VACP Law Enforcement Symposium

April 27-28, 2026 • SWVA Higher Education Center • Abingdon, VA

In partnership with DMV Virginia Highway Safety Office
(DCJS In-Service Credit: 10 hrs Career Development, 2 hrs Legal)

Monday, April 27, 2026

8:00 am – 8:30 am **Registration and Welcome**
Chief Jon Holbrook, Abingdon PD and VACP Staff

8:30 am – 10:30 am **Legal Update, Police and Supervisor Liability**
Dale G. Mullen, Esq. – VACP/VACLEA Legislative and Legal Counsel

Review of new laws that directly impact law enforcement, discussion on police liability with emphasis on use of force case law, and supervisory liability.

10:30 am – 12:00 pm **DMV's Law Enforcement Division Overview and Large Truck & Bus Enforcement**
Lt. Billy J. Johnson, Virginia DMV Law Enforcement Division – Commercial Carrier Enforcement

Virginia DMV's Law Enforcement Division and its role in transportation enforcement and investigations. Participants will then gain a deeper understanding of federal and state regulations governing commercial motor vehicles and learn how local law enforcement officers can apply effective enforcement strategies to enhance highway safety within their jurisdictions. The session will also provide best practices for accurately identifying motor carriers during crash investigations, ensuring compliance and improving investigative outcomes.

12:00 pm – 1:00 pm **LUNCH —** Guest Speaker: Harvey Powers, Chief Deputy Director, Virginia DCJS

1:00 pm – 1:30 pm **DMV's LE Division Overview and Large Truck & Bus Enforcement, continued**

1:30 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

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.

3:30 pm – 4:30 pm **New Technology: Data Analytics System for Highway Safety (DASH)**
Brandon Herndon and Joe Newman, VA Tech Center for Geospatial Information Technology

DASH is a collaborative initiative led by the Center for Geospatial Information Technology at Virginia Tech, developed in close partnership with the Department of Motor Vehicles Highway Safety Office and the Virginia State Police. CGIT has supported the Highway Safety Office since 2010, and DASH represents the maturation of that long-standing

partnership into a modern, operational decision-support system. At its foundation, DASH is built on more than 1.7 million standardized crash records spanning over 14 years across the Commonwealth. DASH will become available to all law enforcement in the Commonwealth. This presentation is an overview of the tool and how your organization can be involved in shaping its highway safety future.

Tuesday, April 28, 2026

8:00 am – 8:30 am   **Breakfast**

8:30 am – 10:30 am   **Advancing the Traffic Stop (Look Beyond the Stop) and Legal Considerations**
Zach Miller, Instructor, Blue to Gold Law Enforcement Training

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 and officer safety issues.

10:30 am – 12:00 pm   **Vape Shop Investigative Strategies and Case Study**
Investigator Steve Roberts Jr., Williamsburg Police Department

Vape Shop Case Studies is a course intended for new and experienced officers. The course will outline investigation strategies for commercial criminal enterprises, understanding the difference between industrial hemp and marijuana, laboratory analysis of products and criminal prosecutions. This course will further connect participants with a network of other government officials who have successfully investigated and prosecuted these types of narcotics enterprises across the Commonwealth of Virginia.

12:00 pm – 1:00 pm   **LUNCH —** Invited Guest Speaker: The Honorable Jay Jones, Attorney General of Virginia

1:00 pm – 3:00 pm   **Leadership: Crisis at the Top and Crisis Through the Door**
Dr. Eric Plummer, Chief of Police, Radford University PD

This presentation challenges chiefs of police and senior law enforcement leaders to examine how ethical failures and organizational crises rarely emerge suddenly, but instead develop through a series of tolerated decisions, misplaced loyalty, and unaddressed character risks. Drawing on real-world case studies, the session explores leadership breakdowns at the executive level as well as the quieter failures that occur during hiring, training, and supervision. Emphasis is placed on the leadership disciplines of humility, authenticity, and transparency as safeguards against ethical drift, and on the responsibility of chiefs to set culture, confront early warning signs, and build systems that prevent the next crisis from ever taking hold.

3:00 pm   **Closing Remarks**

2026 VACP LAW ENFORCEMENT SYMPOSIUM SPEAKER BIOS

Dale Mullen, Esq., VACP/VACLEA Legislative and Legal Counsel

Dale G. Mullen is a partner in the law firm Whiteford, Taylor & Preston, LLP, and co-chairs the firm's Business and Corporate Law section. He has been recognized as a "Legal Elite" by Virginia Business Magazine, a "Leading Lawyer for Business" by Chambers USA, and by Best Lawyers in America.

He is a graduate of the T.C. Williams School of Law at the University of Richmond (2002), where he was an Articles Editor for the Law Review and later served as Adjunct Faculty and Law Skills Instructor. He has served as Adjunct Faculty to Virginia Commonwealth University and holds certificates in Sustainable Business Strategies (Harvard Business School, 2021), Negotiation Mastery (Harvard Business School, 2020) and Negotiation (University of Michigan, 2020).

He is admitted to practice law in Virginia, New York, and the U.S. District Courts of the District of Columbia. He represents clients on federal and state rulemaking, permitting, and enforcement in highly regulated industries including financial regulation, utilities, energy, and export compliance.

Mullen is a United States Navy veteran and served in the Organized Crime Division of the Richmond Police Department and as a Command Sergeant of the Audit and Inspections Unit, Assistant Attorney General, and Chief Prosecutor for the Commonwealth of Virginia, Special Assistant United States Attorney (SAUSA), county attorney, and county administrator.

Lt. Billy J. Johnson, Virginia DMV Law Enforcement Division – Commercial Carrier Enforcement

Lt. Billy Johnson has nearly two decades of Virginia the Special Agent in Charge of Commercial Carrier Enforcement for Virginia DMV's Law Enforcement law enforcement experience and currently serves as Division. A nationally recognized authority in commercial vehicle safety, he serves as an elected member of the Board of Directors for the International Registration Plan, as Vice Chair of the National Conference of State Transportation Specialists, and as ex-officio of the International Fuel Tax Agreement's Law Enforcement Committee. He also holds an indefinite appointment by the U.S. Secretary of Transportation to the Unified Carrier Registration Enforcement Committee. Lt. Johnson regularly instructs new officers in Southwest Virginia on motor vehicle laws and speed measurement. He has earned awards for his leadership and contributions to commercial vehicle safety and credentialing communities and holds a bachelor's degree in criminal justice from Radford University.

Zach Miller, Legal Instructor, Blue to Gold Law Enforcement Training

Zach Miller brings nearly two decades of experience in police training, policy development, and constitutional law instruction to his work with law enforcement agencies nationwide. He began his career as a police officer with the James City County Police Department in Virginia, where he served for almost nine years and regularly acted as an officer in charge, field training officer, and legal trainer. His early career also included drafting agency policies and providing testimony before the Virginia Senate and House of Delegates on proposed criminal justice legislation.

He spent ten years as the Training Manager for the James City County Police Department, overseeing the development and delivery of all internal training programs and ensuring agency compliance with state and departmental requirements. He has also served since 2008 as an Adjunct Instructor at the Hampton Roads Criminal Justice Training Academy, where he teaches federal constitutional law, criminal procedure, law of arrest, and DUI related investigations to both recruits and in service officers. His work consistently focuses on helping officers understand how legal standards apply during real world enforcement and investigations.

In addition to his agency roles, Zach has worked for many years as an independent police legal instructor and consultant, providing in person legal training to officers in approximately 40 states. He has conducted legal research and developed training content alongside nationally recognized police law attorney Randy Means, contributed to online training platforms, co-authored *Constitutional Policing in the Era of Accountability*, and written articles for *Law-and-Order* magazine. Agencies value his depth of legal knowledge, practical teaching style, and long-standing focus on constitutionally sound policing.

Dr. Eric S. Plummer, Chief of Police, Radford University Police Department

Dr. Eric Plummer is currently the Chief of Police for Radford University providing leadership for the Office of Emergency Management, the University Police Department (UPD), and the Emergency Medical Services unit (RUEMS). He also serves as a national critical incident management instructor for the National Emergency Response and Recovery Training Center (NERRTC) through Texas A&M University-TEEX and as a senior lecturer for the University of Virginia's Master of Public Safety program. Plummer has developed courses for FEMA, the state of Texas, and other institutions of higher education in the areas of critical incident response, risk management, target violence and terrorism prevention, and complex coordinated terrorist attack programs.

Plummer came to Radford University from the University of North Dakota where he served as the Associate Vice President for Public Safety and Chief of Police providing leadership for the emergency management, safety, risk management and insurance, as well as the University Police Department (UPD). At UND, Plummer created the Behavioral Intervention Team, established the Continuity of Operations Planning Program, and founded the Enterprise Risk Management Program and Committee which provided yearly risk assessments to the executive cabinet. Plummer also was the emergency management coordinator for the university's response to COVID-19 and served as a co-chair of the large research institution section of the North Dakota University System response to the pandemic.

Plummer has also served as a Chief of Police for Southern Arkansas University, as well as with the Florida Highway Patrol in numerous roles including state trooper, homicide detective, criminal and internal affairs investigator, and supervisor. In his time in Florida, he served as an incident commander for tornado disaster areas, as well as an agency representative in the Emergency Operations Center during numerous hurricane disasters.

Dr. Plummer's contributions extend to various national and local task forces, and he is an active member of the IACLEA Board of Directors, current board liaison and past chair of the Domestic Preparedness Committee, general vice chair of IACP's University/College Police Section, former member of the IACP Aviation Committee, and member of the Department of Homeland Security's State and Local Intelligence Council. A U.S. Army Reserve veteran, he served as a combat signaler and later as an intelligence analyst.

Holding law enforcement certifications in Virginia, North Dakota, Florida, and Arkansas, Dr. Plummer has also earned the designations of Senior Chief of Police in Arkansas, Certified Law Enforcement Chief Executive Officer in Virginia, and Professional Emergency Manager (PEM) in Virginia.

Plummer holds a Ph.D. in Public Safety with a concentration in Emergency Management, a master's degree in management, as well as a bachelor's degree in sociology. He is a graduate of Harvard University's Executive Education Course in Crisis Leadership and the Southern Police Institute's 50th Command Officer Development Course through the University of Louisville.

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.

Remington Pomaranski, Lead Intelligence Analyst, Virginia State Police, Human Trafficking Unit

Remington began her Virginia State Police career in 2018, starting as a Sex Offender Compliance Officer and then joined Virginia Fusion Center (VFC) in 2019 as a Senior Intelligence Analyst in the Watch Center unit. In that role, Remington served as the primary Additionally, she has provided tactical support during proactive operations, participated in various trainings and conferences, and Remington began her Virginia State Police career in 2018, starting as a Sex Offender Compliance Officer and then joined Virginia Fusion Center (VFC) in 2019 as a Senior Intelligence Analyst in the Watch Center unit. VFC contact for human trafficking requests for information and authored the human trafficking portion of annual threat assessments. Since her promotion to Lead Intelligence Analyst in the Human Trafficking Unit in 2023, Remington has supported trafficking investigations across the state using various analytic tradecraft tools. Additionally, she has provided tactical support during proactive operations, participated in various trainings and conferences, and Remington began her Virginia State Police career in 2018, starting as a Sex Offender Compliance Officer and then joined Virginia Fusion Center (VFC) in 2019 as a Senior Intelligence Analyst in the Watch Center unit. produced multiple strategic intelligence products disseminated statewide, nationally, and internationally. This year, Remington presented at the International Association of Law Enforcement Intelligence Analysts (IALEIA) Conference in Vancouver, BC, and the National Fusion Center Association (NFCA) Conference in Washington, DC.

Remington graduated from the University of Richmond with a Bachelor of Arts degree in International Studies, Anthropology, and Linguistics, and she is currently pursuing her Master of Public Safety at the University of Virginia. She completed an International Baccalaureate program in Oxford, UK, furthering her deep appreciation for diverse perspectives and the world at large. While attending university, Remington worked closely with survivors of domestic and sexual assault and held a campus advocacy position in addition to volunteer work. Her education includes an undergraduate scholar in residence program focusing on domestic modern-day slavery as well as international research program in Denmark, Sweden, and the Netherlands on prostitution, sex trafficking, and impact of public policy. Over the past twelve years, she has been dedicated to combatting human trafficking and has honed that passion in her academics, internships and volunteering work, and professional career.

Investigator Steve Roberts Jr., Williamsburg Police Department

Investigator Roberts has served as a sworn law enforcement officer for the City of Williamsburg Police Department since 2020. Prior to his service, Roberts worked as an award-winning investigative news reporter for Tribune Publishing at the Daily Press and The Virginia Gazette. Roberts is a native of Maine and graduate of the University of Maine. He has experience with vape shop enforcement and investigations with recent case studies. He has presented this topic throughout the Commonwealth.

Brandon Herndon, Director, VA Tech Center for Geospatial Information Technology

Brandon joined CGIT in 2014 and was appointed director in 2021. He received his Bachelor of Science in Aerospace Engineering from Virginia Tech in 2003 and a Master of Mechanical Engineering from the University of Tennessee Space Institute in 2012. Leveraging 17 years of project management experience in Department of Defense (DoD) and Virginia Tech, Brandon leads CGIT in geospatial research to enable improvements in quality of life, environment, and community.

Joseph Newman Project Associate, VA Tech Center for Geospatial Information Technology

Joe Newman joined CGIT in October of 2011 as a project assistant, he became a project associate in February of 2013. Joe has a bachelor's degree in Geography from Virginia Tech. His main interests include spatially enabled automated reporting, 3D visualization and analysis, weather forecasting, high performance computing, and developing geoprocessing solutions for complex spatial problems. During his time at CGIT, he has been involved with developing and managing a vehicle crash geolocating project with the Virginia Department of Motor Vehicles, creating radio frequency propagation tools, broadband policy reporting tools, vineyards site assessment services, and much more.