



Virginia Law Enforcement Professional Standards Commission

Assessment Report

FAUQUIER SHERIFF'S OFFICE

Initial Accreditation

SHERIFF ROBERT P. MOSIER

DATES OF ASSESSMENT

Monday, June 11, 2018 – Tuesday June 12, 2018

EXECUTIVE SUMMARY

Sheriff Robert Mosier is a native Virginian with a distinguished career as a law enforcement professional. His career spans over 30 years in local, county, Federal Government, domestic, and international law enforcement. Sheriff Mosier started as a police dispatcher at age 19, and at 21 graduated with Top Overall Achievement as a Patrol Officer. He served at the local level and, based on his recognized skills and abilities, quickly moved up the ranks.

While in Fauquier County, Sheriff Mosier began as a Deputy Sheriff, and throughout his career served as Commander of Special Operations, Patrol Division, and Criminal Investigations Divisions. He developed and implemented community policing programs, managed security in large public events, and distinguished himself by earning numerous Letters of Commendation, two Unit Citation Awards, a Distinguished Service Award, a Community Service Award, and a Valor Award.

The personal integrity, professionalism, leadership, and managerial skills Sheriff Mosier developed in local law enforcement made him highly sought after for international criminal justice assignments. In 1996 he was selected by the United States Department of State to serve in Bosnia and Herzegovina with the International Police Task Force as a Station Commander where he represented the Fauquier County Sheriff's Office. Following this assignment, Sheriff Mosier served with the International Justice Mission, a human rights organization, as Director of Investigations working in Asia, Middle and Near East, Africa, and Latin America. He later served as a senior representative for a large and complex U. S. Department of Defense law enforcement program in which he provided daily oversight of all administrative, logistical, operational, and training requirements for 300 law enforcement professionals. Following this service, Sheriff Mosier became a GS-15 Deputy Senior Executive Police Advisor for the Iraq Bureau of International Narcotics and Law Enforcement Affairs with the U.S. Department of State with oversight of 150 Senior Police Advisors. Most recently, he supported the U.S. Department of Defense serving with the Counter-IED Operations / Intelligence Integration Center and later as the Senior Associate for Law Enforcement Operations with Obsidian Solutions Group.

TEAM MEMBERS

Team Leader: Christopher C. Hawkins (Master Assessor)

Title: Captain

Employer: Westmoreland County Sheriff's Office
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Montross, Virginia 22520
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Captain Hawkins has served in law enforcement for 27 years and is currently the Operations Captain for the Westmoreland County Sheriff's Office. Previously he served as the Training Officer for the Stafford Sheriff's Office, Chief of Police in the Town of Colonial Beach, and as a First Sergeant with the Virginia State Police. He has served on many assessments and mocks and serves as a Master Assessor for the Virginia Law Enforcement Professional Standards Commission.

Team Member: Shannon Williamson (Master Assessor)

Title: Deputy

Employer: King George Sheriff's Office
King George Sheriff's Office
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swilliamson@co.kinggeorge.state.va.us

Deputy Williamson began her career with Arlington County Sheriff's Office on July 11, 1988 and retired on February 12, 2016. She fulfilled assignments in all components of the Arlington Sheriff's Office. She was assigned to the responsibilities of VLEPSC Accreditation in 2000 and served on many mock and on-site assessments for VLEPSC. Arlington County Sheriff's Office was an accredited agency from 1997 until her retirement in 2016.

Currently she is a Part-Time Deputy with the King George Sheriff's Office and she is assigned to the Professional Standards Unit. The King George Sheriff's Office has been an accredited agency since 2003. She is a Certified Master Assessor, and continues to be involved in mock assessments and on-site assessments.

Team Member: Dave Daigneault (Master Assessor)

Title: Chief of Police (Retired)

Employer: James City County Police Department
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Chief (Ret.) Daigneault is a 40 - year veteran of the James City County Police Department and currently serves JCCP part-time as the Accreditation Manager. He has served on over 30 assessments and numerous mocks as well as serving on the Standards Review Committee, the SPOCS Committee and serves as a Master Assessor for the Virginia Law Enforcement Professional Standards Commission.

AGENCY INFORMATION

The Office of the Sheriff dates back to England in the year 1066, when the Sheriff was considered superior to any nobleman in the country and was himself a member of royal family. The word "sheriff" means keeper of the county. The Sheriff is responsible for the overall management of the Office, including the major areas of personnel administration, training, fiscal management and policy information. As an elected official, the Sheriff reports directly to the citizens of Fauquier County. The Sheriff is assisted in the management of the Office by his Chief Deputy. In the absence of the Sheriff, the authority of the management of the Office is given to the Chief Deputy or designee of the period of the absence.

The Civil Process Court Security Division is responsible for the execution of legal documents, warrant service, fugitive apprehension, the coordination of off-duty details and courthouse security. The division operates with a staff of 26 full time Deputies, two part-time temporary Deputies, one full time administrative associate and one part-time permanent administrative associate. Civil Process continues to provide direct support to Court Security, screening persons entering all Court facilities, providing security for Grand Jury and Special Grand Juries, and providing supplemental warrant services for any wanted individuals attending Court. The Warrant and Fugitive Apprehension program is also housed in the Civil Process Division. The "10 Most Wanted" list is updated and distributed quarterly, and in 2017, 24 fugitives were apprehended from those lists. In addition, the "Wanted Person of the Week," released each week in the Daily Activity Report, resulted in 23 arrests. Civil Process also launched a "Wanted Person" live feed through social media to solicit citizen assistance in the apprehension of specific fugitives in 2017. For the calendar year 2017, the Civil Process Division continued to make great strides, experiencing a 3.5% decrease from calendar year 2016 in legal document service, serving a total of 13,392. Additionally, 427 individuals were arrested on outstanding warrants, and there was an increase of 17.33% when compared to calendar year 2016.

The Criminal Investigation Division (CID) is responsible for investigating violent and major crimes and serious misdemeanor cases. CID has 23 personnel assigned to the Division, and is comprised of Major Crimes, Special Operations, Crime Analysis, and Cold Cases. Detectives are trained in electronic forensics, interview and investigative techniques, and various specialties including crimes against children, financial crimes, and polygraph administration. CID also houses a Crime Analyst, who is responsible for completing the Daily Activity Report, information sharing, and intelligence gathering. Two Administrative Associates complement the division by maintaining records and completing data entry. The Criminal Investigation Division worked 758 cases in 2017, a 4.5% increase from 2016. A quarter of the cases worked were reported as fraud, which included credit card fraud and various solicitor cases.

The Communications Center is staffed 24 hours a day, seven days a week, 365 days a year. The Center operates with a minimum of four trained Emergency Communication Specialist (ECS), with a total of 22 trained personnel at the close of 2017. ECS are responsible for processing, prioritizing, and dispatching emergency and non-emergency calls for service. In 2017, the Communications Center fielded 24,246 emergency calls, and 143,414 non-emergency calls for service. ECS personnel provide support services to the Fauquier County Sheriff's Office, Warrenton Police Department, Remington Police Department, Fauquier Fire and Rescue, probation and parole, and social services. All ECS personnel are CPR/First Aid and Emergency Medical Dispatch (EMD) trained. In 2017, ECS personnel were credited with two CPR saves and the delivery of a healthy baby boy. 12 ECS personnel have received Crisis Intervention Training with the goal of 100% in 2018. In 2018, The Communications Center will continue to work to implement "Text-to-911" and "Next Generation 911" services. "Text-to-911" will allow citizens to send text messages from wireless devices to the 911 center and "Next Generation 911" which will replace existing services with IP internet-based systems.

The Professional Standards Section oversees records, training, employment processing and accreditation process. The Records Section maintains all official records of the Sheriff's Office and is responsible for the review of all incident and crash reports, entry of traffic summonses and pawn tickets, and responding to Freedom of Information Act (FOIA) requests. During 2017, the division processed over 16,000 public safety records. The Training Unit coordinates in service and basic training courses for sworn and civilian employees to ensure compliance with Commonwealth of Virginia and Accreditation standards. The Unit provides 417 hours of both in-house and hosted training to sworn and civilian personnel in 2017.

The Patrol Division serves and protects the Fauquier County Community 24 hours a day, seven days a week, and 365 days a year. The division is currently staffed with 57 sworn Deputies and one civilian employee. There are 36 personnel assigned to various Patrol squads on 12-hour rotating shifts. Four Patrol squads respond to incoming calls for services, and proactively police the Community. Squads in Traffic Safety, Animal Control, and School Resources supplement additional specialized staffing needs. The Patrol Division is overseen by a Captain, two Lieutenants, and one First Sergeant. Each Patrol squad is led by a Sergeant and Corporal. The duties of the Patrol squads include responding and investigating reported past occurrence and in-process crimes, investigating suspicious incidents and activity, processing and protecting crime scenes, traffic enforcement and control, DUI enforcement, motor vehicle traffic crash investigations, maintain a visible proactive presence on County roads and subdivisions, and assisting motorist and citizens and with a multitude of concerns from matter advice to aiding lost and disabled motorist.

COMMUNITY INFORMATION

Dating back to the 17th century and the beginnings of our country, and area we now know as Fauquier County was listed in 1608 as part of the Northern Neck of Colony of Virginia by Captain John Smith, explorer and leader of the Jamestown Colony. Named after Francis Fauquier, Lieutenant Governor of the Colony of Virginia from 1758-1768, Fauquier County was found from a section of land previously considered Prince William County.

The rich Civil War history in Fauquier County can be experience through several different self-driven tours, guided tours, museums, and historical trail markers. Although no major battles were fought in Fauquier County, a number of skirmishes involving infantry and cavalry did occur.

After the second Battle of Manassas, which took place just 15 minutes from the Fauquier County border by today's travel standards, over 1,800 wounded soldiers were brought to Warrenton to makeshift hospitals set up in Warrenton's businesses, churches and homes. In 1862, Union General McClellan said farewell to his troops, as Commander of the Army of the Potomac, from the balcony of what is now the Warrant Green Building.

VERIFICATION METHOD

The standard files were assigned by section, with one assessor (Chris Hawkins) reviewing OPR files, another assessor reviewing ADM files (Chief Daigneault), and the Deputy Williamson, reviewed PER/TRN. All three assessors then assisted with the remaining OPR and ADM files.

ASSESSMENT

The assessment of the Fauquier County Sheriff's Office formerly commenced on Monday, June 11, 2018 at approximately 1300 hours. The assessment team was picked up from their hotel and transported to the Fauquier County Airport for the static display.

The following vehicles and equipment were displayed for the assessors:

Marked Vehicle	DFC Brandon Repass
Unmarked Vehicle	First Sergeant Darly Shores
Canine Vehicle	MDS William Harner
SERT Vehicle	Detective John Thorpe
Mobile Command Vehicle	Communication Manager Kight and Manager Kuhler
ADC Transport Van	Cpl. Kristin Nicholas and DFC Chris Paris
Pickup Truck and Plow	Detective Dave Hamblin
UTV	Detective Dave Hamblin

All vehicles displayed appeared to be in top condition and clean, inside and out, with all vehicles containing equipment required for just that vehicle and equipment required by all vehicles (traffic vests, safety gear, first aid, blood borne pathogens, etc.). Equipment was easily assessable to the team members during their inspection.

The deputies assigned explained the functions of the vehicles and/or the equipment mounted or available in each vehicle and were knowledgeable about their use and function. Inspection forms and maintenance logs utilized by the agency were available to indicate that inspections were completed on a regular basis and maintenance performed, as needed. All questions regarding the inspection and use of the agency's vehicles were answered to the satisfaction of the assessment team. The static display was completed at approximately 1345 hours.

The team then began the Agency tour. We toured the Circuit Court with Sergeant Steve Lewis and MDS Frank Haldeman. They were professional and knowledgeable in the process and covered standards related to their function. Even our team was taken through the scanner and had to place belongings in a lock box before we were allowed access. We then continued to the Adult Detention Center with Corporal Kristin Nichols as our guide. She covered how the deputies process an arrestee and the security measures in place. Corporal Nichols was professional and very helpful in providing proofs of compliance. In touring the Communications Center we were assisted by Supervisor Terri Pennington who was able to provide answers to all of our questions quickly and to demonstrate proofs of compliance without hesitation. In Civil Process we met with Supervisor Betsy Irons who was very informative as to the unit's process. The Records Section tour with Manager Theresa Miller and the Training Section tour with Coordinator Carol Neam was also very informative as to the agencies processes and provided proofs of compliance. Our final part of the tour was Criminal Investigations where Crime Analyst Kristi Koglin provided us with information on the interview room' process. All of the personnel that we encountered on the tour were professional, knowledgeable, and very helpful in the accreditation process. It was obvious that there personnel were well trained and well informed as to the roles in which they serve.

RIDE-ALONG COMPONENT

On Tuesday, June 12, 2018, Deputy Williamson conducted a ride along with Corporal David Lee from 0930 to 1100 hours. Deputy Williamson covered many VLEPSC Standards to which Corporal Lee was knowledgeable and was able to answer without hesitation. Corporal Lee was very professional and is an obvious asset to the Fauquier County Sheriff's Office.

PROPERTY/EVIDENCE VERIFICATION COMPONENT

On June 11, 2018, Master Assessor Dave Daigneault, Retired Chief, did an inspection and partial audit of Property and Evidence. Det. Dave Hamblin is the primary custodian of property and evidence and Sgt. James Hartman serves as primary backup. Both officers were present during the inspection/audit. All evidence/property is maintained through a computerized system which makes entering and locating evidence relatively easy. During the inspection/audit I was able to view the security of the property room. The room not only has several a key coded locked doors, which allows access by only authorized personnel (and maintains an entry log in the computer) but also several cameras as well.

The first thing that happened, after the door was opened, was I was asked to sign a log book which was maintained in accordance with ADM.16.02 (e). A random selection of 10 pieces of high risk property and evidence and 10 pieces of general property and evidence was conducted and the findings were all items were easily located in their proper place or that evidence that was checked out to the lab/deputy and was properly documented (ADM.16.02 (a, b, f, g).

A 10% randomized printout for high risk items and a 10% randomized list of general pieces of evidence were printed out from which the assessor chose 10 of each items. Selected were:

High risk:

- Case # 2016001866 – marijuana – located
- Case # 2016004253 – heroin – located
- Case # 2017005974 – marijuana – located
- Case # 2016005997 – 4 oxycodone pills
- Case # 2016003465 – glass smoking device – located
- Case # 2018002669 – S&W 642 pistol – located
- Case # 2018001057 – CVA Muzzleloader – located
- Case # 2018001479 – Taurus .38 revolver – located
- Case # 2018001258 – U.S. currency – located
- Case # 2017005836 - U.S. currency - located

General items:

- Case # 2008002915 – driver side cutting of seat fabric – located
- Case # 2009005309 – empty cigar boxes – located
- Case # 2008002915 – hockey helmet – located
- Case # 2009006954 - soil sample – located
- Case # 2011006412 – buccal swab – located
- Case # 2016003561 – DVD (from in-car camera) – located
- Case # 2017000523 – latent lift card – located
- Case # 2017003218 – TAC assault knife – located
- Case # 2004004000 - trace fibers – located
- Case # 2018000767 – plastic bag – Out to lab (properly identified in the computer)

A discussion with Det. Hamblin, along with the viewing of the files, confirmed that the inspections and audits were being conducted in accordance to policy and VLEPSC standard ADM.16.03 (a, c, d). Also, pass-through lockers were made a part of the evidence room for property received after normal working hours ADM.16.02 (c). All evidence was properly packaged and kept in assigned location. Det. Hamblin has good organizational skill and is a highly responsible person who is well-suited to be a property and evidence manager. All VLEPSC standards and bullets were found to be in compliance.

ASSESSMENT RESULTS

The file management system for the accreditation, as utilized by the Fauquier Sheriff’s Office, was orderly and provided ease in navigation to find the necessary directive and proofs of compliance. The folders were found to have the necessary compliance forms, corresponding written directives and proofs of compliance.

The assessment team reviewed files containing the 190 standards as promulgated under the process for accreditation by the Virginia Law Enforcement Professional Standards Commission (see chart below). In addition to file review, personal interviews were conducted by various staff members, reflecting all rank levels and assignments.

STATISTICAL EVALUATION OF FILES	
FILES REVIEWED	190
WAIVERS REVIEWED/APPLIED FOR	0
WAIVERS GRANTED	0
NUMBER OF STANDARDS APPLICABLE	190
FILES NEEDING MINOR REPAIR	0
FILES NEEDING MAJOR REPAIR	0
WET INK (only applicable to initial assessments)	0

The following list of standards required “minor remediation or repair”:

None

The following list of standards required “major repair”:

None

WAIVERS

None

MOCKS

April 3-4, 2018

April 19, 2018

FILE MAINTENANCE

The file management system for accreditation, as utilized by the Fauquier Sheriff's Office, was a very efficient, orderly and easily navigable file system. The directives and proofs of compliance were marked with visible highlighting and labeled indicating the bullet addressed by the written directive or proof of compliance. The folders contained all of the required forms, the pertinent written directive, and the appropriate written directive cover page and various proofs of compliance. The required verification forms were provided in the folder for each standard and they were signed off on when compliance had been determined. Files that needed additional or different proofs were quickly addressed and returned to the assessors and did not rise to a level that they would be counted as a return. All files were found to be in compliance with VLEPSC standards.

OVERALL ASSESSMENT OF THE AGENCY

The Fauquier County Sheriff's Office, under the leadership of Sheriff Robert Mosier, is committed to the idea of professionalism and it was exhibited by his agency and his personnel. It is also committed to its service to the community, and to the standards of accreditation. This was exhibited during the static display; agency tour and meeting with agency staff that fully support the idea of accreditation and their commitment to ensure that the Fauquier County Sheriff's Office has all it needs to accomplish this task.

The folders that were returned were quickly fixed, some only required that information be retrieved from files that the accreditation manager already had access to or was knowledgeable of where he could obtain it.

The assessment team is convinced that this level of achievement has occurred because of several key reasons:

- Lieutenant Shawn Lasher, as accreditation manager, has ensured that all the files and the standards have been addressed properly. Lieutenant Lasher has worked very hard, working with various members of the agency and support staff, preparing for the agency tour, static display and the standard file review. Lieutenant Lasher has succeeded because he surrounded himself with good personnel to assist in getting the job done. This was exhibited by the staff of personnel that he kept at hand during the review of the files. When issues needed to be addressed, it was done quickly because of the support that he had in place. He ensured that there was involvement from all divisions of the sheriff's office and that there was an understanding of the accreditation process by all.
- The professionalism of the entire Fauquier County Sheriff's Office from the civil process deputies, support personnel, administrative staff, all the way to up to Sheriff Robert Mosier was obvious to the assessors. Sheriff Mosier not only requires, but demands the highest ethics and morals from members working under his leadership. He sets the example and expects the same from his employees. Part of this professionalism is due to the open line of communications that is experienced between all levels. Sheriff Mosier and his staff are very hands on with activity within the department and the community programs that they are involved in. This speaks highly of the members of the Fauquier Sheriff's Office under Sheriff Robert Mosier and his command.

On behalf of the assessors, the team leader would like to thank Sheriff Robert Mosier, the accreditation manager Lieutenant Shawn Lasher, and the deputies and staff of the Fauquier County Sheriff's County for the hospitality afforded to us while staying on this on-site. The food and fellowship shared during this task was excellent and of great quality and made for a comfortable process for all involved.

Respectfully submitted,

A handwritten signature in black ink, appearing to read "C. Hawkins", with a horizontal line extending to the right.

**Captain Chris Hawkins
Team Leader**

