



Government of  
The Virgin Islands of the United States

VIRGIN ISLANDS POLICE DEPARTMENT



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TO: Rodney F. Querrard, Sr.  
District Chief of Police  
St. Thomas/ St. John/ Water Island

Via: Dwayne M. DeGraff  
Deputy Chief of Police  
St. Thomas/Water Island

FROM: [Handwritten signature]

SUBJECT: SOB Schedule

Date: June 13, 2010

As per a verbal directive from Deputy Chief Dwayne DeGraff, please find attached a schedule depicting a shift where the officers of Special Operations Bureau have been placed on various shifts to include a 2100 hrs. - 0500 shift on Fridays and Saturdays.

As the acting commander of SOB, I find that this shift will be counterproductive to the mission of the SOB Bureau and unsafe for my Officers assigned to SOB. Presently, the SOB has fourteen (14) officers to include six from K9. There are presently four (4) officers assigned to SOB from outside agencies making a total of eighteen (18). Although 18 officers may seem to be a large number, we must consider that the average per shift will be nine (9), of that nine two will be from outside agencies basically averaging seven (7) experienced and SOB trained officers per shift.

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Additionally, SRT and other officers assigned to other areas are no longer allowed to work at SOB unless there is a special assignment again limiting SOB trained Officers.

In the recent past, SOB officers travelling in a group of at least fifteen (15) officers have been fired upon on various occasions as we approach housing projects and high crime areas where calls of rapid gun fire from AK-47s and other high powered rifles are frequent and common. SOB officers have been engaged in foot chases and usually encounter large groups of individuals of ten or more to include gang bangers. Can we imagine units conducting aggressive patrol in these areas with an average of seven (7) officers? We should also keep in mind that the Virgin Islands Police Department is presently under a consent Decree as we are reducing our numbers and splitting up a unit that has proven to be very effective. This splitting of the unit will place my officers in a dangerous position and place me (us) in a very vicarious position. We should also consider that on Fridays the K9 unit will train excluding six (6) officers. The training location is only available on Friday's thereby limiting manpower or increasing overtime for K9.

In my opinion, the SOB should remain a one (1) ***strong*** unit. I understand the financial constraints but safety should be paramount. It is my opinion that the SOB unit should continue to work the shift we had been working and any overtime should be as one unit. We cannot and should not threat the SOB unit as we do patrol or investigation. SOB is the only unit to backup patrol and we have ***NO*** backup. ***We should keep in mind that only SOB backs up SOB.***

Based on my experience as the acting commander, I observed that the average overtime per pay period was between 70-80 hours per officer to be effective on the streets. In confirming to Commissioners Directive 310 dated March 9, 2009 by then Commissioner James M. McCall where overtime is based on salary; I foresee where this will cause many occasions where Officers will be working without supervision due to the fact that supervisors are designated to work fewer hours relative to overtime because they are in a higher pay grade. As we considering financial constraints, I would encourage our department to allow SOB officers to average 10 hours in overtime per pay period per member in order to remain effective and productive in keeping our streets safe. Your consideration in this matter will be beneficial to all.

PC. Novellic L. Francis, Jr., Police Commissioner  
Raymond L. Hyndman, Assistant police Commissioner  
Sergeant Elton Grant  
Sergeant Jorge Gonzalez  
LESU  
PBA  
/

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