



Virginia Law Enforcement Symposium

July 24-25, 2025 • Wytheville Meeting Center • Wytheville, Virginia

In partnership with DMV Virginia Highway Safety Office

(DCJS In-Service Credit Approval Pending)

Thursday, July 24, 2025

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| 8:30 am – 9:00 am | Registration and Welcome |
| 9:00 am – 11:00 am | DUI/DUID – Successful Prosecution and Case Law/Legal Update
Heather Enloe, Asst. Commonwealth's Attorney - Frederick County

<i>Best practices for investigating and prosecuting DUI and DUID cases for a successful outcome in Court including case law and legal updates. Case law will be presented on how to advance legal traffic stops.</i> |
| 11:00 am – 12:00 pm | Recognizing the Drug Impaired Driver – DRE Overview
Commander Cara Jacobs, Roanoke County Police

<i>Training will provide the law enforcement officer with the seven drug categories and effects on the body of the impaired driver. The training will enhance their abilities to identify and evaluate the suspected drug impaired driver.</i> |
| 12:00 pm – 1:00 pm | Lunch |
| 1:00 pm – 2:00 pm | Recognizing the Drug Impaired Driver – DRE Overview (Cont'd)
Commander Cara Jacobs, Roanoke County Police |
| 2:00 pm – 3:30 pm | Identifying and Investigating Human Trafficking
Special Agent Kathryn Freeman – Virginia State Police, Human Trafficking Unit
Lead Intelligence Analyst Remington Pomaranski – Virginia State Police

<i>Train officers on recognizing human trafficking and appropriate response. Provide law enforcement officers an in-depth understanding of current indicators that they may observe in industries known for human trafficking. Strategies to effectively interview victims. Case study on a human trafficking identification and investigation.</i> |
| 3:30 pm – 4:00 pm | Human Trafficking —Become a "Highway Hero" Initiative and Other Educational Campaigns and Initiatives for Communities
Erin Mabry Ph.D. – Virginia Tech Transportation Institute (VTI)

<i>Virginia Tech Transportation Institute in partnership with the Virginia Secretary of Public Safety developed educational materials and educational campaigns to recognize and disrupt the cycle of human trafficking in the transportation community. Dr. Mabry will cover the research and data collection effort to develop the campaign information and materials, and the outreach activities conducted to spread awareness and educate the trucking community and public at large about human trafficking.</i> |
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Friday, July 25, 2025

8:30 am – 9:00 am Breakfast

9:00 am – 11:00 am **Advancing the Traffic Stop (Look Beyond the Stop)**

Sergeant Cody Adams, Richmond Police, Strategic Violence Interdiction Unit
Detective Michael Kiniry, Richmond Police (FBI, Task Force Officer)

Advancing and conducting the complete, safe, and legal traffic stop for law enforcement officers. The topics include recognizing potential criminal indicators, legal considerations and case law, professional roadside interviews, officer safety issues, and concealment methods.

11:00 am – 12:00 pm **Cannabis Laws and Investigating the Illegal Sales from Smoke Shops**

Lieutenant Geoffrey S. Lewis, VSP Bureau of Criminal Investigations

Presentation will discuss current recreational cannabis laws in Virginia. Smoke and Vape shops have become a common place for illegal cannabis distribution and have become public safety issues within several communities throughout Virginia. There is no legal way to sell cannabis in Virginia. The presentation will discuss how to identify and investigate these illegal sales and gifting schemes from legitimate businesses. Case study of a successful prosecution will be provided.

12:00 pm – 1:00 pm Lunch

1:00 pm – 3:00 pm **Leadership Constructs & Building Teams and Partnerships**

Chief (Ret.) Jeffrey Katz, FBI Instructor

This block of instruction on leadership constructs includes common leadership styles, collaboration, self-awareness, decisiveness, empathy, charisma, and social skills. It is also designed to equip law enforcement leaders with the tools to foster collaboration, navigate challenges, and achieve synergy within their agencies and communities. teams.

3:00 pm – 3:15 pm **Closing Remarks**

2025 VACP LAW ENFORCEMENT SYMPOSIUM SPEAKER BIOS

Heather Enloe, Assistant Commonwealth's Attorney, Frederick County, VA

Heather Enloe received her B.A. from Virginia Tech in 1994 and her J.D. from George Mason University School of Law in 1999. She began her prosecutorial career in 2004 with Winchester City, serving as an Assistant Commonwealth's Attorney, until joining Frederick County in 2014. She presently serves on faculty for CASC's Advanced DUI and DUID and has been a regular instructor for the Skyline Regional Criminal Justice Academy for over two decades. She has been recruited to lecture and train prosecutors, law enforcement officers, FBI-certified digital examiners, ECC dispatchers, forensic nurses, school administrators and personnel, and students on a variety of subjects; served as an adjunct professor in criminal justice at Shenandoah University; and currently teaches Constitutional Law within VCU's Department of Forensic Science. She is the 2021 recipient of the Warren B. Von Schuch Distinguished Assistant Award and a 2022 recipient of the Michael R. Doucette Distinguished Faculty Award.

Cara A. Jacobs, Commander, Roanoke County Police Department

Commander C.A. Jacobs earned a Bachelor of Science degree in Psychology from Ferrum College. She has worked for Roanoke County Police Department since 2011 and has dedicated her career to impaired driving enforcement. Jacobs has worked all three patrol shifts, and spent time in the Traffic Enforcement Unit, and the Roanoke Valley Regional DUI Task Force. She is currently assigned to patrol as a shift supervisor. Jacobs is a General Instructor, Field Training Officer, and NHTSA Standardized Field Sobriety Testing Instructor. Jacobs is also a Drug Recognition Expert (DRE) and Instructor and has taught several alcohol and drug impairment classes for officers and prosecutors across the Commonwealth.

Kathryn Freeman, Special Agent, Virginia State Police, Human Trafficking Unit

Kathryn has been with the Virginia State Police since 2016. After graduating from her basic session, she was assigned to Division VII (Northern Virginia), Loudoun County. During her time as a road trooper, in 2018 she attended a course, *The Interdiction for the Protection of Children (IPC)*, which is a course designed for patrol officers and troopers to assist in identifying victims and offenders of human trafficking, among other exploitation crimes. She attended subsequent training with various agencies and took this new knowledge back to the road, applying it to her traffic stops; she soon became a go-to for other troopers. Since becoming an agent, Kathryn has participated as a guest speaker on panels within different communities, has been a guest speaker at Marymount University, The International Association of Law Enforcement Intelligence Analysts, IALEIA, Conference, and the National Fusion Center Association Conference.

Kathryn graduated from West Virginia University with a Bachelor of Arts degree in Criminology, during which time she studied abroad in Cardiff, Wales. The international opportunity allowed Kathryn to develop a deep understanding and appreciation of diverse perspectives and cultures. Since her time in the Human Trafficking Unit, Kathryn has collaborated with Homeland Security Investigations (HSI) and has been a part of several of their investigations. Kathryn quickly developed a skill set that has allowed her to connect with victims she has encountered, to assist them in getting the help they need.

Erin Mabry, Ph.D., Senior Research Associate, Virginia Tech Transportation Institute

Erin Mabry is a Senior Research Associate within the Division of Freight, Transit, and Heavy Vehicle Safety (DHVY) at the Virginia Tech Transportation Institute (VTTI). During her 16 years at the VTTI, Dr. Mabry's research experience has focused on driver health, sleep disorders, fatigue, impairment, and implications of these factors on roadway safety. Dr. Mabry conducts health, sleep, and fatigue research with heavy vehicle drivers to inform best practices for implementing health and sleep disorder programs for the trucking industry. Dr. Mabry's team specializes in conducting applied research and translating the results to real-world applications and countermeasures. Her research and outreach programs focus on operator education and training, driver distraction and fatigue, and operator health and wellness. In 2023 Dr. Mabry's team was awarded a high-priority grant from the FMCSA to design, develop, and implement a human trafficking education and outreach campaign for the trucking industry and community.

Detective Sergeant Cody Adams, Richmond VA Police Department, Strategic Violence Interdiction Unit

Detective Sergeant Cody Adams has 11 years' experience as a Police Officer with the Richmond Police Department and is currently the supervisor of the Strategic Violence Interdiction Unit. Their primary role is to target violent offenders that are part of groups or gangs and build cases that result in either Federal or State convictions. Sgt Adams has worked as a narcotics K9 handler, Street Crimes Officer, and is currently a Team Leader on the SWAT Team. Sgt. Adams is a DCJS Instructor and has taught courses on topics including Street crimes, Advancing the Traffic Stop, Safe and Legal traffic stops, and Firearms. Sergeant Adams graduated from Old Dominion University with a bachelor's degree in criminal justice.

Detective Michael Kiniry, Richmond VA Police Department, Richmond FBI Task Force Officer

Detective Michael Kiniry has over 18 years as a sworn police officer with the past eight years being assigned to Richmond Police Department Special Investigations Division with primary focus on criminal street gangs. Currently assigned to the Richmond FBI Safe Streets Task Force as a Task Force Officer. Detective Kiniry has been recognized in multiple Circuit Courts as an expert in Criminal Street Gangs, Firearms and Narcotics. Currently serving as a Board Member for Virginia Gang Investigators Association. Detective Kiniry has been an instructor for Virginia Attorney General's Office, Virginia National Guard, Virginia Gang Investigators Association, Virginia Regional Jail Association and local academies on criminal street gangs, narcotics investigations, and street crimes. Detective Kiniry honorably served in the United States Marine Corp.

Lieutenant Geoffrey S. Lewis, Virginia State Police, Bureau of Criminal Investigations

Geoffrey is currently assigned to the Virginia State Police Bureau of Criminal Investigation, Wytheville Field Office, Drug Enforcement Section. He is responsible for drug investigations in the 15 Counties and 3 Cities in the westernmost part of Virginia, from the New River to the Cumberland Gap. He began his career in law enforcement in 1995 as a Trooper Trainee and was initially assigned to Fairfax County as a Trooper. Geoffrey's investigative career began in 2001 when he was promoted to Special Agent as a Fire Investigator and Bomb Technician. In 2008, he was promoted to First Sergeant in the General Investigative Section, Wytheville Field Office. He is a graduate of Virginia Tech (1995) with a degree in Political Science. He is also a graduate of the University of Virginia National Criminal Justice Command College (2015).

Chief (Ret.) Jeffrey Katz, Faculty, FBI Academy

Jeffrey S. Katz is a faculty member at the FBI Academy - Training Division, Leadership Education Unit. He developed and delivered the FBI National Academy's "Seminar for Aspiring Chiefs, Sheriffs, and Directors," a first-of-its-kind graduate-level leadership curriculum specifically designed to prepare participants with the unique skillsets and insights necessary to run a high-performing organization. He also teaches courses such as the psychology of leadership, the dynamics of human motivation, internal/administrative investigations, crisis communications, and executive survival at the FBI National Academy, for the FBI Training Division, and programs at various universities, including the University of Virginia and Saint Leo University. Prior to joining the FBI Academy, Jeff served as the Chief of Police for Chesterfield County Police Department from 2018 to 2024. He started his law enforcement career in 1989 as a police cadet with the Plantation, Florida, Police Department. Katz was later hired by Plantation as a community service officer. In 1994, he joined the City of Parkland, Florida, Public Safety Department as both a full-time police officer and professional firefighter. He joined the Boynton Beach, Florida, Police Department in 1998. He was promoted to sergeant in 2001 and earned the rank of lieutenant in 2004. Katz assumed his role as chief of the Boynton Beach Police Department on an interim basis in July 2013. He was permanently appointed as the 32nd chief of the Boynton Beach Police Department in September 2013. After graduating with a bachelor's degree in criminal justice from St. Leo University, Katz earned a master's degree in business leadership from Nova Southeastern University. In 2016, Katz completed his doctoral level coursework in Organizational Psychology where his specific research emphasis focused on the effects of malicious rumoring on the leadership/followership relationship. During his studies, Katz has conducted extensive research on the "dark side of organizational behavior" (e.g., destructive leadership behavior, organizational incivility, bullying / mobbing, and corporate psychopathy). Katz is a graduate of the 35th Session of the Southern Police Institute's Command Officer Development Course, the 264th Session of the FBI National Academy, and has completed several executive level courses in leadership and management through Harvard University and the University of Notre Dame.