

Curriculum Vitae

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Summary of Expertise

Author of July 2023 release – “Managing the Blue Line.” The book focuses on how to implement, audit, and sustain effective policing standards, while policing the police. President, Americans for Effective Law Enforcement (AELE). Since formed in 1966, AELE is a research-driven educational organization that produces and disseminates legal information through traditional seminars, via electronic media and direct contact. Experienced 44-year police professional in areas of use of force, internal affairs, officer-involved shootings, supervision, wrongful convictions, practice, policy, discipline, mental health, auditing, staffing analysis, organizational assessments, investigations, and training. 34 years as an active law enforcement officer and ten of those years as chief of police of a 340 sworn/ non-sworn municipal police department. On-going experience for the past 9-years as a police practice consultant providing Federal Court-Appointed expertise in police Consent Decrees and a United States Department of Justice Civil Rights Division Police Consultant regarding police use of force. Expert in applying constitutional standards, state law, policy, practice, and training to police incidents. Retained in plaintiff and defense litigation incidents. Experienced in deposition and trial testimony. Instructs courses on police use of force, internal affairs, discipline, and risk-management issues. Performs police management assessments on staffing, operations, policy, auditing, investigations, and training.

Employment

Rockford University
Adjunct Faculty – Criminal Justice
Fall 2024 – Spring 2025

This survey course provides students with an introduction to the concepts, phenomena, and issues of concern in the scientific study of crime and justice practices. It provides the student with an overview of nature, dynamics, and etiological theories of crime and criminal behavior as well as the structure and operation of each of the principal components of the Criminal Justice System (i.e., police, courts, and corrections). Special emphasis given to current research findings in crime policy and criminal practice.

Ohio State University/ Moritz College of Law

April 2024 – present

Assisting the Divided Community Project, Department of Justice Community Oriented Policing Office, and Community Relations Service as a subject – matter expert in the review and implementation of enhanced and new planning guides for community, law enforcement, and elected officials in the areas of conflict and aftermath of an officer-involved shooting.

AGR Police Practice Group, LLC

2015 - present

U.S. Virgin Islands Federal District Court –Interim Court Monitor

May 19, 2021 – December 2022

- Appointed as Interim Court Monitor of the U.S. Virgin Islands Police Department.
- Collaborated with a team of court –appointed professionals in assessing compliance with Consent Decree requirements.
- Overall responsibility of overseeing compliance with the consent decree mandates.
- Ensure compliance with U.S. Constitutional Standards regarding use of force, officer-involved shootings, and citizen complaints.

United States Federal District Court – Appointed Court Monitor

July & December 2015 - Present

- Appointed to the Federal U.S. District Court Consent Decree Monitoring Team of the U.S. Virgin Islands and New Orleans Police Departments.
- Collaborate with a team of court –appointed professionals in assessing compliance with Consent Decree requirements.
- Specific duties of monitoring team are a police practices expert with focus on police use of force, police complaints, shootings, training, auditing and other standards of Constitutional Policing practices and procedures.

Police Practice Consultant

2015 - Present

- Police practice and policy consultant, expert witness, and speaker on police practices.
- Specialized focus on assessment of police use of force, officer-involved shootings, conducting investigations of police misconduct, policy review, analysis of data, audits of internal affairs, review of police reports, and private security matters.
- Trainer on reporting, investigating, and review of police use of force, internal affairs, and risk management. Provide organizational management assessment for police departments relating to operational staffing analysis, 911 Centers, data management, investigations, and support services.

Rockford Police Department, Rockford II

1985 - 2015

- 1985-1995 Patrol & Field Training Officer. Trained over 20+ new recruits in the integration of the police academy training and the operations of the police department.
- 1995-2002 Promoted to the rank of Sergeant. Served as a Field and Administrative Sergeant.
- 2002-2003 Promoted to the rank of Lieutenant. Served as the department's compliance officer and implemented a new records management reporting system.
- 2003-2006 Promoted to Deputy Chief of Administration and Personnel. Responsible for all administrative matters – records, budget, property & evidence/personnel matters – recruiting, hiring, and training.
- Appointed Chief of Police on April 10, 2006. More than 40 years of progressive police experience in law enforcement community policing, police reforms, and contemporary policing practices. Experience in every rank of the organization: deputy chief, lieutenant, sergeant, patrol officer, and police cadet. Assignments include operations, personnel, administration, compliance, and technological advancement.
- Collaborated closely with the Mayor, City Council, City Staff, community, and outside law enforcement agencies in a collaborative method to address crime reduction.
- Awarded initial Accreditation on Commission on Law Enforcement Agencies (CALEA) in 2009. Re-Accreditation in 2011 and 2014. Comply with over 450 policing standards, such as personnel, operations, risk management, evidence & property, staff development, use of force and racial profiling.
- Served as Interim Accreditation Manager, at the same time as chief of police.
- Implemented a Constitutional Policing Use of Force Accountability Management process –
 - lesson plans
 - training
 - policy
 - supervisory use of force investigations
 - use of force review board
 - audits
 - mediation
 - open complaint process, and community meetings discussing use of force
 - used contemporary technology to monitor and track agency uses of force
 - police use of force incidents and excessive force complaints dramatically reduced over the years as chief of police
- Purchased and implemented a use of force simulator system.
- The system allowed:
 - officers to train under a controlled use of force environment.
 - allowed officers to realize when shot with a simulator device.
 - allowed to insert canned and actual police-related incidents.
- Led effective organizational reform and community policing efforts, which increased public trust and confidence.

- Implemented a Police Chief's Advisory Board, Youth Police Academy, Police-Clergy Dialogue and Citizen's Police Academy to engage the community in effective problem-solving, strengthening community relationships and transparency.
- Implemented an Early Intervention System to monitor police-related performance and risk management issues.
 - Use of Force
 - Citizen Complaints
 - Police Pursuits
 - K9 Bites
- Provided leadership in the implementation of the Winnebago County – Boone County Integrity Task Force. Task Force purpose is to provide a neutral third-party investigation of officer-involved shootings, serious uses of force, and other investigations warranting an independent investigation.
- Led in the formation and implementation of the Winnebago County Violent Crime Task Force. Task Force is comprised of Federal, State, and Local Law Enforcement Agencies and concentrates on intelligence, investigations, street-level enforcement, and public review of work. Public Quarterly meetings provided to Chief Elected Officials and the public.
- Implemented a COMPSTAT process for crime deployment and accountability and effectively used crime analysis for operational, tactical, and strategic decision making.
- Implemented a Problem-Solving Methodology (SARA) Scan, Analyze, Response, and Assessment to address crime incidents.
- Implemented the National Incident Based Crime Reporting (NIBRS) process and reported crime data directly to the FBI. One of three police departments in the United States to provide crime data directly to the Federal Bureau of Investigation (FBI).

Lake Forest Police Department, Lake Forest, IL

1983 – 1985

- Attended basic law enforcement training at the Chicago Police Academy.
- Employed as a patrol officer and provided first-responding responsibilities. Cross-trained as a firefighter.

Rockford Police Department, Rockford IL

1981 - 1983

- Employed a police cadet and assigned to various areas of the department – crime scene processing, investigations, evidence room, investigations, crime prevention, and administration.

Education

MBA. 1999. Public Administration
Rockford University - Rockford, Illinois
B.S. 1991. Sociology/ Anthropology
Rockford University – Rockford, Illinois
A.A. 1986. Associate of Arts Degree
Rock Valley College – Rockford, Illinois

Certifications

- Institute For the Prevention of In-Custody Deaths – July 2024:
 - *Public Safety Disability Specialist*
 - *Deaf and Hard of Hearing Instructor*
 - *Searching Individuals with Medical Appliances & Prosthetics Instructor*
 - *Service Animal Instructor*
 - *Wheelchair Instructor*
 - *Vision Impaired Instructor*
- Illinois Retired Officer Concealed Carry Permit
Expires March 2025
- Institute For the Prevention of In-Custody Deaths. *Wheelchairs: Contact and Control Train the Trainer*. August 2023
- Institute For the Prevention of In-Custody Deaths. *Positional Restraint Clinical Analyst*. June 2023.
- Americans Effective Law Enforcement. *Public Safety Internal Affairs/ Discipline Investigator: Level 1*. January 31, 2023
- State of Illinois Firearms Owner's Identification Card
Expires 2026

Media Interviews

1. *"Machete Attack on Undercover Cop Ends in Deadly Shooting."* NBC 5, Chicago IL. November 15, 2024
2. *"Massey's death underscores state delay in launching mental health response program."* Capitol New Illinois. August 2024
3. *"Attorneys for Sonya Massey's family call for legislative change."* Capitol News Illinois. August 2024
4. *"Hot Spot Policing"* – San Antonio Texas. FOX. February 2023
5. *"What is Raleigh Police Department's Proactive Patrol and is it Effective?"* - ABC. January 2023
6. *"Milwaukee Police Lose Track of Homicide Suspect."* – FOX. November 2022
7. *"Dust Up at Jefferson High After Shooting Threats in Uvalde."* – NBC. September 2022
8. *"Jail Video Shows Detention Deputy Repeatedly Punching Inmate."* – ABC – November 2020
9. *"Here's What Spit Socks and Spit Hoods are, and How to Use Them."* – CNN. September 2020
10. *"Broward Sheriff's Office Investigating Deputy's Social Media Post."* – ABC. June 2020
11. *"Why Are Cops Putting Kids in Cuffs?"* – Reason.com – January 2017

Publications

Implementing a Use-of-Force Review Board. Command Magazine – Illinois Association of Chiefs of Police. Fall 2023.

Managing The Blue Line: Policing the Police and How to Implement, Audit, and Sustain Effective Policing Standards. Little Creek Press. June 2023.

Liquid Impedance of Spit Restrain Devices: Policy, Training, and Tactical Implications. Dr. John Peters, A. David Berman, & Chet Epperson. Americans for Effective Law Enforcement Public Safety Journal. August 2022.

Voluntary Contacts, Investigatory Detentions, Pat-Downs, and Arrests. International Association Chiefs of Police in Policy Development. Collaborated with National and International police executives and attorneys in the development of new and enhancing current IACP policy and position paper. June 2017.

Seminars & Workshops

2025 –

- *Artificial Intelligence.* Americans For Effective Law Enforcement & Institute for the Prevention of In-Custody Deaths (8-hours)
- *Jail Workshop.* Americans For Effective Law Enforcement. (16-hours)
- *How to Write a Bullet Proof Expert Witness Report.* SEAK (14-hours)

2024 –

- *19th Annual Institute Prevention In-Custody Death Officer-Associated Death & Sudden In-custody Death Conference.* Institute for the Prevention of In-Custody Deaths. (20-hours).
- *Advanced Public Safety Internal Investigations and Discipline Seminar.* Americans For Effective Law Enforcement. (28-hours).
- *Introduction to Artificial Intelligence for Public Safety Trainers, Educators, and Instructional Designers Webinar.* Institute for the Prevention of In-Custody Deaths. (1.5 hours).
- *Ballistics Trauma: Understanding gunshot Wounds.* Godoy Medical (1-hour).
- *Policy, Training, and Tactical Responses to The Barring, Blocking, and Censuring of Excited Delirium Part 1.* Institute for the Prevention of In-Custody Deaths. (1.5-hours).
- *Interacting with Individuals with Disabilities in Law Enforcement.* Southeast ADA Center. (1-hour)
- *Reading Medical Records.* Godoy Medical Forensics (1-hour)
- *31st Annual National Expert Witness Conference – SEAK* (15-hours)
- *Americans Disability Act Modules.* Great Lakes ADA Center (1.5-hours)
- *Use of Force Workshop.* Americans For Effective Law Enforcement. (10-hours)
- *Crisis Intervention, Autism, and Developmental Disabilities: Considerations for De-escalation.* Great Lakes ADA Center (1.5-hours).

2023 –

- *Jail Workshop.* Americans For Effective Law Enforcement. (24-hours)
- *Use of Force Workshop.* Americans For Effective Law Enforcement. (28-hours)

- *Public Safety Disability Specialist Workshop*. Americans For Effective Law Enforcement and Institute Prevention In-Custody Death. (20-hours)
- *Blunt Force Trauma*. Godoy Medical Forensics. (1-hour)
- *Abusive Head Trauma*. Godoy Medical Forensics (1-hour)
- *What Every Attorney/ Investigator Needs to Know: Blunt Force Trauma*. Godoy Medical Forensics (1-hour)
- *Expert Witness Symposium*. Americans For Effective Law Enforcement. (20-hours)
- *Americans Disability Act Modules*. Great Lakes ADA Center (1.5-hours)

2022 –

- *Jail Workshop*. Americans For Effective Law Enforcement. (16-hours)
- *Police Department Consent Decrees Workshop*. Texas A&M University (12-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement (28-hours)
- *Law for Experts*. SEAK (14-hours)
- *30th Annual National Expert Witness Conference*. SEAK (12-hours)
- *Understanding Brady and Giglio: Civilian Oversight's Role*. NACOLE (1-hour)
- *Discipline Workshop*. Americans For Effective Law Enforcement. (24-hours)
- *Officer-Associated Deaths, Excited Delirium, Sudden In-Custody Deaths Conference*. Institute for the Prevention of In-Custody Deaths (20-hours)
- *Americans Disability Act Modules*. Great Lakes ADA Center (32.5-hours)

2021 –

- *Jail Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)
- *Arrest Related Excited Delirium Sudden In-Custody Conference*. Institute for the Prevention of In-Custody Deaths (28-hours)
- *Spit Sock Update*. Americans For Effective Law Enforcement (1.5 hours)
- *Seizure Recognition and First Aid*. Epilepsy Foundation. (2-hours)
- *What Police Chiefs and Sheriffs Need to Know About Collecting and Analyzing Use-of-Force Data*. Police Executive Research Forum. (1.5-hours)
- *Compelled (Garrity) statements: New Challenges and Developments for 2021*. Legal Liability Risk Management Institute. (2-hours)
- *Service Animal Instructor*. Institute For the Prevention of In-Custody Deaths (5-hours).
- *How to Manage Your Expert Witness Business Effectively*. SEAK (16-hours)
- *How to be a More Persuasive Expert Witness*. SEAK (16-hours)

2020 -

- *Jail Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)
- *An Examination of Police Neck Restraints*. National Association Citizen Oversight Law Enforcement Agencies (2.5 hours)
- *Law Enforcement & Homeless Populations*. Lexipol (1.5 hours)
- *Critical Stress in Corrections*. Lexipol (1.5 hours)

- *Strategies for Prison, Jails, and Oversight Bodies during COVID-19*. National Association Citizen Oversight for Law Enforcement Agencies (2-hours)
- *Advocating for Jail & Prison Reform*. ACLU (1-hour)
- *Officer Use of Force Statements*. Lexipol (1-hour)
- *Seven skills for experts*. Experts.com (1.5 hours)

2019 -

- *Shooting Incident Reconstruction/* Bevel & Gardner (40-hours)
- *Jail Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)
- *Arrest-Related Deaths: Managing Your Medical Examiner*. Lexipol (2-hours)
- *Internal Affairs Investigations*. Lexipol (1.5 hours)
- *Police Department Consent Decrees Workshop*. Texas A&M University (24-hours)
- *How to Write a Bullet Proof Expert Witness Report*. SEAK (16-hours)
- *How to Excel at Your Expert Witness Deposition*. SEAK (16-hours)

2018 –

- *Police Department Consent Decrees Workshop*. Texas A&M University (24-hours)
- *Jail Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)

2017 -

- *Arrest Related Excited Delirium Sudden In-Custody Conference*. Institute for the Prevention of In-Custody Deaths (28-hours)
- *Jail Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)

2016 -

- *Use of Force Workshop*. Americans For Effective Law Enforcement. (28-hours)
- *Discipline Workshop*. Americans For Effective Law Enforcement (28-hours)
- *24th Annual National Expert Witness Conference*. SEAK (16-hours)

Teaching Experience

Rockford University - Adjunct Faculty – Criminal Justice, Fall 2024 – Spring 2025

- This survey course provides students with an introduction to the concepts, phenomena, and issues of concern in the scientific study of crime and justice practices. It provides the student with an overview of nature, dynamics, and etiological theories of crime and criminal behavior as well as the structure and operation of each of the principal components of the Criminal Justice System (i.e., police, courts, and corrections). Special emphasis is given to current research findings in crime policy and criminal practice.

Illinois Training & Standards Board – Executive Institute – 2013-Present

- Instruct the Executive Institute in topics of police investigating and managing use of force, conducting internal affairs investigations.
- Judson University – Elgin, Illinois – 2000 - 2015
- Instructed for over 15 years in graduate mentor organizational leadership and criminal justice management programs.

Presentations Provided at Conferences/ Symposiums

1. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. January 2025.
2. *Investigating Police Complaint Investigations*. Illinois Training & Standards Board. October 2024.
3. *Organizational Accountability – Use of Force Management for Executive Leadership*. Illinois Training & Standards Board/ Executive Institute. April 2024.
4. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. May 2023.
5. *An Officer-Involved Police Shooting: The First 48-hours*. Ohio State University Divided Community Project. November 2023.
6. *Investigating Police Complaint Investigations*. Illinois Training & Standards Board/ Executive Institute. October 2023.
7. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. June 2023.
8. *Organizational Accountability – Use of Force Management for Executive Leadership*. Illinois Training & Standards Board/ Executive Institute. February 2023.
9. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. November 2022.
10. *Systems Approach to Officer-Involved Shootings*. Institute for the Prevention of In-Custody Deaths. November 2022.
11. *How to Prevent, Avoid, & Maneuver Around Police & Fire Civil Litigation*. Americans for Effective Law Enforcement. September 2022.
12. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. May 2022.
13. *Organizational Accountability – Use of Force Management for Executive Leadership*. Executive Institute – Illinois Training & Standards Board/ Executive Institute. March 2022.
14. *Chief's Perspective of Public Safety Discipline*. Americans for Effective Law Enforcement. September 2021.
15. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board/ Executive Institute. May 2021.
16. *Supervisory Use of Force Investigations*. Illinois Training & Standards Board. February 2021.
17. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation*. Illinois Municipal League Conference. September 2019.
18. *A Practitioner's View of Police De-escalation and the Impact on Communities*. International Conference on Conflict Resolution Education. April 2019.
19. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation*. Illinois Association Chiefs of Police Spring Training. April 2019.
20. *Police Internal Affairs*. North-East Multi-Regional Training. May 2019.

21. *Organizational Accountability – Use of Force Management for Executive Leadership. Illinois Municipal League. Illinois Municipal League Conference. September 2017.*
22. *Organizational Accountability – Use of Force Management for Executive Leadership. Illinois Association Chiefs of Police. Oak Brook II – August 2016; Peoria IL – August 2016; Fairview Heights II – September 2016; Crystal Lake IL – December 2016.*
23. *Pastor, Policeman Team Up to Teach Peace. Juniata College, Huntingdon, PA. March 2016.*
24. *National Association for the Advancement of Colored People (NAACP). 2010, 2012, 2015. Rockford, Bloomington, and Peoria, Illinois State Conference Police-Community Relations Speaker.*

Professional Associations

1. Americans For Effective Law Enforcement (AELE)
 - President – September 2019 to Present
 - Secretary – 2016 – 2019
 - Board of Director – 2010 – Present
2. Illinois Chief’s Association – Lifetime Member
3. International Association Chiefs of Police – Member 2006 - Present
4. National Association Civilian Oversight – 2010 - Present
5. Police Executive Research Forum (PERF) – Lifetime Member

Awards

1. Attorney Registration and Disciplinary Commission of the Supreme Court of Illinois. Award of Certificate for recognition and appreciation to the public, the legal profession, and the courts – Hearing Board Member 2015 – 2024.
2. National Association for the Advancement of Colored People (NAACP) – Raising Standard of Policing/ Trust Between Communities - 2015
3. Certified Adjunct Faculty Educator - 2012
4. Illinois Association Law Enforcement Executive of the Year Award - 2010
5. Judson University – Alpha Sigma Lambda - 2009
6. Sons of the American Revolution Officer of the Year Award - 2002
7. Rockford Optimist Club Officer of the Year Award - 1986

Volunteer

Illinois Attorney Registration & Disciplinary Commission – 2015 to 2024

- Appointed by the Illinois Supreme Court as a Hearing Board Member for the Attorney Registration & Disciplinary Commission. Hearing Board Member responsibilities are hearing complaints filed with the Commission. Board Members make findings of fact and law, with a recommendation for discipline, dismissal of complaint, or non-disciplinary disposition.