



GEORGIA

DEPARTMENT OF NATURAL RESOURCES

LAW ENFORCEMENT DIVISION

2017-2019 Strategic Goals



Law Enforcement *Off the Pavement*

VISION STATEMENT

MISSION STATEMENT

The mission of the Law Enforcement Division is to conserve our natural resources and to protect the people we serve. We maintain public support through fair and vigorous law enforcement, quality education, and community involvement. We commit ourselves to our Vision and Mission by practicing our core beliefs, which are **trust**, **fairness**, and **professionalism**.

TRUST IS OUR FOUNDATION

The people we serve are entitled to the highest level of integrity in our public and private actions.

FAIRNESS IS OUR DOCTRINE

We conduct our duties without favoritism or bias.

PROFESSIONALISM IS OUR CREED

We are committed to courteous, effective, and efficient service.



A Word from the Director



As the Law Enforcement Division continues moving forward we must stay focused on our core mission, Conservation Law Enforcement. This consists of hunting, fishing, boating, environmental enforcement as well as public safety on all DNR controlled properties. The services we provide are an integral and vital part of the Georgia Department of Natural Resources fulfilling our agencies' responsibilities. Our unique capabilities provide relevant and essential services for the sportsmen and women of this state as well as all outdoor recreational users. We provide the basic quality of life for the general populace in our state.

Game Wardens were the first community oriented officers in the United States. We must continue with this tradition and be an active member of our communities to keep us relevant and garner support for our enforcement efforts. We must practice Problem Adoption.

This document will provide guiding principles for our division over the next three years. The success of our division depends on our collaboration with the other divisions within DNR, the hard work of our Game Wardens and our great support staff. We support all the divisions of DNR. We will continue to partner with other federal, state and local law enforcement agencies to further support our core mission.

The Law Enforcement Division has a proud history of carrying out our duties in a professional, resourceful, respectful and caring manner. It is an honor to serve you as the Law Enforcement Director and lead this division as we build on our traditions and culture, expand our responsibilities and embrace the new challenges that lie ahead for law enforcement.

Colonel Eddie Henderson

Goals and Strategies

Goal 1: Conservation Law Enforcement

Protect Georgia's natural resources and people through fair and vigorous law enforcement efforts and provide a safe environment on DNR controlled properties.

Strategy 1.1 Encourage voluntary compliance with wildlife, boating and environmental laws through proactive and responsive law enforcement patrols on private properties, DNR controlled properties and waters of the state. Practice Problem Adoption for complaint and conflict resolution. Capture the number of Citizen Assist provided by our officers.

Strategy 1.2 Provide safe boating and hunting experiences through conservation law enforcement efforts to prevent incidents, fatalities, injuries and property damage.

Strategy 1.3 Safeguard Georgia's natural and cultural resources. Continue to further develop an intelligence-led policing philosophy that includes monitoring trends in conservation law enforcement and the use of existing data. Develop a reliable method of complaint/incident documentation and retrieval of data.

Strategy 1.4 Annually review staffing matrix to determine the staffing requirements to meet the conservation law enforcement needs and public safety needs for all DNR controlled properties, private land and waters of the state.

Strategy 1.5 Provide emergency response during critical incidents and natural disasters in accordance with the DNR All Hazards Response Manual and Incident Command System (ICS) guidelines.

Strategy 1.6 Coordinate the department's Law Enforcement efforts with all divisions through regular communication and consultation. Hold monthly meetings between region supervisors in each region to develop focus lists and semiannual statewide meetings with WRD and PRHSD leadership.

Strategy 1.7 Continue to update and improve communication systems for officer safety and enhance responses to calls for assistance from the public. Identify communications needs for each LED Region for radio coverage, develop a communication plan to address the needs and develop digital radio coverage for each Region.

Strategy 1.8 Collect and review all Search and Rescue data on an annual basis to ensure proper response to each call. Identify Search and Rescue resources within DNR and list, share and update information annually.

Strategy 1.9 Complete the implementation of the DNR LE Transition Plan.

Strategy 2.0 Continue the use of processes such as inspections and audits at all levels of division operations for statewide consistency and accountability.

Goal 2: Education, Marketing and Community Involvement

Utilize communications, marketing and community involvement strategies to promote conservation law enforcement education, recruitment and retention of sportsmen and women, and the mission, responsibilities and unique capabilities of the Law Enforcement Division.

Strategy 2.1 Promote safe boating and hunting by providing boater and hunter education through online and in-person classes. Develop seasonal PSAs related to hunting and boating safety for dissemination and presentation by our officers thru local media outlets.

Strategy 2.2 Continue to utilize media relations, LED presentations, press releases and social media (Facebook, Twitter, YouTube, Instagram, etc.) to enhance communication with citizens and the division's stakeholders. Emphasis will be on using social media to recruit and retain sportsmen and women as an educational tool. Promote social media to have 100,000 followers by the end of 2019.

Strategy 2.3 Develop/promote a marketing plan to emphasize the division's mission, responsibilities, unique capabilities, operational needs and relevance. This message will be communicated to the citizens of Georgia, the General Assembly, board members, local public officials, NGOs and other divisions within the department. Develop quick reference cards, presentation material and public service announcements to promote the various/diverse duties of the division. Provide canned LED PowerPoint presentation to all local elected officials, county commissioners and General Assembly Members. Provide ride-a-longs to local elected officials and members of the General Assembly.

Strategy 2.4 Develop/promote an intelligence led and conservation community oriented policing initiative and philosophy for our core constituents and local conservation communities.

Strategy 2.5 Explore funding sources to equip rangers with smart phones for the purposes of answering calls and complaints from the public. Cell phones would also be utilized for game check review and required social media submissions.

Strategy 2.6 Provide classroom educational and in-the-field instruction opportunities that focus on recruitment and retention of adult and youth hunters, fisherman and outdoor enthusiast.



Goal 3: Training, Recruitment and Retention

Promote professional excellence throughout the Law Enforcement Division by providing quality service, knowledgeable associates, and a well-trained and specialized workforce. Continue to improve the Law Enforcement Division's ability to train and retain the most qualified associates in order to provide the best customer service to the citizens of the State of Georgia.

Strategy 3.1 Identify relevant training and equipment needs to better prepare DNR Law Enforcement Officers, enhance officer safety, and reduce conservation law enforcement crimes and incidents. Focus annual training on current, relevant needs of the division and DNR controlled properties responsibilities.

Strategy 3.2 Research new technology that will enhance the division's ability to provide public safety and safe guard Georgia's natural and cultural resources.

Strategy 3.3 Continue with Field Training Program for officers who are responsible for training new employees, with each work section having two FTOs that meet policy requirements.

Strategy 3.4 Develop and implement recruitment program within DNR Law Enforcement Division with a minimum of one recruitment officer per region with a focus on increasing diversity in applicants. Explore programs that reach out to the surrounding states for recruitment programs.

Strategy 3.5 Review hiring standards and remain competitive with compensation packages compared to LE officers in local and other state agencies in order to attract and retain the most qualified employees.

Strategy 3.6 Continue succession training to develop and prepare the future leaders of the Law Enforcement Division. Provide access to advanced leadership training, PMP or Command College for every supervisor in LED.

Strategy 3.7 Increase retention and recruitment efforts to employ a quality workforce reflective of our customers.

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