



# GEORGIA

DEPARTMENT OF NATURAL RESOURCES

## LAW ENFORCEMENT DIVISION

*Law Enforcement Off the Pavement*

### 2020- 2022 Strategic Goals



## **VISION STATEMENT**

The vision of the Law Enforcement Division is to ensure that Georgia's natural resources will be conserved for our present and future generations.

## **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



The Georgia DNR Law Enforcement Division is the best of its kind in the nation. I am excited as we continue to move forward and stay focused on our core mission, which is Conservation Law Enforcement. Enforcing hunting, fishing, boating, and environmental laws and maintaining public safety on all DNR controlled properties will remain our primary focus. The services we provide are an integral and vital part of fulfilling the Georgia Department of Natural Resources' responsibilities, and our unique capabilities are relevant and essential for all the state's outdoor recreational users.

Game wardens were the first community-oriented officers in the United States, and I believe that we all must continue being active members of our communities, a key element in gaining trust and garnering support for our enforcement efforts.

This new set of goals is meant to challenge our division to become more proficient and efficient in fulfilling our mission and vision. These goals are aggressive, yet they are also attainable. Some are a continuation of goals brought forward from the 2017 to 2019 goals and some are new and will help us to move forward in our conservation law enforcement efforts and in serving the citizens of Georgia.

The success we have seen in the past has come through collaboration with other DNR Divisions, the hard work of our officers, outstanding field investigations, and our great support staff. Partnerships with federal, state, and local law enforcement agencies have been valuable commodities in supporting our core mission as well. We will continue with these partnerships as success breeds success.

Recognizing past accomplishments and remembering victories is helpful in the growing process, but as a Division, we still have work to do. As the Law Enforcement Director, I consider it an honor to work with our staff and game wardens and I look forward to the coming years as we strive to meet new goals.

I am proud of the Division's reputation of carrying out our duties in a professional, resourceful, respectful and caring manner. Serving you as the Law Enforcement Director is an honor and having the opportunity to lead this division is something I look forward to as we build on our traditions and culture and we expand our responsibilities to embrace the new challenges that lie ahead.

*Colonel Thomas Barnard*

# Goals and Strategies

## Goal 1: Conservation Law Enforcement

Promote fair and vigorous conservation law enforcement to ensure sustainability of the natural resources and protect the citizens and visitors of the state.

**Strategy 1.1** - Increase CIRT involvement using data to drive enforcement and informational campaigns.

**Strategy 1.2** - Implement real time (live) complaint-based officer notification and tracking system.

**Strategy 1.3** - Conduct proactive and responsive enforcement on DNR controlled properties and waters of the state.

**Strategy 1.4** - Increase compliance checks on recreational and commercial license holders, to inform and encourage involvement in conservation.

**Strategy 1.5** - Enhance the capacity and responsibility of the investigative unit.

**Strategy 1.6** - Increase and place emphasis on enforcement, public education, officer training, and investigations of invasive species and biological threats to Georgia's Natural Resources.

**Strategy 1.7** - Provide safe boating and hunting experiences through conservation law enforcement efforts to prevent incidents, fatalities, injuries and property damage.

**Strategy 1.8** - Annually review and update staffing matrix to determine the staffing requirements to adequately meet the conservation law enforcement and public safety needs for all DNR controlled properties, private land and waters of the state.

**Strategy 1.9** - Provide emergency response during critical incidents, search and rescues, and natural disasters; collect and review data annually.



## Goal 2: Education, Marketing and Community Involvement

Enhance the Division's reputation for professional excellence and quality service through strong public relations, community involvement, marketing, and education.

**Strategy 2.1** - Modernize Ranger Hotline, to include name change, accessibility, marketing, and funding.

**Strategy 2.2** - Promote Georgia's outdoor opportunities as a safe recreational option through educational classes, media outreach, social media, press releases, and LED presentations.

**Strategy 2.3** - Continue to promote a marketing plan that emphasizes division relevance, mission, responsibilities, and unique capabilities in an ever-changing Georgia.

**Strategy 2.4** - Enhance intelligence led conservation law enforcement initiatives and philosophies to address needs and trends.

**Strategy 2.5** - Stay engaged in professional partnerships with SCI, NWTF, IWC, and other non-governmental organizations and stakeholders.



### **Goal 3: Training, Recruitment and Retention**

**Promote and maintain a well-trained, diverse, and specialized workforce.**

**Strategy 3.1** - Identify and implement training and equipment needs to address new and emerging trends in conservation law enforcement.

**Strategy 3.2** - Implement recruitment program within the division with a special focus on qualified minority applicants.

**Strategy 3.3** - Continue to research and implement, as needed, new technology that will enhance the division's ability to provide public safety and safeguard Georgia's natural and cultural resources.

**Strategy 3.4** - Continue field training program for officers who are responsible for training new employees in accordance to current policy.

**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** - Review and evaluate mentor/ride along and internship program to ensure quality applicants and to minimize liability on the Game Warden and the agency.

**Strategy 3.7** - Continue succession planning / training to develop and prepare the future leaders of the Law Enforcement Division.

**Strategy 3.8** - Training of Game Wardens on invasive species and biological threats to the natural resources.

***Serving Since 1911***