



**TOURISM, ARTS AND HERITAGE CABINET
KENTUCKY DEPARTMENT OF FISH & WILDLIFE RESOURCES**

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Mike Berry
Secretary

MEMORANDUM

To: Legislative Research Commission
From: Kentucky Department of Fish and Wildlife
Date: October 28, 2020
Subject: Annual Professional Standards Update per KRS 235.312

In compliance with KRS 235.312, the Kentucky Department of Fish and Wildlife Resources' Law Enforcement Division is pleased to report the following:

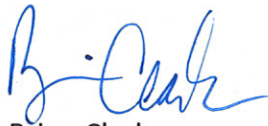
- The Law Enforcement Division policy manual has been completely revised. These revisions clearly establish the expectations and set well-defined operating procedures for officers. The result is an increased level of accountability and consistency across the state.
- Ethical Policing in Contemporary Times is an 8-hour course provided by the Department of Criminal Justice Training to raise awareness of potential biases in law enforcement. All Conservation Officers will have completed this training course by January 1, 2021.
- All Conservation Officers received training and guidance regarding COVID-19 and how to properly perform law enforcement duties during the pandemic. This ensured both officer and public safety while continuing to provide services to the citizens of the Commonwealth.
- Conservation Officers continue to wear body-worn cameras while on duty. These cameras provide transparency into how Conservation Officers conduct business at a professional level on a daily basis. New equipment upgrades are currently being tested and evaluated to further enhance this program within the division.



- Many vacant supervisory positions have recently been filled within the division. Interviews were conducted with assistance from department and cabinet human resources staff to determine the most qualified person for each position. Promotions were made at the Sergeant, Lieutenant and Captain ranks. Having the appropriate supervision in place ensures policies and procedures are being followed and officers remain focused on the agency's mission.

In short, a great deal has been accomplished this year to improve the professionalism of our Conservation Officers, to more effectively provide safe and lawful outdoor opportunities for the public, and to present our officers as exemplary public servants to our stakeholders and to the Commonwealth at large.

Sincerely,



Brian Clark
Deputy Commissioner

BC/eg

cc: Mike Berry, Secretary, Tourism, Arts & Heritage Cabinet
Col. Eric Gibson, Director, Law Enforcement Division
Dr. Karl Clinard, Chair, Kentucky Fish & Wildlife Commission