

CV - Resume

Capt. Kenneth M. Sanders

Home Address:

Rodessa, LA

Business Address:

Rodessa, LA

Home Phone:

CLASSIFIED

Cell Phone:

(318) 584-9954

PERSONAL INFORMATION

Year of Birth: 1959

Marital status: Married, one adult daughter

Place of birth: Coushatta, LA

Height: 5' 9"

Weight: 195

Health: OK

Leisure interests: Camping, backpacking, woodcarving, canoeing & fly-fishing.

EDUCATION

Riverdale Academy, Coushatta, LA: Graduated 1977

Northwestern State University, Natchitoches, LA: August 1977 to December 1981.

Texas A&M University, College Station, TX.: January 1982 to June 1982.

Northwestern State University, Natchitoches, LA: August 1982 to December 1983.

Bossier Parish Community College, Bossier City, LA: Nov. 1985 to Nov. 1987.

DEGREES AND GRADUATE WORK

Northwestern State University:

- B.S. in Engineering Technology.
- Specialties in Metals Technology with emphasis on Manufacturing, Metallurgy, Industrial Safety, Engineering Physics, and Industrial Management.
- Graduated with top honors.

Texas A&M University Graduate School:

- Graduate work in Engineering Physics, Automated Manufacturing, Industrial Materials, Industrial Processes, Engineering Management, Non-Destructive Testing, and Management Decision Making. Worked as an assistant to Senior Professor of Foundry Metallurgy.

Northwestern State University Graduate School:

- Graduate work in Accounting, Economics, Industrial Technology, Education, and Educational Psychology. Worked as a Graduate Assistant and Instructor in Metals Technology, Engineering Drawing, and Wood Technology.

Bossier Parish Community College:

- Assorted courses for self-improvement such as Criminal Law, Criminal Justice, etc.

CURRENT EMPLOYMENT

Private Contractor (Prior to Retirement & Currently) 1995 to Present

Services Provided:

- Expert Witness: Retained as a consultant/expert witness in Law Enforcement/Jail/Corrections Practices, Law Enforcement Training, Use of Force, Deliberate Indifference, Wrongful Death, General Police Procedures, and Graham Factors. Retained by the United States Attorney, Louisiana POST, FBI, Private Attorneys, and the United States Department of Justice.
- Contract Instructor: I continue to teach as a Subject Matter Expert:
 - Use of Force
 - Law Enforcement Supervision
 - Instructor Development
 - Adult Learning
 - Jail & Corrections Operations
- Internal Auditor/Assessor/Consultant: At the request of Law Enforcement Agencies, Jails, and Prisons, I conduct internal assessments for compliance with applicable law, policy, and standards.
- Writer/Editor: I write and edit new lesson plans. Revise existing lesson plans. Work within state agencies as the final editor of legal training for law enforcement academies & officers.

PREVIOUS EMPLOYMENT

**Caddo Parish Sheriff's Office
505 Travis Street
Shreveport, La. 71101**

**1985 to 2016
(Retired)**

Job Title: **Director - Regional Law Enforcement Training Academy**
Rank: **Captain / Division Commander**
Job Description: **Totally responsible for all law enforcement training within a ten-parish region of Northwest Louisiana.**

Duties:

- Coordinate and develop all training for 10 parishes and 114 law enforcement agencies.
- Stay abreast of current trends and laws, conduct annual needs assessments, survey other agencies, and coordinate with other responsible parties and divisions.
- Train *new* personnel.
- Conduct in-service training for *existing* personnel.
- Respond to any *special needs*.
- Provide in-service training for all *current* personnel in response to mandated state and federal requirements.
- Correct deficiencies through training.
- Review Audio/Video/Written Reports. Determine if force used by Officer-Deputy was Justifiable/Reasonable. Submit written opinions stating same.

Previous Duties:

1. Deputy Sheriff
2. Shift Supervisor: Responsible for all other officers & decisions on my shift.
3. Shift Commander: Responsible for all other officers, all other supervisors, and all decisions made on my shift.
4. Training Coordinator: Responsible for all training within my Division.
5. Professional Development Lieutenant: Totally responsible for all training within a Law Enforcement agency of over 900 personnel. Additional duties of Grant Writer/Monitor.
6. Regional Academy Director

MAJOR QUALIFICATIONS & CERTIFICATIONS
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- Louisiana P.O.S.T. *Senior Master* Instructor
- F.B.I. Law Enforcement Instructor
- A.C.A. *Master* Corrections Instructor
- P.O.S.T. Certified *Master* Instructor
- P.O.S.T. Certified Peace Officer
- P.O.S.T. Certified Corrections Officer
- U.S. Department of Justice Terrorism Instructor
- Former certifications in various defensive tactics, use of force, special weapons, non-lethal strategies, and alternatives & options to using force.
- Use of Force Instructor/Trainer – FLETC (Federal Law Enforcement Training Center)
- Certified Force Science Analyst

CURRENT AND/OR FORMER SPECIAL ASSIGNMENTS
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- Senior Instructor/Trainer for Louisiana POST. Totally responsible for writing and compiling and approving all state lesson plans for use throughout Louisiana.
- Retained as a Special Instructor for the United States Department of Justice. Conducted specialized training in specific areas of relevance to the FBI & US Attorney, related to Use of Force and Use of Restraints.
- Retained as an Expert for the United States Attorney's Office - Civil Rights Division. Provided specialized instruction and needs assessments in Law Enforcement Operations, Use of Force, and Handling Mental Health Issues.
- Retained as an Expert for the United States Attorney's Office – Civil Rights Division. Testified before the Grand Jury over incidents of Deliberate Indifference and wrongful death.
- Retained as an Expert for the United States Attorney's Office – Civil Rights Division. Testified as an expert in Law Enforcement Procedures, Use of Force, and Law Enforcement Training.
- Special Instructor for Louisiana State University. Provide specialized training in *Instructor Development* for a variety of Law Enforcement and public organizations.
- Guest Instructor for Louisiana Department of Corrections. Provide specialized instruction in Inmate Rights, Inmate Supervision, and Emergency Procedures.
- Special instructor for Louisiana Department of Justice and the Louisiana State Attorney General's Office.

- Vicariously responsible for the training of all law enforcement personnel in the State of Louisiana.
- Directly responsible for the training of approximately 10,000 law enforcement officers annually through the Regional Academy which I operated.
- Vicariously responsible for all law enforcement training in the State of Louisiana.

ACHIEVEMENTS - ACCOMPLISHMENTS

- Developed, approved, and authored hundreds of state-wide training curriculums using the adult learning methodology.
- Coordinated and supervised committees responsible for the creation and development of state approved & mandated specialized training curriculums for law enforcement and specialized public agencies.
- Developed a Regional Law Enforcement Training Academy responsible for 10 parishes and the law enforcement agencies of Northwest Louisiana.
- Developed a training program for the State Attorney General titled “A Law Enforcement Response to School Violence”.
- Past President – Louisiana State Academy Directors Association. Responsible for all state law enforcement curriculum development.
- Trained all of Louisiana’s senior educators, school administrators, SWAT teams, law enforcement administrators, and firefighters in techniques to develop their own response strategies for school violence.
- Developed, trained, and implemented the nation’s first full-time Emergency Response Team assigned to a jail. Teams used specifically for inmate escorts and correctional emergencies (cell entries, cell extractions, pad subduing, riot control, disturbance resolution, hostage rescue, etc.).
- Developed and implemented a Scenario Training Program for jail emergencies.
- Developed and implemented an Assessment Center selection process for promotion of law enforcement non-sworn personnel.
- Developed and implemented a Critical Incident Stress Debriefing Team.
- Developed and implemented a 40-hour training program for law enforcement supervisors.
- Recognized authority in the development of large-scale law enforcement training programs, mentoring programs, and followership programs.
- Recognized authority in curriculum development.
- Recognized authority in police use of force issues, curriculum development in police use of force, and written opinions in police and correctional use of force issues.
- Recognized authority in Correctional Law issues that are specifically related to the local jails.
- Recognized authority in local Jail Management Issues related to the state training standards and state policy guidelines.
- Recognized authority in Jail Policy Issues and requirements mandated by DOC.
- Recognized authority in Police Training Issues.
- Recognized authority in Adult Learning in Police Training.
- Recognized authority in Large-Scale Scenario Based Training for Law Enforcement.
- Recognized authority in Correctional Operations.
- Recommended for application to the F.B.I. National Academy.

- Chairman – Louisiana’s State POST Curriculum Development Committee.
- Developed the current state model for Church Violence Training and the training for Church Security Teams.
- Authored the original POST Corrections Officer Certification Course using the Adult Learning Model.
- Responsible for each subsequent revision of the POST Corrections Officer Certification Course until the date of my retirement.
- Researched and conducted all annual POST Corrections Instructor Workshops until the date of my retirement.
- Authored and Conducted all annual POST Corrections Instructor Certification Courses until the date of my retirement.
- Lead fact-finding investigator for the Department of Justice concerning juvenile institutions in Louisiana, and a needs assessment for corrective action in those facilities.

AWARDS

1. Law Enforcement Officer of the Year (1994).
2. Outstanding Law Enforcement Officer of the Year (1994).
3. Selected by Louisiana P.O.S.T. to write & compile state training curriculum (1995).
4. Law Enforcement Officer of the Year (2000).
5. Selected by Louisiana P.O.S.T. to supervise a revision of the state’s training requirements (2001).
6. Selected by Louisiana P.O.S.T. to revise the state training curriculum (2003 & 2004).
7. Selected by Louisiana P.O.S.T. to revise the state training curriculum (2009).
8. Selected by Louisiana P.O.S.T. to re-write and revise all state training (2014-2015).

RECENT TESTIMONY AND/OR ASSISTANCE

- 2016 – Served as an expert for the FBI, DOJ, and US Attorney (5th Federal Circuit) during the investigation of the Alton Sterling Use of Force case. No Federal charges were filed, and the case was turned over to the State AG.
- 2017-2018 – Served as the expert for LA Department of Justice (LA Atty General) in the Alton Sterling matter. No state charges were filed on the officers involved.
- See attached Case List

Membership in Professional Organizations

- National Sheriff’s Association
- International Association of Chiefs of Police
- American Correctional Association
- American Jail Association
- AELE (Americans for Effective Law Enforcement)

Newsletters, Periodicals, and Legal Updates Routinely Received & Read

1. “The Federal Law Enforcement Informer” - A monthly legal update published by the Federal Law Enforcement Training Center. Displays court rulings by Federal Circuit.

2. "Force Science News" – A monthly legal publication produced by the Force Science Institute.
3. "The True Blue Drew Book" – An annual legal training manual produced by LA 2nd Circuit Court of Appeals Judge Harmon H. Drew.
4. "The Law Enforcement Officers Handbook" – A legal publication produced by the LA District Attorneys Association.
5. "Police Magazine" – A monthly periodical covering a variety of legal, survival, and managerial topics.
6. "The AELE Monthly Law Journal" – Produced by the Americans for Effective Law Enforcement, covering significant Federal Court cases by Federal Circuit.
7. "The AELE Law Enforcement Liability Reporter" – Published by the Americans for Effective Law Enforcement. Generally sent monthly. Specific to liability issues.
8. "The AELE Fire, Police, and Corrections Personnel Reporter" – Published by the Americans for Effective Law Enforcement. Generally sent monthly.
9. "The AELE Jail and Prisoner Law Bulletin" – Published by the Americans for Effective Law Enforcement. Generally sent monthly. Specific to jail and prisoner issues.
10. "The Detention and Corrections Caselaw Quarterly" – Published quarterly by CRS, Inc. Addresses some of the latest caselaw concerning legal, ethical, management, and training issues, for jails, detention facilities, and prisons.
11. Daigle Law Group Newsletter – A monthly publication produced by Attorney Eric P. Daigle. Addresses the latest issues related to Supreme Court decisions, training matters, Search & Seizure, and other law enforcement risk management topics.
12. "AJAlert" – Produced by the American Jail Association, the Alert publication addresses topics specific to jails, jail training, jail management, and inmate population management.
13. "IACP LEAD" – Produced daily by the IACP, the LEAD is an electronic newsletter designed to brief the law enforcement commander on law enforcement matters across the nation. It includes legal updates, use of force matters, opinions, and other command-level management issues.

Capt. Kenny M. Sanders
Case List / Sworn Testimony

Nicholas Conners v. James Pohlman, et al (January 2015), 2:15-CV-00101-CJB-JCW

United States District Court – Eastern District (Louisiana)
Deposition (Prosecution)

US v. Eric Parker (October 2015), 5:15-CV-00253

United States District Court – Northeastern Division (Alabama)
Trial (Prosecution)

Jason Walker v. Caddo Parish Sheriff's Office, et al (June 2016), 5:15-CV-02067

United States District Court – Western District (Louisiana)
Deposition (Defense)

Cassius Gay v. City of Bossier City (December 2016), 5:16-cv-00635

United States District Court – Western District of Louisiana, Shreveport Division
Report (Defense)

Edward Brown v. Wilkinson County Sheriff Department (February 2017), 5:16-CV-00124-KS-MTP

United States District Court – Southern District (Mississippi)
Opinion/Report/Deposition (Plaintiff)

Lara J. White v. LaSalle Corrections, Inc., Richwood Correctional Center, LLC, Warden Ray Hanson, Lt. Gerald Hardwell, Capt. Roderick Douglas, Correction Officer Danielle Walker and the City of Monroe (2017), #16-1405

United States District Court – Western District of Louisiana
Opinion/Report (Plaintiff)

James Franklin v. Chief J. Smith, B. Klonowski, T. Priest, F. Chirillo, R. Pongracz, K. Czopek, M. Flynn, and D. Grondin (May 2017), 2:17-cv-11572-AJT-EAS

United States District Court – Eastern District of Michigan
Opinion/Report (Plaintiff)

Hope Jones McGallion v. Jennifer Englade, Rechelle Hotard, St. John the Baptist Sheriff's Office ET AL (July 2018) NO: 77,857; 77,858; 77,859; 78,386; 78,417

29th Judicial District Court for the Parish of St. Charles, State of Louisiana
Opinion/Report (Plaintiff)

US v. Andre Dominick, et al (November 2018), 15-289 "N"

United States District Court – Eastern District (Louisiana)
Trial (Prosecution)

Andrew Whalen v. Wolverine Human Services d/b/a Wolverine Secure Treatment Center (November 2018), 17-033-196-no-2

State of Michigan in the Circuit Court for the County of Saginaw
Opinion/Report (Plaintiff)

Teresa Sabbie v. Southwestern Correctional, LLC d/b/a LaSalle Corrections, LLC and LaSalle Southwest Corrections (December 2018), No. 5:17-cv-113

United States District Court – Eastern District of Texas
Opinion/Report/Deposition (Plaintiff)

Erie Moore, Jr. ET AL. v. LaSalle Corrections, Inc., ET AL. (December 2018) No. 3:16-CV-01007

United States District Court – Western District of Louisiana
Opinion/Report/Deposition (Plaintiff)

Kimberly Clark v. City of Center Line, Officer Andrew Percha, and Detective Michael Gerald (December 2018), No. 18-cv-11673-RHC-APP

United States District Court – Eastern District of Michigan
Opinion/Report/Deposition (Plaintiff)

Joshua Simpson v. City of Dearborn, and Police Sergeant Vincent Bellioli (October 2018), No. 3:18-cv-13156-RHC-RSW

United States District Court – Eastern District of Michigan
Opinion/Report/Deposition (Plaintiff)

Joanne Grafton, ET AL. v. Ken Bailey, ET AL. (May 2018), 5:13-cv-02940-SMH-MLH

United States District Court – Western District of Louisiana, Shreveport Division
Opinion/Report (Defense)

Dequita Burks, Personal Representative of the Estate of Rodriguez Burks, Deceases, Plaintiff, vs. Corrections Officer Lewis Eiseman, Corrections Officer Donald Peer, Corrections Officer Gregory Exelby; Prison Counselor Karen Prunick (May 2019), Case 2:18-cv-00075-GJQ-MV

United States District Court – Western District of Michigan
Opinion/Report (Plaintiff)

State of Mississippi v. Brian Keith Cooper (October 2019)

Circuit Court of Rankin County, Mississippi

Cause #29384(E)

Opinion/Report/Trial (Defense)

Marc V. Barrera v. City of Mount Pleasant, Isabella County, Mt. Pleasant Police Officers Carey Murch and Jeff Thompson, and Isabella County Corrections Officers Jacob Eggers and Christopher Cluley (June 2019), Case 2:19-cv-11807-BAF-SDD

United States District Court – Eastern District of Michigan

Opinion/Report (Plaintiff)

Ray Carpenter, Jr. v. CCA of Tennessee, LLC, CoreCivic of Tennessee (April 2019), Case 4:19-cv-00016-BMM

United States District Court – District of Montana, Great Falls Division
Consultant (Plaintiff)

Dedrick Green v. West Express Quick Stop, Inc (January 2020), Case 25CI1:15-cv-00608-JAW

Circuit Court of Hinds County, Mississippi – 1st Judicial District
Consultant (Plaintiff)

Mallory Addington & Landon Addington v. Bayou Dorcheat Correctional Center (January 2020), Case 5:18-cv-01116-EEF-MLH

United States District Court - Western District of Louisiana
Opinion/Report (Defense)

William Scott Jones v. Southwestern Correctional, LLC d/b/a LaSalle Corrections, LLC and LaSalle Southwest Corrections; LaSalle Management Company; Bowie County, Texas; City of Texarkana, Texas; Jay Eason, Individually; Michelle Arnold, Individually; Joni Slimak-McFaul, Individually; Markesha Jones, Individually; Jane Does #1-10; and John Does #1-10 Defendants (June 2020), Case 5:19-cv-00104

United States District Court – Eastern District of Texas, Texarkana Division
Opinion/Report (Plaintiff)

Note: This Case List does not include any sworn testimony or opinions provided as part of the scope of my employment during a 30-year law enforcement career. While I functioned as the State and Departmental expert in Procedures, Training, and Use of Force, I maintained no records of depositions and court appearances. This list does not include testimony or reports provided as a CASA volunteer for the Juvenile Courts.

Fee Schedule 2020

Service	Explanation	Fee
Retainer	Non-reimbursable. Will not be deducted from your first invoice.	\$500.00
Instructor (Courses Listed) Use of Force, Instructor Development, Mentoring Program Development, Law Enforcement Supervision, Field Training Program Development, Reviewing Use of Force Reports.	Fees are for classroom instruction only. All other costs of materials, rooms, and equipment are the responsibility of the host/sponsor.	\$1,400 per day plus expenses. Distance traveled and pre-course curriculum development will determine minimum days to be paid. Usually 3-day minimum.
Needs Assessments To determine training problems vs. supervision problems, and develop solutions following mandates and consent decrees by the courts. Includes on-site visits and on-sites interviews.	Fees are for on-site interviews, work studies, written summaries of results & findings, and a final verbal presentation(s) to Command Staff if desired.	\$800 per day plus expenses. Usually 3 days in the field, and at least 2-day summary preparation, plus a final presentation is desired.
Course Development Research and writing course designs for use at your discretion by your staff.	Fees are for researching material, custom curriculum design in the Adult Learning Model, Presentation to Command Staff, Train-the-Trainer, and final surrender of material to your agency.	\$800 per day plus expenses. A 1-hour course will generally require eight hours of research and writing. Final costs should be initially calculated using that formula, plus time for train-the-trainer courses at your facility, and travel days.
Case Review Review the complaint and submit a confidential document back to you.	Fees are for researching materials, and submitting proposed list for discovery back to you.	\$175 per hour.

- *“Per Day” rates are understood to be calculated using an eight-hour work day. When less than 8 hours are worked, fees are prorated. I don’t usually prorate for hours worked in excess of 8 hours, unless my fee is stated as an hourly rate in this schedule.*
- *Invoices are normally sent monthly, or upon request.*
- *Invoices are due upon receipt & past due after 30 days.*
- *Payment of my initial retainer is understood to be your agreement to these terms.*

Service	Explanation	Fee
Use of Force, Deliberate Indifference, Failure to Train, Wrongful Death & All Other Reports & Opinions <u>Verbal Consult Only</u>	Fee is for reviewing documents, reviewing videos, reviewing policy, and providing <u>verbal</u> opinions. Does <u>not</u> include a written opinion, extensive travel, or appearing at depositions.	\$1,400 per day. Usually requires 3 days or less, depending on the complexity of the case.
Use of Force, Deliberate Indifference, Failure to Train, Wrongful Death & All Other Reports & Opinions <u>Written Opinions</u>	Fee is for reviewing documents, reviewing videos, <u>and</u> providing <u>written</u> opinions. May require a site visit, and access to training records and other documents. May include appearance at some depositions, but not court appearances.	\$1,400 per 8-hour day plus all expenses. 3-day minimum. All <u>other</u> written opinions are billed for actual hours used, and usually require at least three days.
Other Opinions, Etc. <u>Consult with Counsel, Testimony At Depositions, Court Appearances, and Other Courtroom Testimony</u>	Fee is for reviewing documents, reviewing videos, <u>and providing other written opinions</u> . May require a site visit, and access to reports, training records and other documents. Includes appearance at depositions, and court appearances.	\$1,400 per 8-hour day plus all expenses. Usually a three-day minimum, but varies based upon complexity of the case and travel time. Depositions are \$1,400 for (4) hrs. Each additional hour is \$450.
Grand Jury Testimony Consult with Counsel, Grand Jury Appearance, Testimony to Grand Jury	Fee is for reviewing documents, reviewing videos, <u>and</u> providing testimony in Civil & Criminal Cases before a Grand Jury. May require a site visit, and access to reports, training records and other documents. Does not include appearances at any other trial courts.	\$1,400 per day plus all expenses. Fee calculated based upon actual days traveled, actual days of preparation, and one day with Grand Jury.
Courtroom Testimony	Fee is for continuous appearance on-site during trial. Includes any testimony and consult with counsel during trial.	\$1,400 per day <u>during</u> trial; \$1,000 per <u>travel day</u> ; Plus all expenses. Does not include pre-trial preparation where needed.