

CURRICULUM VITAE

JAMES (JAMIE) BORDEN

CRITICAL INCIDENT REVIEW (C.I.R.)

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Expert: Police Use-of-Force, Police training and related police performance; police procedure; police practice and policy; and forensic video review and analysis.

PROFESSIONAL ASSIGNMENTS

2018-Present: Investigations/Instructor, Input Ace and Forensic Video Investigations

2016-Present: Senior Instructor, Force Science Institute

2014-present: Expert Witness; Police Performance Dynamics/ Use-Of-Force/Police Practice and Training/Forensic Video & Audio Examination

2013-Present: Staff/Presenter/Educator, Force Science Institute

2013-Present: Instructor, Force Science Institute Certification Course/Two-Day Courses

2007-Present: Henderson Police Department (H.P.D.) Sergeant (Retired), Henderson, Nevada

2001-Present: Videographer/Producer/Editor/Forensic Video Analyst, Studio 824 Video Production

1997-2006 /2008-Present: Nevada P.O.S.T. Certified Law Enforcement (Advanced Certificate)

2008-2018 / 1997-2001: Police Officer/Sergeant, H.P.D., Henderson, Nevada

2017-2018: Sergeant, Use-of-Force Training and Analysis Unit, Training Bureau, P.E.A.P.

2012-2016: Officer/Sergeant, Use-of-Force Training and Analysis Unit, including Critical Incident Investigations and Review

2010-2012: In-Service Training Officer/Officer-in-Charge (OIC), Acting Sergeant, Firearms Instructor

2010-2018: Development of the Use-of-Force Training and Analysis Unit, including; 1800+ (perpetual) hours of logged instruction time focused in Use-of-Force, policy, objective reasonableness, decision making, effective communications, de-escalation, force report writing, defeating complacency, firearms, defensive tactics, force-on-force reality-based training, taser, and decision-based simulator training.

2011-2018: Patrol relief officer and Patrol relief Sergeant

2008-2010: Patrol Officer/Officer-in-Charge (OIC)

2000-2001: Undercover Narcotics Detective

1997-2000: Patrol Officer/Officer-in-Charge (OIC)

1984-1997: Engineering Technician IV - Roadway & Structural Engineering and Construction, Nevada Department of Transportation Construction Division; Survey, Materials Testing, Contract Administration, Project Engineering

CERTIFICATIONS

2018

- Nevada P.O.S.T. Advanced Police Officer Certification
- Taser Instructor (Taser International)

2017

- Certificate of Completion, Video Examination for the Police Investigator

2015

- Nevada P.O.S.T. Intermediate Police Officer Certification
- Taser Instructor (Taser International)

2013

- Advanced Force Science Analyst Certification
- Excited Delirium Instructor (Institute for the Prevention of In-Custody Death)
- Taser Instructor (Taser International)

2012

- Force Science Analyst (Force Science) Certification
- Certified Litigation Specialist (A.E.L.E.) Americans for Effective Law Enforcement
- NRA Certified Firearms Instructor, handgun and rifle

2011

- Taser Instructor (Taser International)

1997/2008

- Nevada P.O.S.T. Basic Police Officer Certification

RELEVANT EXPERIENCE

In 2018, I assisted in the development of the De-escalation Course as well as blocks of instruction on topics such as, Body Worn Camera; Force Investigations. These courses of instruction are currently available through The Force Science Institute.

From 2012 until my retirement in 2018, my position at H.P.D. was focused on the study and application of police performance factors and decision-making as it applies to police practice, training and policy regarding deadly force situations and critical incidents. During that time, I was responsible for the management and oversight of Use-of-Force for H.P.D. This management and oversight included, but is not limited to, investigations of Use-of-Force and critical incidents on the department, policy review, policy writing and Use-of-Force training. I was also responsible for the periodic review of all policies pertaining to force and/or force implementations, i.e., Taser, baton, pepper spray, and others, updating those policies and subsequently training officers of H.P.D. in any revisions and updates to those policies. In addition, I was responsible for the lesson plan development, and presentation, of all Use-of-Force and 4th amendment seizure related citizen contact courses, presented to the following: H.P.D. Citizens' Academy, Regional Law Enforcement Academy (S.D.R.P.A.), and all H.P.D. in-service Use-of-Force Training.

I have a total of 1,370 hours of current and continuing focused education, and application in the field of police officer decision-making and police performance factors as it relates to officer involved critical incidents. I currently have 2,000 hours (in perpetuity) of documented Instruction time as a lead and senior lecturer combined with H.P.D., The Force Science Institute, as well as independent instruction and public speaking. I have 4 years of experience in the application of police performance elements to real world scenarios in investigations, reporting, presenting and application to deposition and litigation with H.P.D., as well as experience as an expert witness in research, report writing, deposition and testimony.

Besides the 30 credits above in criminal justice, I have 15 additional credits with a focus on human behavior and psychology at CSN, the SDRPA Police Academy and The Force Science Institute; 256 hours of Nevada P.O.S.T. certified training hours; and speaking and instruction with H.P.D. (while in service) and The Force Science Institute where I am currently on staff as an instructor in the 50-hour Force Dynamics/Certification Class, the two-day focused presentations, the 4-hour introduction courses, and the two-day Body Worn Camera Class.

I promoted to Senior Instructor with The Force Science Institute, in April of 2016. I train officers from all over the world in police performance dynamics and decision-making as applicable to the law enforcement profession. I was the pilot student for The Advanced Certificate at The Force Science Institute, where I assisted in developing the "Force Science Advanced Specialist" Certification curriculum for all future graduates. I subsequently became the first "Certified Advanced Specialist" for The Force Science Institute.

In addition, I have participated in scientific studies conducted by The Force Science Institute as a consultant, where I assisted in gathering information and recording empirical data on the study and the associated findings. The subsequent study findings and data are peer reviewed and published as industry journals, industry periodicals, and web-based articles. All of the research conducted by The Force Science Institute is published on the Force Science web site www.forcescience.org.

With a parallel vocation in videography, I am well-versed and active in pre- and post-video production and pre- and post-audio production, with technical application experience conducting video review in multiple editing software programs including; Input Ace, Adobe Premier Pro, Sony Vegas, Final-Cut Pro, Pro Tools Audio, and Avid, as well as the associated hardware and software used with those programs.

I have interpreted and assisted in the processing of video at the request of The Force Science Institute for the purposes of frame-by-frame analysis and fact finding within my area of expertise. I am currently involved in video editing and production for a civilian/citizen-based web-site being developed by The Force Science Institute that will educate the public on police-related incidents, with a focus on understanding the police performance dynamic and the elements of police based decision-making in these incidents and the effects on police officers in a critical incident.

Prior to my retirement from H.P.D., I created the Citizens' Academy Use-of-Force block of instruction. I was also the Sergeant in charge of the City of Henderson's Citizens' Academy, educating citizens in our community on critical police incidents and police Use-of-Force. This was a discussion-based course of instruction that encompassed the citizens' perception of police Use-of-Force from the perspective of the media. This class covered police training concepts in the technical aspects of force i.e., firearms training, baton, OC spray and other implementations, but focused on the decision-making process and constitutionally balanced policy and procedure as it applies to police work. Citizens were then given an overview of case law and the application of case law to policy and ultimately the judgment of an officer's decision-making process.

Use-of-Force Training and Analysis:

In cooperation with the former Chief of Police of H.P.D. and as a member of the Training Bureau leadership team, I developed and implemented the "Use-of-Force Training and Analysis Position." This Position then evolved into the Use-of-Force Training and Analysis Unit. The responsibilities of this position/Unit entail oversight and management of all aspects of Use-of-Force, Use-of-Force reporting, statistical analysis, trend identification, and force investigations for the analysis of Use-of-Force as an internal function. The position is a resource for line officers, line supervision, management and administration in Use-of-Force reporting, force analysis, force review and administrative force investigations.

Policy

In the Use-of-Force Training and Analysis Position, I am also responsible for continuing periodic reviews and updates to the Use-of-Force Policy and associated training. Additionally the position/unit tracks statistical data through accountability software, reviews Use-of-Force reports, reviews all department Use-of-Force in the context of critical incident reviews, and administrative investigations, creates lessons learned presentations and is available to all employees, as a Use-of-Force resource.

Training

The position of "Use-of-Force Training and Analysis" was instrumental in critical incident reviews and force investigations for gleaning lessons learned, which are then developed into a lesson plan. The lessons learned were then disseminated to H.P.D. in the form of implemented policy changes, mechanical and discretionary training, and improved pre- and post-preparations for investigations of officer involved critical incidents.

A primary component of this position as an investigator and being in charge of the analysis of force for a department of approximately 500 sworn officers was video examination related to use-of-force. I have extensive training in video examination related to law enforcement and police use of force. (listed below)

Case Law Pertaining to 4th Amendment and Use-of-Force

A crucial element in these critical incident reviews is knowledge and application of relevant case law regarding Use-of-Force and implementing an analysis and comparison of case law, then integrating into policy and training. In reviewing Use-of-Force and critical incidents, a comparison to the Supreme Court decision of *Graham v. Conner* and the use of the Calculus for Objective Reasonableness as the standard by which Use-of-Force is judged is implemented and applied to each case. The findings are objective and can be applied to policy and training, as well as to better future investigations.

Critical Incident Investigations: 2012-2016

In this position, I conducted the critical incident reviews of officer involved shootings, Use-of-Force, high liability or abnormal incidents using a checklist encompassing the decision-making analysis, police performance factors and other non-criminal elements. The investigative analysis of an officer involved critical incident is much more involved than a standard criminal investigation and requires a basis for critical time-lines and the decisions made during the incident. The checklist above has been developed and vetted by Critical Incident Review, conceptually introduced through consultation, training and lecturing to departments Nation Wide.

Mobil Audio Video (MAV) Body Worn Camera (BWC) system implementation. The Use of Force Training and Analysis Unit was involved in the RFP and testing process for the implementation of both in car and BWC video systems. This process included physical testing of the equipment, developing "needs" and ultimately departmental policy development and training in the use of the device.

The investigation and reviews focus on lessons learned and are compared to current:

- Constitutionality of the Use-of-Force
- Tactics
- Existing Training
- Policy & Procedure
- Department Culture

- Police performance and Incident characteristics Identified During the Investigation

This report is completed and presentable for:

- Identifying lessons learned and recycling those lessons back into the agency as efficiently as possible;
- Corrective actions, counseling and individual training;
- Policy or procedure development and/or changes and updates;
- Identification of training or equipment needs; and
- Ultimately, for any civil purposes that may arise.

This report is the equivalent of a forensic reconstruction investigation of the incident specifically for a civil trial. With this forensic investigation and report being conducted parallel with the criminal investigation, the information is readily available, and no need exists to reconstruct a scene that may be several months old. Lessons learned from this type of investigation range from the involved officers, to involvement of specialized units, and dispatch, to tactics, policy and police best practices.

Use-of-Force Instruction:

In-Service

Annually, through case review, statistical analysis of H.P.D.'s Use-of-Force cases, and review of yearly Supreme Court cases, I prepared and instructed the Use-of-Force training and lesson plans for H.P.D.. This Instruction includes mechanical training; i.e. court decisions and continued exposure to current case law, the Calculus for Objective Reasonableness, definitions, elements of deadly and non-deadly force and policy review and update, including, but not limited to:

- Updates regarding current applicable case law decisions
- Current Trends in Tactics and Decision-Making
- Report Writing / Documentation / Investigation
- *Graham v. Connor* & Objective Reasonableness
- Excessive Force / Unnecessary Force
- De-Escalation / Resource Management
- Post Incident Management / Care
- Crisis Decision Making

These elements are then incorporated in individual classes for Taser, Less-Lethal, Defensive Tactics, and Firearms instruction for a continuous overlap of pertinent information and lessons learned.

Academy Recruit Training:

The "Use-of-Force Training and Analysis" Position was responsible for the training of all new recruits in Use-of-Force and Use-of-Force report writing. I prepared and updated all police academy Use-of-Force lesson plans and submitted for Nevada P.O.S.T. approval. This material was taught to a multi-jurisdictional academy (S.D.R.P.A.)

Citizens Academy Training:

I was responsible for the training of our Citizens' Academy in the field of Use-of-Force. I have prepared a course of instruction specifically for the Citizens' Academy that focuses on the education of our community's citizens' in Officer Involved Shootings, media exposure to officer involved critical incidents, and our constitutional standards for using force at any level. During our Citizens' Academy, a 13-week seminar designed to expose citizens to modern policing, I relayed personal experiences, common occurrences and the dynamics that occur in police shootings. We created officer involved shooting scenarios in a simulator and allowed citizens to feel the effects of stress during a critical incident. We then walk citizens through the investigation process and convene a mock Use-of-Force board using the citizens, officers and training bureau leadership for a "real world feel" of what occurs during and after an officer involved critical incident.

The citizens that graduate the Citizens' Academy are then used in our department's Use-of-Force Review board, referred to as the Police Action Review Committee or P.A.R.C. process.

Prior to actual Use-of-Force boards, I provided non-incident specific, unbiased instruction to the citizens selected to sit on the board in:

- Constitutional Use-of-Force
- Common Police Procedure and Tactics
- Department Policy
- Police Performance Factors

Police Action Review Committee member:

As a non-voting member of H.P.D.'s Use-of-Force board I provided technical data as needed to the board, which included, Deputy Chiefs, Superintendents, upper administration, Sergeants, line officers and three civilians). During the P.A.R.C., process I was responsible for addressing questions related to:

- Law Enforcement Training
- Police Performance Factors and Police Decision-Making related to police practice, training and policy
- General police procedure and practice
- Equipment Specific Data (Less Lethal, Taser, Firearms)
- Limitations and Context of In-Car Video/Body Worn Cameras and Video Analysis
- Guiding Case Law Related to Law Enforcement

The above information is gleaned through the Use-of-Force Investigation or Critical Incident Review referred to above.

Virtra300 Training and Decision-Making Simulator: I prepared lesson plans in decision-based force and non-force scenarios, Use-of-Force option training, firearms manipulation training, weapons transition training and verbal control and incident diffusion.

EDUCATION AND TRAINING

- DLG Use-of-Force Summit, December 3-5, 2019
 - Use-of-Force current trends
 - De-escalation, Incapacitation
 - Mitigating Tactic Risk
 - Legal Standards for Corrections Use-Of-Force
 - Use-of-Force Review Boards
 - Excited Delirium, what every officer should know
 - Defensive Tactics Application and training issues for corrections

- How video is being weaponized
- Priming study for dispatched information
- Use-of-force Training/quantification and measurement
- Uncovering hidden evidence in video
- IA preparation for an OIS internal investigation
- Read recognize and respond.
- Force reporting and investigations
- Public perception of Police Use-of-Force
- Presenting Officer Involved shooting to a Grand Jury
- Police and Media Relations
- Force Science Institute - Nervous system, the impact stress has on vision, hearing and memory, and the perceptual distortions that stress can create.
 - Approximately 76 hours of focused study with Dr. Mathew Sztajnkrycre, Dr. David Hines, and Dr. Ann Messer.
- DLG – Use of Force Summit, November 27-30, 2018
 - Use of Force Current trends, Legal standards for policy and training, Eric Daigle
 - De-escalation and mental illness, Eric Daigle
 - De-escalation for training and operations, John McMahon LAPD
 - Arrest related death investigations, Attorney Isaiah Fields, AXON
 - TASER medical research training to mitigate risk, Dr. Donald Dawes, AXON
 - Force Reporting and Force Investigations, Attorney Eric Daigle
 - Use-of-Force Training, Transfer, Deployment and court, Kevin Dillon L.O.C.K.U.P. Training
 - Preparing an internal OIS investigation for Review, LT. Alan Yu
 - Officer Involved shootings, a different perspective, Attorney Eric Daigle
 - Tactical Communication and De-escalation, Cpt. Shawn Case
 - Force reporting for the Instructors, Cpt. Shawn Case
- Force Science - Association of Force Science Conference, October 22-26, 2018
 - Science in the courtroom, Eric Daigle Esq., (Use of force Expert, Advanced Specialist)
 - Preventing Tragedies through the application of Human Factors and performance issues. Mike Ranalli Chief (Ret.)
 - Law Enforcement Training, Lon Bartel, SME Virtra Simulator.
 - The Bridge from De-Escalation to the Use of Force: Legal & Behavioral Considerations, Von Kliem J.D., (Judge Advocate, U.S.Army)
 - Training and Pre-Force Conduct, Chief Gorge Villegas, LAPD.
 - Optimal Case Preparation for Officers and Experts. Cory Brente J.D., LAPD
 - Application of Human Factors to Use of Force Analysis and Courtroom Proceedings. Chris Butler, Inspector (Ret.) Canada.
 - Vehicle Dynamics and Officer Responses. Chris Lawrence, Ontario Police College at Ministry of Community and Social Services, Instructor.
 - Principles of Training, Performance, and Learning, Chris Butler, Inspector (Ret.) Canada
- Occam Video Solutions, Instructor Training in Forensic Video Examinations, Boulder, CO 16-hours – July 2018
- Occam Video Solutions, Training forensic Video Examination; Preparation for instructor status - Grant Fredericks Video Solutions. June 5-6, 2018, Vancouver, British Columbia
- Use-of-Force Summit Connecticut. November 2017:
 - Use-of-Force Legal Standards for Policy and Training- Eric Daigle;
 - Implications of Vision Perception, Cognition & Decision Making for Use-of-Force Trainers- Chris Butler;
 - Use-of-Force – Training, Transfer, Deployment and Court – Kevin Dillon;
 - Self-Inflicted Video – How police agencies use video against themselves - Grant Fredericks; and
 - Legal Reporting and Force Investigations – Eric Daigle.
- Video Forensics – Video Examinations for the Police Investigator 5/2017
- Video Forensics – Introduction, Grant Fredricks, 3/2016
- Southern Nevada Law Enforcement Academy- Basic Police Academy, 1997
- Southern Desert Regional Police Academy – Basic Police Academy, 2008
- Force Science Analyst - Force Science Institute 50-hour, 2012
- Force Science Analyst – Force Science Institute 16-hour 2013
- Force Science Advanced Analyst – Force Science Institute, 400-hour focus study- text books 2013
- Interview and Interrogation –Henderson Police Department, Ed Gieslman 2014
- Anti-Terrorism Training – LVMPD Metro
- Taser Instructor- Taser International
- Management, Oversight and Monitoring Use-of-Force- AELE

- Officer-Involved Lethal and Less Lethal Use-of-Force- AELE
- Use-of-Force, Deadly Force and Officer Involved Shootings- P.A.T.C.
- Supervisor’s Role in Managing the Use-of-Force Incident-American Council on Criminal Justice Training
- Instructor Development- FBI
- Developing Defendable Lesson Plans- IPICD, Inc.
- Excited Delirium Instructor- IPICD, Inc.
- American Heart Association CPR & AED Instructor, AHA
- Arrest-Related Death, Excited Delirium & Sudden In-Custody Death- IPICD, Inc.
- Handgun Instructor- Henderson PD
- Advanced Academy Training- H.P.D.
- Tactical Handgun Instructor- National Rifle Association
- Cognitive Interview Technique- Ed Geiselman, Las Vegas Metro PD
- Rolling Surveillance- RSI, Inc.
- Highway Interdiction- Desert Snow
- Meth Labs (Phase V)- Desert Snow
- Field Training Officer- Kaminsky & Associates
- Use-of-Force Summit 2014 – Daigle Law Group
- Use-of-Force by the Numbers – Institute for the prevention of in custody deaths Inc.
- Lethal & Less Lethal Force – A.E.L.E.
- Management, Oversight and Monitoring of Use-of-Force – A.E.L.E. update
- First Responder Training Program – Department of Homeland Security

ADDITIONAL LAW ENFORCEMENT TRAINING

Bullet Proof Mind, Lt. Col. Grossman, 2010

Pain Behind the Badge, Clark Paris, 2010

Terrorist Liaison Officer, H.P.D. 2010

Electronic Control Weapons, Legal Updates, Jack Ryan, P.A.T.C. Public Agency Training Council.

Less Lethal Force, Orleans Hotel, A.E.L.E., Americans for Effective Law Enforcement 2012.

Use-of-Force By the Numbers, John Peters, I.P.I.C.D. 2012

Glock Armorer, Sammy Paris, 2013

Arresting Communication, HITDA, Jim Glennon, 2013

Ultimate in Survival Instincts, Lifeline Training & Calibre Press. 2013

Street Survival, Calibre Press, 2013

Force Science, Officer Involved Shooting, Force Science institute, Salt Lake City, 2013

IPICD, Restraint Symposium, 2014

Force Science, legal Issues, Officer Involved Shootings, 2014

Use-of-Force Summit, Jack Ryan, Las Vegas NV, 2014

FEMA, Emergency Management Institute, Introduction to Incident command, 2008

FEMA, Emergency Management Institute, ICS for Single Resources and Initial Action Incidents, 2008

FEMA, Emergency Management Institute, ICS National Incident Management System, 2008

FEMA, Emergency Management Institute, ICS National Response Framework, 2008

Department of Homeland Security, First Responder Program, 2010

Police Officer Standards of Training P.O.S.T. Training Hours.

Delivering Constructive Criticism. City of Henderson, State of Nevada POST No. P0000492

Body Language. City of Henderson, State of Nevada POST No. P0000445

Assertiveness and Self Confidence. City of Henderson, State of Nevada POST No. P0000349

Anger Management, City of Henderson, State of Nevada POST No. P0000445

Crimes Against Persons, City of Henderson, State of Nevada POST No. P0000361

Attention Management, City of Henderson, State of Nevada POST No. P0000443

Mentally Ill, legal issues, City of Henderson, State of Nevada POST No. P0000465

Juvenile Justice City of Henderson, State of Nevada POST No. P0000493

Flying Armed, City of Henderson, State of Nevada POST No. P0000470

Business Ethics, City of Henderson, State of Nevada POST No. P0000350

Coaching and Mentoring, City of Henderson, State of Nevada POST No. P0000356
Civility in the Work Place, City of Henderson, State of Nevada POST No. P0000448
Call Center Training, City of Henderson, State of Nevada POST No. P0000447
Law Enforcement Customer Service, City of Henderson, State of Nevada POST No. P0000378
Public Speaking, City of Henderson, State of Nevada POST No. P0000403
Negotiation Skills, City of Henderson, State of Nevada POST No. P0000387
Departmental Interpersonal Skills, City of Henderson, State of Nevada POST No. P0000377
Emotional Intelligence, City of Henderson, State of Nevada POST No. P0000366
Conflict Resolution, City of Henderson, State of Nevada POST No. P0000358
Communications Strategies, City of Henderson, State of Nevada POST No. P0000357
Critical Thinking, City of Henderson, State of Nevada POST No. P0000449
Employee Motivation, City of Henderson, State of Nevada POST No. P0000450
Problem Solving, City of Henderson, State of Nevada POST No. P0000360
Crimes Against Property, City of Henderson, State of Nevada POST No. P0000362
Leadership & Influence, City of Henderson, State of Nevada POST No. P0000380

SPECIAL ASSIGNMENTS / POSITIONS

January 2019- Member of the Human Factors & Ergonomics Society

July 2018- I was invited to join the N.I.S.T. Nation Institute of Science and Technology, as part of the work group, WK61808: Simple measurement for CEW output.

Sergeant, Use-of-Force Training & Analysis Unit, Training Bureau & Police Employee Assistance Program 2017-2018 encompassing all of the below from a supervisory position.

Use-of-Force Training and Analysis Officer 2012-2016

- Forensic video review related to use-of-force
- Review Officer Involved Shootings, Use-of-Force and Critical Incident Analysis
- Use-of-Force Trainer
- Firearms & Simulator Trainer
- Lesson Plan Development
- Instructor Development
- Continuing Education for L.E. Employees
- Policy Review & Development
- C.A.L.E.A. Statistical Analysis

Training Officer (2010-2012)

1997/2001 – 2008/2011 Patrol Officer (OIC- Officer-in-Charge)

- Basic Patrol Functions
- Supervise Both Senior and Junior Officers in Patrol Operations
- Review/Approve/Reject Crime, Accident, Investigation and Use-of-Force Reports
- Directed and Managed Officers During Critical Incidents and Police Investigations
- First Responder to Homicides, Officer Involved Shootings, Suicides, Suspicious Deaths, Robberies, Suspicious Persons, and Other Police-Related Activities
- Conducted First Responder Mental Health Assessments and Involuntary Mental Health Holds
- Handled Administrative and Supervisory Tasks (Payroll, Evaluations, Coaching and Counseling)

Public Speaking Instructor/Clinician (2002-2008) *private sector*

2008 – 2010 Patrol Officer (OIC- Officer-in-Charge)

2000 – 2002 Detective-Narcotics Unit

- Plainclothes Operations
- Buy/Bust Operations
- Covert Surveillance
- Search Warrants
- Interviews
- Worked with Repeat Offender, Narcotics, Robbery and Homicide Units.

1997 – 2000 Patrol Officer / Field Training Officer / Bike Squad / Firearms instructor (OIC- Officer-in-Charge)

INSTRUCTOR EXPERIENCE

In-Service instructor – H.P.D. – Henderson, NV (2012-2018)

Full-Time Training Officer, In-Service Training for a 500-Officer Agency:

- Advanced Specialist, Lecturing on expert witness Testimony
- Body Worn Camera Class, forensic video investigation for police officers
- Force Science Force Dynamics/Certification Class (National) Senior Instructor
- Realities of De-Escalation (Force Science Institute)
- Essentials in Police Performance Factors and Police related Decision-Making
- Investigations related to the analysis of force incidents
- Use-of-Force in Service Patrol and Corrections
- Use-of-Force Report Writing
- Citizens Academy: Use-of-Force
- Regional Academy: Use-of-Force
- Taser (Certified)
- Firearms (Handgun & Rifle)
- Defensive Tactics (Adjunct)
- Emergency Vehicle Operations (Adjunct)
- CPR & Emergency First Aid

Public Speaking & Presentations/Instruction and lectures Related to Police Use-of-Force and Police performance and dynamics

- Ontario, CA – Force Dynamics Force Dynamics/Certification Class, - January 9-13, 2020
- Fort Lauderdale, FL - Force Dynamics/Certification Class, - December 9-13, 2019
- DLG-Use-Of-Force Summit, Force Investigations and Police Performance Dynamics, Dec 3-5
- Miami-Dade, FL. Two-Day Fundamentals/Force Dynamics and Decision-Making, December 2-3, 2019
- Dickenson, ND. Two-Day Fundamentals/Force Dynamics and Decision-Making, Multiple Jurisdictions November 7-8, 2019
- Chicago, IL. Force Dynamics/Certification Class, - November 4-8 2019

- Omaha, NE Force Dynamics/Certification Class, - October 21-25, 2019
- Ocean City, MI. Chiefs and Sheriffs Conference. Use of Force Dynamics October 12, 2019
- San Bernardino, CA. Two-Day Fundamentals/Force Dynamics and Decision-Making/Force Dynamics and Decision-Making, multiple Jurisdictions October 8-9, 2019
- Las Vegas NV, Fundamentals – Arizona Homicide investigations Conference
- Braintree MA, MA Chiefs of Police, Force Investigations, Police Performance Dynamics. September 26, 2019
- Alexandria VA, Force Dynamics/Certification Class, Homeland Security - September 23-27.
- Lenexa KS, Three-Day Fundamentals with Video review component. Sept. 18-20
- Ocean City, MD. Lecture at Chiefs of Police & Sheriff's Conference.
- Crested-Butte, CO. Two-Day Fundamentals/Force Dynamics and Decision-Making/Force Dynamics and Decision-Making, Crested-Butte CO./multiple Jurisdictions August 26-27, 2019
- Miami-Dade FL. Two-Day Fundamentals/Force Dynamics and Decision-Making/Force Dynamics and Decision-Making, Miami-Dade/multiple Jurisdictions July 30-August 1, 2019
- Pineville LA. Two-Day Fundamentals/Force Dynamics and Decision-Making, US Marshals SPEC OPs group July 17-18, 2019
- Greensboro NC. Investigative strategies, Internal Affairs Conference. July 12-13, 2019
- Harrisburg, PA. Two-Day Fundamentals/Force Dynamics and Decision-Making, June 12-13, 2019 (106)
- Aurora, CO. Force Dynamics/Certification Class, June 3-7, 2019 (105)
- Santa Rosa, CA. Two-Day Fundamentals/Force Dynamics and Decision-Making One-Day Video Examinations (104)
- Connecticut Chiefs of Police Association, Police Performance Dynamics, Force Investigations and Video Examinations. C.I.R. May 21-23, 2019 (103)
- Nashville, TN Force Dynamics/Certification Class, May 6-10, 2019 (102)
- Spokane, WA Two-Day Fundamentals/Force Dynamics and Decision-Making One-Day Video Examinations class April 29-May 1, 2019 (101)
- Kansas City, KS Two-Day Fundamentals/Force Dynamics and Decision-Making Class April 23-24, 2019 (100)
- Hillsboro, OR Video Examinations, C.I.R.
- Des Moines, IA One Day Fundamentals FSI, Video Examinations- C.I.R. April 18, 2019
- Jamestown, NC. Force Dynamics/Certification Class, April 9-10, 2019
- Austin TX, Force Dynamics/Certification Class, April 1-5, 2019
- San Diego CA, IACP Legal Officers Track, Investigations Lecture
- Seattle WA, Force Dynamics/Certification Class, March 10-14, 2019
- Henderson NV, Force Dynamics/Certification Class, February 24-29, 2019
- San Francisco CA, Force Dynamics/Certification Class, February 4-8 2019
- Harrisburg PA, Foundational Principles Course, January 30-31 2019
- Scottsdale AZ, Force Dynamics/Certification Class, Multiple Jurisdiction, January 14-18, 2019
- Orlando FL, Force Dynamics/Certification Class, Multiple Jurisdiction, December 10-15, 2018
- Hartford CT, DLG – Use of Force Summit, November 27-30, 2018
 - Use of Force and Bio-Mechanics/decision making in crisis
 - Use of Force Investigations and video review
- Henderson NV, Force Dynamics/Certification Class, Multiple Jurisdiction, November 12-16, 2018
- Austin Texas, Department of Public Safety, Force Dynamics/Certification Class, Multiple Jurisdiction, October 29, 2018

- Chicago IL., Directors Invited Guest Speaker, Association of Force Science Conference, October 24, 2018
- Chicago IL., Multiple Jurisdiction, Body Worn Camera Class, FSI, October 23, 2018
- Sacramento, CA. Multiple Jurisdiction, FSI Force Dynamics/Certification Class October 1-5, 2018
- Cumberland, IN. Multiple Jurisdiction, FSI Three-Day Police Performance Factors and Body Worn Camera Class. C.I.R. October 9-11, 2018
- Knoxville, TN. Multiple Jurisdiction, FSI Force Dynamics/Certification Class October 1-5, 2018
- Kansas City, MO. Multiple Jurisdiction, FSI Force Dynamics/Certification Class September 10-15, 2018
- Body Worn Camera Class, Oklahoma City, OK, September 5-6, 2018
- Assistant instructor, Forensic Video Investigations for Law Enforcement, Boulder, CO. July 9-10, 2018
- St. Louis MO., Virtra Simulator, FSI Two-Day Police Performance Elements, July 19-20, 2018
- Aroura, CO. Multiple Jurisdiction, FSI Force Dynamics/Certification Class June 5-9, 2018
- Westhampton NJ, Multiple Jurisdiction, FSI Two-Day Police Performance Elements, May 24-25, 2018
- Chicago IL, Multiple Jurisdiction, Force Science Certification Course, 2018 May 21-25
- Evansville IN, Multiple Jurisdiction, FSI Two-Day Police Performance Elements, May 15-16, 2018
- Alexandria VA, Multiple Jurisdiction, Force Science Certification Course, 2018 April 30-May 4
- Santa Rosa CA, Multiple Jurisdictions, FSI Two-Day Police Performance Elements, Basics April 24-25, 2018
- Chicago IL, Multiple Jurisdiction, Force Science Certification Course, April 15-19, 2018
- Montrose CO, Multiple Jurisdictions, Two-Day Police Performance Elements, Basics April 9-10, 2018
- Glynco GA, United States Marshal Service and ATF F.L.E.T.C. April 2018
- San Diego CA, Multiple Jurisdiction, Force Science Certification Course, January 22-26, 2018
- Orlando FL, Realities of De-Escalation Class, FSI January 30-31
- 2018 Scottsdale AZ, Multiple Jurisdiction, Force Science Certification Course, December 11-15, 2017
- Orlando FL, Multiple Jurisdiction, Force Science Certification Course, December 11-15, 2017
- Chicago IL, Multiple Jurisdictions, Realities of De-Escalation Class, FSI Nov 8-9, 2017
- Clackamas OR, Two-Day Presentation for Training Officers, October 24-25, 2017
- Boston MA, Multiple Jurisdictions, Daigle Law Group, One-Day Course for Investigations October 18, 2017
- Boise ID, Multiple Jurisdictions, Force Science Institute Two-Day class, August 31-1, 2017
- Orlando FL, Realities of De-Escalation Class, FSI August 3-4, 2017
- Huston TX, National Tactical Officers Association, Legal Summit, June 20, 2017
- Harrisburg PA, Multiple Jurisdiction, Force Science Certification Course, May 8-13, 2017
- Aurora CO, Multiple Jurisdiction, Force Science Certification Course, June 5-9, 2017
- Chicago IL, Multiple Jurisdiction, Force Science Certification Course, May 8-13. 2017
- Las Vegas, NV, Multiple Jurisdiction, Force Science Certification Course, April 10-14. 2017
- Fort Collins CO, Multiple Jurisdictions, Force Science Institute Two-Day Class, October 2017
- Austin TX, Multiple Jurisdiction, Force Science Certification Course, February 20, 2017
- Scottsdale AZ, Multiple Jurisdiction, Force Science Certification Course, January 23-27, 2017
- National Tactical Officers Association, S.H.O.T. Show, Las Vegas NV. January 17, 2017
- DLG Use-of-Force Summit, Mohegan Sun Resort, Uncasville, CT November 28 - December 1, 2016
- Hillsboro OR, Multiple Jurisdiction, Force Science Institute Force Dynamics/Certification Class November 13-18, 2016
- West Valley UT, Multiple Jurisdiction, Force Science Institute Force Dynamics/Certification Class October 22-26, 2016

- ATOA, Arizona Tactical Officers Association. Public Speaking Police performance Factors and Tactical Application
- Wichita KS, Multiple Jurisdictions, Force Science Institute Two-Day Class, October 2016
- IACP, International Chiefs of Police, Legal Officers Section, Public Speaking on Police Performance Factors and the Legal Standard.
- Bakersfield CA, Multiple Jurisdictions, Force Science Institute Two-Day Class, September 2016
- Scottsdale AZ., Multiple Jurisdictions. Force Science Institute Force Dynamics/Certification Class, September, 2016
- Garfield County, CO. Multiple Jurisdiction, Force Science Institute Force Dynamics/Certification Class June 20-21, 2016
- N.T.O.A. National Tactical Officers Association, Legal Defense Summit, Chandler AZ, June, 2016
- FBI NAA, California Law Enforcement Executive Development Seminar, Lake Tahoe, May, 16, 2016
- A.P.O.A. Juneau AK, May 10-12, 2016
- Redwood City, CA, April 25-26, 2016
- Chicago IL, Force Science Institute, April 11-12, 2016
- Little Rock AK, April 1-2, 2016
- LVMPD, LV NV, LVPPA March 23, 2016
- Milford CT, One-Day with the Daigle Law Group Multiple Jurisdiction, March 17, 2016
- Modesto CA, Two-Day Force Science Class, March 13-14, 2016
- Las Vegas NV, Force Science Certification Course, February 8-12, 2016
- Davenport IA, Two Day Course, February 2016
- Austin TX, Certification Course, January 2016
- Dallas, Fort Worth TX, Two-Day Course, January 2016
- DLG – Use-of-Force Summit (Uncasville, CT), December 2015
- Richmond VA, Virginia State Police, Two-Day Course, November 2015
- Chicago IL, Force Science Institute, Certification Course November 2015
- Fairfax VA, Department of Homeland Security, Two-Day Course November 2015
- Lansing MI, Michigan State Police, Two-Day Course, October 2015
- San Antonio TX, Certification Course, October 2015
- Chicago IL, Force Science Institute, Certification Course, September 2015
- Tactical Development Conference (Aurora, CO)- September 2015
- Lakewood Washington, Two Day Course, August 2015
- Salem OR, Oregon Department of Public Safety, Two-Day Course, June 2015
- Alexandria Virginia Dept. of Homeland Security, Certification Course, May 2015
- FBI National Academy Associates, Inc. (Sacramento, CA), May 2015
- California Peace Officers Association (Sacramento, CA), May 2015
- Chicago IL, Force Science Institute, Certification Course, April 2015
- Hayward CA, Hayward City Hall, Certification Course, March 2015
- Seattle WA, Washington State Criminal Justice Training Commission, February 2015
- Henderson NV, Henderson Police Department, Certification Course, January 2015
- Centennial CO, Certification Course, August 2014
- Madison WI, Certification Course, July 2014
- Alexandria VA, Department of Homeland Security, Certification Course April 2014
- Department of Homeland Security (Washington, DC) 2013

Awards & Commendations

- Miami-Dade, Certificate of Appreciation for presentation. September 2019
- MD Chiefs of Police, Certificate of Appreciation. September 12, 2019
- Central Indiana Chiefs, Certificate of Appreciation for presentation June 2019
- Arizona Tactical Officers Association, Award for Appreciation of Service, October 2016
- International Association of Chiefs of Police (I.A.C.P.), Legal Officers Section Appreciation for Service, October 2016.
- FBI Certificate of Appreciation, FBI CAL-LEEDS
- FBINAA, Academy Associates, California Chapter – Appreciation for Service May 16, 2016
- 2013 Henderson Police Department Training Officer of the Year
- Leadership Award, Henderson Police Department 2008

Department Awards & Commendations

- S.O.A.R. (Safety Officers Recognition Award) State of Nevada, September 2016
- PERF Nomination for Innovative Police Practices (Creation of the “Use-of-Force Training and Analysis” Position)
- C.A.L.E.A. Gold Standard for Excellence Related to Use-of-Force Training and Policies
- I.C.M.A., Named the “National Model” for Use-of-Force and Associated Training and Policy Practices
- I.A.C.P. cited H.P.D. as One of the Top Five Most Innovative Police Departments in Use-of-Force Management and Oversight, Featured on Webs Edge TV at I.A.C.P. 2014

Articles and Published Work

- Policy Matters, Vegas Beat Magazine May 2016 available at <http://digital.911media.com/i/678564-may-june-2016>.
- Winning Mind Training interviews www.winningmindtraining.com
 - Development of a Use of Force Training and Analysis Unit
 - Digital video review – technical limitations of video
- Development of rote behavior, <https://CriticalIncidentReview.com> (briefing discussions)