

COMMONWEALTH OF VIRGINIA  
Division of  
CONSOLIDATED LABORATORY SERVICES  
BUREAU OF FORENSIC SCIENCE  
P. O. Box 999  
Richmond, Virginia 23208

*Warren G. Johnson*



DIVISION OF CONSOLIDATED LABORATORY SERVICES

Richmond, Virginia

Inter-Office Correspondence

Date: Dec 2, 1976

To: Warren M. Johnson, Deputy Director

From: Regina Demas

Subject:

The reputation of a laboratory and the people who work in it is most important. The Bureau of Forensic Science has, in a very short time, established a fine reputation; mostly based on the examiners who work here.

However, along with the benefits of a good reputation come many responsibilities. These responsibilities cannot be taken lightly. A process of examination and re-examination of methods and procedures must be constant in order to maintain the respect of the police agencies and the public whom we serve.

The following are areas <sup>also</sup> where I feel changes should be made:

*into separate*  
*and appropriate, it must be*

## I. Chain of Custody

The chain of custody has become very lax. Many supervisors do not feel that this is important and they transmit their feelings, through their actions, to the employees they supervise. The Request Form should have a section to record the chain of custody.

Also, some evidence storage areas have common keys.

## II. Communication

There is a lack of communication at almost every level. Often, supervisors are not responsive to the problems of other employees.

## III. Pay Scale

The salaries are not competitive with private industry. They are also not in line with the amount of responsibility an examiner must carry.

## IV. Positions

Many positions are "dead ends". There is no room for advancement and ambition is therefore discouraged. Persons with incentive often leave the Bureau.

## V. Leadership

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With effective leadership, the problems that exist within the Bureau can be solved. Supervisors must be responsive to the problems of their section and able to solve them. They should not, themselves, be the problem; nor should they create problems where they do not exist.

It is my hope that the suggestions you receive will not just be read, but will be acted upon. Changes need to be made because when change stops, so does improvement.

Regina K. Demas