if I hurt myself going over the wall but I can
3 complete the rest of the academy because it's, you
4 know, when you're on worker's comp you can't do
5 physical stuff, but you can do classroom stuff, then
6 we would bring you back to get through that course.

7 Now, if they can't get through it when
8 they come back, then they would not graduate.
9 They'd have to come back to an entire academy again.
10 But if they're hurt during any physical training,
11 the option is to come back and just accomplish that
12 to get their certificate and to graduate.

13 DEPUTY CHIEF FRANKLIN: So just to
14 clarify, if a student is unable to pass the agility
15 test the first time and they do not graduate, they
16 have the opportunity to come back the following
17 year?

18 EXECUTIVE DIRECTOR BARLOW: Well, if they
19 -- yes, sir. If they do not pass it, not due to an
20 injury, if they just cannot pass it, we give them
21 five, six, seven opportunities, as many as we can
22 give them and they can't get the minute and 36, they
23 do not graduate from the Academy and they will have
24 to come back if you guys or gals decide to send them
25 back to an entire academy again. So hopefully

1 there'll be some preparation before they got sent
2 back, knowing what their weakness was.

3 Chief, did that answer your question, sir?

4 DEPUTY CHIEF FRANKLIN: Yes, sir. Thank
5 you.

6 CHIEF DUNN: And if I could clarify -- ask
7 a clarifying question. I think that even if two
8 weeks or two months after the academy they were able
9 to successfully complete it, they wouldn't
10 necessarily have to do it on the next academy
11 schedule.

12 EXECUTIVE DIRECTOR BARLOW: Correct. I
13 mean, if it's an injury, again, an injury is treated
14 very different than a failure. A failure, they
15 don't graduate the academy. An injury, they come
16 back to complete whatever topics, DT, firearms,
17 wall, fit course once they're healed up. They don't
18 have to go through the entire academy again. Only
19 if they fail those -- those physical training
20 things.

21 DEPUTY CHIEF FRANKLIN: So if they fail
22 the agility test, not injury, they have the
23 opportunity to come back sometime in that next
24 academy class to do the -- to do the test again --

25 EXECUTIVE DIRECTOR BARLOW: No, sir. They

1 would come through the entire class again. If it's
2 a failure, they have to come back to the entire
3 training curriculum because we're giving them a lot
4 of opportunities throughout, you know -- we'll do
5 that course as many times as we can up to the last
6 day of the academy if they feel like they can pass
7 it.

8 You know, as long as they get it once,
9 we're not going to do an aggregate or anything like
10 that. If they get one time 1:36 or less, we're
11 going to pass them.

12 CHIEF DUNN: But I think it's an agency
13 question, what you want to do with that employee,
14 not an academy question.

15 EXECUTIVE DIRECTOR BARLOW: Yeah. Yeah.

16 CAPTAIN FEREBEE: A.J. Ferebee,
17 Northampton Sheriff's Office. I think you've also
18 got to look into, from the agency side, DCJS,
19 because if your student is not within that year's
20 time that they have to be graduated or have to have
21 been certified through DCJS, then that could also
22 lead into some problems.

23 We have one that tore his ACL/MCL, and he
24 finished the academy but he didn't come back to do
25 certain -- certain points, but we had to make sure

1 to get him within that time for DCJS. You can file
2 for an extension, but getting that extension
3 sometimes can be painful as well.

4 EXECUTIVE DIRECTOR BARLOW: DCJS's policy
5 theoretically is injuries and illness and military
6 movements, they will give them an extension. Not
7 passing a topic, they will not give extensions.

8 CHIEF JAMISON: Didn't they increase it to
9 18 months, though, instead of a year?

10 EXECUTIVE DIRECTOR BARLOW: They're
11 supposed to be doing that. I don't know if it's
12 official or not yet. I -- I wish they would because
13 a year -- a year is not long enough.

14 BRAD RINEHIMER: Any other questions about
15 the work performance test?

16 CHIEF JAMISON: I do. Sorry.

17 BRAN RINEHIMER: Yeah.

18 CHIEF JAMISON: Chief Jamison here.

19 BRAD RINEHIMER: We know you.

20 CHIEF JAMISON: What recommendation -- I
21 mean, I know you can't say if you don't have your
22 score by this, you can't attend our academy. I know
23 that's probably not the way it works.

24 What recommendation do you have for us
25 that are hiring people, two minutes and under, 2:30

1 and under, to be able to --

2 CHIEF DUNN: Good question.

3 CHIEF JAMISON: -- approve for the
4 academy?

5 CHIEF DUNN: That's a fantastic question.
6 We've batted this around, and I would think if you
7 have them get through this course in 2 1/2 minutes
8 that over a four-month period we probably can get
9 them to pass that course. Probably.

10 And you might send someone that's a three-
11 minute person and they're just highly motivated, or
12 you might send a minute and 38 person that just
13 couldn't care less, and then they're not going to
14 get better. They're going to get worse.

15 But I think 2 1/2 minutes and below, we
16 can work with them if they -- if they want to be --
17 to accomplish this to get them there.

18 And Perry and Carl or Tom, please say
19 something if you think my times are overly
20 ambitious.

21 CARL CESPEDES: No. I think we had
22 knocked that around quite a bit, and we're like is
23 it two minutes, is it 2:10? And, once again, all of
24 the variables is in the person, you know, their own
25 personality and how bad they want to be here.

1 But as for the hiring process, I think,
2 you know, it's -- it's a challenge for us obviously
3 the longer it takes them to -- to get there, but if
4 they're motivated, I think probably the 2 1/2. You
5 know, I wouldn't try to squeeze it to 2:31, 2:32.
6 You know, it would just make the work much harder.

7 But again, it depends on the personality
8 of the person you're hiring when you're reading into
9 what they're made of and having that -- that hard
10 discussion with them.

11 And hopefully, if you guys have access to
12 some courses out there pre-hire, you'll be able to
13 see what you probably think what they're, you know,
14 your -- your training people can go, yeah, that
15 person I think can pull it off, that person, no,
16 they're just going to, you know, they're just going
17 to Kool-Aid man right into the wall over and over
18 and over again, and we're just not going to get them
19 there.

20 So, yeah, so 2:30 is probably about what
21 we can work with at the far end.

22 CHIEF JAMISON: And I know this doesn't
23 impact you. This is a delegate senator question,
24 but this is going to significantly decrease the
25 amount of people you have in the academy because the

1 amount of people we can hire, I would say, for a
2 fact.

3 Because not that that's a good thing. We
4 should be trying to hire people that they can do
5 certain standards. And I -- I think it's going to
6 be also imperative to find people, likely
7 internally. We don't have training staff, so now we
8 have to find people to be able to -- to put these
9 people through and understand them.

10 And this is not on you. This is on the
11 state. We don't have a mandate without any really
12 guidance, and that's just something we'll have to
13 work through.

14 EXECUTIVE DIRECTOR BARLOW: You know, what
15 -- you know, I've also thought one of the things we
16 can do as an academy is we can have four work days
17 where people send their potential recruits, and
18 we'll put them through the course and kind of give
19 you an evaluation of where they are.

20 Because we'll have the course. We're
21 going to have to have it built, obviously. So we're
22 absolutely willing to work with you because we
23 recognize -- you know, obviously after seeing our
24 numbers here, we recognize the challenge here.

25 If y'all can work on your side with the

1 Chiefs and Sheriffs Associations to try and make
2 that time limit a little more reasonable and then we
3 kind of work on having that course put together and
4 whoever doesn't have their own course can send us
5 people on a quarterly basis before they get hired,
6 so at least they see it and try and go through it.

7 But what scares me about that, Chief, is
8 there are certain people who are going to apply for
9 jobs, and before you hire them, we put them through
10 this course and they get hurt. Hurt. That's a
11 problem for y'all.

12 CHIEF JAMISON: Yeah. We're not going to
13 hire them if they can't beat the 2:30 so, I mean,
14 that just tells me my numbers will decrease on
15 people that we hire because I can't invest a bunch
16 of money in someone that's not going to get through
17 that at least.

18 I can't risk putting them through that if
19 they're not going to complete the course. That's a
20 lot of investment wasted.

21 EXECUTIVE DIRECTOR BARLOW: Understood.

22 CHIEF DUNN: And so I've thought are we
23 going to have less in the academy or are we just
24 going to have more 21- to 25-year-old males? And, I
25 mean, to me, I think that's a concern. That's a

1 real concern.

2 We've all worked so hard to -- to change
3 that. So, excellent point.

4 Yes, sir.

5 COLONEL RODGERS: Colonel Matt Rodgers,
6 DMRC. Just to -- and forgive my ignorance. In the
7 previous academy classes, what would be an hours
8 dedicated to PT to begin with?

9 Within the addition to the 60 that we
10 require for cadets?

11 CHIEF DUNN: Great question.

12 EXECUTIVE DIRECTOR BARLOW: That is a
13 great question. Right now we kind of use the Cooper
14 test, which is age and sex norm, and we use the
15 LAWFIT, and we do -- we don't schedule our physical
16 training on a regular basis.

17 But there is enough time that ends up
18 being open that we work on some of these things with
19 them. So there is an expectation that when they
20 come to us, they can walk around the parking lot a
21 few times.

22 Because in the first week or so, we put them
23 through their first LAWFIT and then we do a LAWFIT
24 in the middle and then a LAWFIT at the end, hoping
25 to see some type of improvement, and we do.

1 Generally speaking, I think we see a good
2 amount of improvement. But, again, the person that,
3 you know, gets out of wind walking from their car
4 into the multi-purpose room, there's nothing we can
5 do with those folks.

6 So we already build in the physical
7 fitness training, but now we're going to have to
8 have official hours that we have to prove to the JS
9 on the schedule that this is where those hours are.

10 I can't just tell them, yeah, we did our
11 80. I have to actually show them on the schedule,
12 so it's going to elongate the academy. There's no
13 doubt about it.

14 Did that answer your question, sir?

15 COLONEL RODGERS: Yes, sir. Thank you.

16 SHERIFF WARREN: Sheriff Warren. I think
17 as Academy staff we're going to have to communicate
18 with the sheriff and chiefs as well because if we
19 send somebody that's at that two minute or 1:45 and
20 you guys are running this course multiple times a
21 day out of the Academy, I don't want to wait until
22 graduation day to call me and say, Hey, your guy
23 hasn't gotten any better.

24 I'd rather just, you know, if they're
25 going the wrong way consistently or not making any

1 improvement, I'd rather move on and post the opening
2 instead of just dragging, you know, wasting more
3 time, for lack of a better term.

4 EXECUTIVE DIRECTOR BARLOW: Well, we
5 haven't thought specifically yet. I mean, our
6 philosophy now for firearms and all physical
7 training is three tests and then a fourth and final
8 if the Agency wants us to give them.

9 We can come up with that same policy for
10 the -- for the obstacle course. That doesn't mean
11 we can't do a bunch of practice before we -- before
12 we test them to get them there, or we can do
13 unlimited times.

14 That's something that I'm going to need
15 guidance from you all because either way we do it,
16 staff normally does a good job staying in contact
17 with your training staff one way or the other
18 letting you know where their people are, where your
19 people are.

20 But we can treat it like any other
21 physical training skill and do the three tests and
22 then the fourth and final only if the Agency wants
23 it.

24 We really haven't made up our minds yet.
25 And again, I -- I look for some input from -- from

1 you all on that one.

2 THOMAS NOLAN: To speak on that one
3 discussion point that I know I had with Carl and
4 Perry on that was run the first time through, even
5 if it's more than one attempt, maybe a couple weeks
6 into the Academy.

7 From there, people who already get the
8 1:36 will fill out their passing form for the
9 handout that I gave you for all of those DCJS
10 objectives that they check. We'll immediately fill
11 it out that person's passed, that person's through
12 it.

13 Then what we would do is notify all of the
14 agencies this is where your people were. So if for
15 Gloucester, say you send us four people, these two
16 passed, they're done. These -- this individual got
17 1:50, we think they can get -- we can get them
18 there. This individual is at 2:40. It's going to
19 be a struggle to kind of give you all an idea of
20 where you're at.

21 It's going to put some work on us, but
22 it's something that we discussed needing to do to
23 give you guys that opportunity. Talking with our
24 staff instructors, I know one thing that came up
25 with that is if we do give that warning, then

1 potentially if agency to agency you can make a
2 decision to have them do mandatory PT.

3 I know our staff instructors discussed
4 making their people if they're at this range by this
5 point of the academy, they'd make them come in on
6 weekends.

7 That's not something as an academy we
8 could do, but that's something I know that they've
9 already thrown around to try to get their people
10 more there.

11 But as an academy, we will absolutely send
12 out warnings and with notifications of this is where
13 your people are at. These people have passed.
14 These people are close. These people are in the
15 danger zone.

16 CHIEF JAMISON: Okay. I think that might
17 be a good data point for this next year to capture
18 what is that time frame of improvement from the
19 first month or the first week the last that you can
20 say, if anything, to the chiefs and the sheriff's is
21 like, well, 2:40 is not going to -- he's not going
22 to improve or she's not going to improve by the end
23 of the academy. She's got a 2:40 at this point. If
24 it's a 2:20 at this point, it's very likely she will
25 improve by the graduation day.

1 CHIEF DUNN: Great point.

2 Any other discussion?

3 Okay. Great. Thank you.

4 Now let's switch over to a more exciting
5 conversation. the new facility, 12650 Patrick Henry
6 Drive.

7 Would you mind giving us an update, Scott?

8 EXECUTIVE DIRECTOR BARLOW: I do not mind
9 at all, Chief.

10 So a quick history of how we got here. We
11 began this search easily five years ago. Our
12 original plan is we found 11 acres of land in York
13 County. We unfortunately found there was a lot of
14 wetlands and salamanders and problems that were
15 occurring, and to build from scratch was going to be
16 very complicated.

17 We were going to have to sell off a couple
18 of lots and have enough left over, and it was
19 further down the street than we really wanted to be
20 in York County. So fortunately, the sellers would
21 not allow us to spend extra time to do our wetland
22 studies, so we backed out of that.

23 And then we found this beautiful building
24 that was owned by Mr. Havner, who was the one doing
25 the search for us, and we figured that this is 5 1/2

1 acres. The building is at least twice the size of
2 this one. And we could do some renovations to make
3 -- make it a really nice academy with a huge
4 training room, which is pretty much what it has.

5 The training room, you could put an
6 aircraft in that hangar. It's huge. So it ended up
7 in everyone's minds, I think, that it was a much
8 better option to go with the existing building and
9 renovate, which is what we've done.

10 We began renovations in June, and we will
11 be moving in March 1st. So I would say a month or
12 so into the new academies. The two basic academies
13 will start at the same time.

14 Both law enforcement and jail will start
15 in this building, and then part of the way through
16 we'll be moving into the new building.

17 What -- what I will share with you all,
18 and it's -- it's -- it's a request, not -- not a
19 mandate of any type, is we did build four to five
20 days open in the first week of March in the training
21 calendar for the law enforcement and the jailers.

22 You guys and gals can either bring them
23 back and hold onto them for whatever you want to do
24 with them. What we would appreciate is leaving them
25 here, we have them coming in plain clothes, and they

1 can move a lot of the light stuff. I am paying a
2 company to move the heavy stuff.

3 Like all of the plaques on the walls, they
4 could take the plaques down and bring them over to
5 the new academy. So I could use the free labor to
6 keep costs down for a lot of the light -- the light
7 stuff.

8 If that's something that you don't want
9 your folks to do, I would understand that. And then
10 they can go back to your agency for that four or
11 five days, but we need that time to make the
12 transition from one facility to the next.

13 It's -- everyone in here knows how
14 extensive that is. Just getting the -- the
15 electronics up and running and the video up and
16 running. The whole thing is going to be a big move
17 from one to the next.

18 So that's kind of where we are. And the
19 March 1st is a pretty hard date because I've already
20 hired a moving company. So we're very excited.
21 This facility is a 30- to 40-year building. We are
22 not going to outgrow this facility. It's -- it's
23 quite -- quite special. It kind of puts us where we
24 should be as the second largest regional academy in
25 the state.

1 That's kind of what -- what I had to
2 share. Carl or Perry or Tom, if I've missed
3 anything, or Chief, if there's anything you'd like
4 to add to that, or if there's any questions.

5 Sir?

6 CAPTAIN FEREBEE: I know there was some
7 talk about parking. Have we been able to address
8 that yet for the new building, how much parking will
9 be there for the students?

10 EXECUTIVE DIRECTOR BARLOW: Yes, sir.
11 There's plenty of parking. I know the concern
12 visually is when you see the front and the back lot,
13 it's about the same size of what we had, a tad
14 smaller, but we're building a driveway that goes
15 from one parking lot and it U's and comes back to
16 the other parking lot to do all our traffic stop
17 training and practical training and things like
18 that.

19 And it'll be wide enough where, if we need
20 extra parking, that entire area could, like, a
21 meeting like this, we had a couple of basic classes
22 in session. So parking should not be a problem with
23 that additional road we're putting in there.

24 CHIEF DUNN: Good question.

25 Any other thoughts or questions?

1 CHIEF BUTLER: Real quick. Graduation
2 there or off-site physically?

3 EXECUTIVE DIRECTOR BARLOW: Another great
4 question.

5 This facility will be -- the great room is
6 probably the same size as the Coastal Community
7 Church is right now. So we could have a graduation
8 there in a pinch, but the Coastal Community has been
9 so good to us and they have, you know, they can
10 video it and they've got a stage.

11 So our plan is to continue using them as
12 long as they'll have us. And it's been a very good
13 relationship to this point.

14 CHIEF BUTLER: Great.

15 CHIEF DUNN: Any other thoughts or
16 questions?

17 All right. I wanted to point out that I
18 know that we're going to have one member that's been
19 a part of our team for a long time, Chief Mona
20 McLaurin, I think you mentioned -- I don't know if
21 it's approved yet or not, but this is going to be
22 your last meeting with us.

23 CHIEF MCLAURIN: Yes.

24 CHIEF DUNN: I -- I'd love for you to
25 share a few parting comments, if you would.

1 CHIEF MCLAURIN: Okay. Thank you. I just
2 want to say that it has been a pleasure to be
3 working with each and every one of you. My time
4 here is over . After 38 years it's time to sit back
5 and do some of the things that I would like to do
6 and continue to enjoy life.

7 So thank you all for the support for me
8 and the Virginia Port Authority, and Chief Snow was
9 sworn in. Jason Snow was sworn in last week, so he
10 will be -- he is the new chief of the Virginia Port
11 Authority, and I will get all of that information
12 over to the Academy so that he can get on the
13 appropriate list.

14 But thank you, all. I really have enjoyed
15 my time in this profession. Look forward to seeing
16 you guys continue to succeed. I can't wait to see
17 the new academy. But that's it. Thank you for
18 having me.

19 CHIEF DUNN: Mona, it's been wonderful
20 working with you.

21 Anything else for the good of the order
22 they might like to share and pass on about the
23 Academy or anything else in our Hampton Roads
24 community?

25 No?

1 Then I would love a motion to adjourn.

2 Motion; all in favor?

3 IN UNISON: Aye.

4 CHIEF DUNN: Thank you all for joining us.
5 Great seeing everybody. Hope you have wonderful
6 holidays.

7 (WHEREUPON, the BOARD MEETING concluded at
8 11:09 a.m.)

CERTIFICATE

I, Alessandra De Souza, do hereby certify that I reported all proceedings adduced in the foregoing matter and that the foregoing transcript pages constitutes a full, true and accurate record of said proceedings to the best of my ability.

I further certify that I am neither related to counsel or any party to the proceedings nor have any interest in the outcome of the proceedings.

IN WITNESS HEREOF, I have hereunto set my hand this 26th day of December, 2025.



Alessandra De Souza

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