

Curriculum Vitae

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Summary of Expertise

President, Americans for Effective Law Enforcement (AELE). 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 42-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 10 of those years as chief of police of a 340 sworn/ non-sworn municipal police department. On-going experience for the past 7-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

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.
- Worked with a team of court –appointed professionals in assessing compliance with Consent Decree requirements.
- Overall responsibility of overseeing the 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.
- Work 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.
- Trainer on reporting, investigating, and review of police use of force. 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

- 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.
- Worked closely with the Mayor, City Council, City Staff, community, and numerous 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.
- 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. The system allowed officers to realize when they were shot with a simulator device. The system allowed to insert canned and actual police-related incidents.
- Led an 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 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 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-responder responsibilities. Cross-trained as a firefighter.

Rockford Police Department, Rockford II

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

Certification

January 2023 - AELE Public Safety Internal Affairs/ Discipline Investigator: Level 1

Professional Education

American Disabilities Act / Webinar & Self-Paced Education

2023 -

- Accessible Detention and Correction Facilities 1.5 hours

2022 -

- ADA Coordinator: Getting the Job Done 1.5 hours
- The Supreme Court's Olmstead Decision 1.5 hours
- ADA Rights and the Criminal Justice System 1.5 hours
- Assembly Areas 2.5 hours
- Accessible Play Areas 2.5 hours
- Accessible Public Rights-of-Way 2.5 hours
- ADA Chapter 1/ Application and Administration 2.5 hours
- ADA Chapter 2/ Scoping – New Construction 2.5 hours
- ADA Chapter 3/ Building Blocks 2.5 hours
- ADA Chapter 4/ Accessible Routes 2.5 hours
- ADA Chapter 5/ General Site & Building Elements 2.5 hours
- ADA Chapter 6/ Plumbing Elements & Facilities 2.5 hours
- ADA Chapter 7/ Communication Elements 2.5 hours
- ADA Chapter 8/ Special Rooms & Spaces 2.5 hours
- ADA Chapter 9/ Built-In Elements 2.5 hours
- ADA Chapter 10/ Recreation Facilities 2.5 hours

Shooting Incident Reconstruction/ San Diego, CA – 2019

- 40-hour program course providing the skills necessary to analyze and reconstruct shooting incidents.

- Students instructed to recognize and properly document the unique attributes of a shooting scene.
- Through a series of classes, laboratories and practical exercises, students exposed to interpret the dynamic relationship between the scene, evidence, and victim(s) injuries. The methodology and techniques needed to properly analyze and reconstruct the scene are emphasized. Students instructed to apply these skills to determine position of shooter(s), victim(s), and critical evidence, and to determine sequence of events.

Americans For Effective Law Enforcement/ Chicago, Illinois – 2018 to Current

- Certified Litigation Specialist (CLS) designation for non-lawyers
- Recognized achievement for augmented professional background in attendance of several police and jail litigation related courses over a period of one year.
- Continued attendance at educational Workshops - Jail, Use of Force, and Discipline.

Force Science Analysis Certification - 2014

- Attended as police chief to learn and observe instructional program.

Illinois Law Enforcement Training & Standards Board/ Bloomington, IL - 2005

- Police Executive Role in the 21st Century
- 200-hour program based on executive managerial skills for senior-level command personnel.

Northwestern University School of Police Staff & Command/ Evanston, IL - 2000

- 400-hour program based on leadership skills for the middle police manager and those assuming increased responsibilities in administrative staff of line command positions.

Media Interviews

1. *“Hot Spot Policing”* – San Antonio Texas. FOX. February 2023
2. *“What is Raleigh Police Department's Proactive Patrol and is it Effective?”* - ABC. January 2023
3. *“Milwaukee Police Lose Track of Homicide Suspect.”* – FOX. November 2022
4. *“Dust Up at Jefferson High After Shooting Threats in Uvalde.”* – NBC. September 2022
5. *“Jail Video Shows Detention Deputy Repeatedly Punching Inmate.”* – ABC – November 2020
6. *“Here’s What Spit Socks and Spit Hoods are, and How to Use Them.”* – CNN. September 2020
7. *“Broward Sheriff’s Office Investigating Deputy’s Social Media Post.”* – ABC. June 2020
8. *“Why Are Cops Putting Kids in Cuffs?”* – Reason.com – January 2017

Publications

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.

Seminars & Workshops

2023 –

- *Jail Workshop*. Americans For Effective Law Enforcement. (24-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)
- *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)

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 Make More Money as an Expert Witness*. 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)
- *7 skills for experts.* Experts.com (1.5 hours)

2019 -

- *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)
- *Annual National Expert Witness Conference.* SEAK (16-hours)

Teaching Experience

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

- Instructed for the Police Executive Role 21st Century and Supervisory Leadership in areas of use of force management, discipline, mentoring, and coaching.

Judson University – Elgin, Illinois – 2000 - 2015

- Instructed for over 15 years in graduate mentor organizational leadership program and criminal justice management programs.

Presentations Provided at Conferences/ Symposiums

1. *Organizational Accountability – Use of Force Management.* Executive Institute – Illinois Training & Standards Board. February 2023
2. *Supervisory Use of Force Investigations.* Illinois Training & Standards Board. November 2022.
3. *Systems Approach to Officer-Involved Shootings.* Institute for the Prevention of In-Custody Deaths. November 2022

4. *How to Prevent, Avoid, & Maneuver Around Police & Fire Civil Litigation.* Americans for Effective Law Enforcement. September 2022.
5. *Supervisory Use of Force Investigations.* Executive Institute - Illinois Training & Standards Board. May 2022.
6. *Organizational Accountability – Use of Force Management for Executive Leadership.* Executive Institute – Illinois Training & Standards Board. March 2022.
7. *Chief’s Perspective of Public Safety Discipline.* Americans for Effective Law Enforcement. September 2021.
8. *Supervisory Use of Force Investigations.* Illinois Training & Standards Board. May 2021.
9. *Supervisory Use of Force Investigations.* Executive Institute - Illinois Training & Standards Board. February 2021.
10. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation.* Illinois Municipal League Conference. September 2019.
11. *A Practitioner’s View of Police De-escalation and the Impact on Communities.* International Conference on Conflict Resolution Education. April 2019.
12. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation.* Illinois Association Chiefs of Police Spring Training. April 2019.
13. *Police Internal Affairs.* North East Multi-Regional Training. May 2019.
14. *Organizational Accountability – Use of Force Management for Executive Leadership.* Illinois Municipal League. Illinois Municipal League Conference. September 2017.
15. *Organizational Accountability – Use of Force Management for Executive Leadership.* Illinois Association Chiefs of Police. Oak Brook IL – August 2016; Peoria IL – August 2016; Fairview Heights IL – September 2016; Crystal Lake IL – December 2016.
16. *Pastor, Policeman Team Up to Teach Peace.* Juniata College, Huntingdon, PA. March 2016.
17. *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 – Life Time Member
3. International Association Chiefs of Police – Member 2006 - Present
4. National Association Civilian Oversight – 2010 - Present
5. Police Executive Research Forum (PERF) – Member – 2003 - Present

Awards

1. Certified Adjunct Faculty Educator - 2012
2. Illinois Association Law Enforcement Executive of the Year Award - 2010
3. Judson University – Alpha Sigma Lambda - 2009
4. Sons of the American Revolution Officer of the Year Award - 2002
5. Rockford Optimist Club Officer of the Year Award - 1986

Volunteer/ Unpaid Appointment

International Association Chiefs of Police – June 2017
 Policy Working Group

- Assist the International Association Chiefs of Police in Policy Development. Work and collaborate with National and International police executives and attorneys in the development of new and enhancing current IACP policy and position papers impacting police agencies across the world. Assisted with the development revision and September 2019 - *Voluntary Contacts, Investigatory Detentions, Pat-Downs, and Arrests*.

Illinois Attorney Registration & Disciplinary Commission – 2015 to Present

- 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.

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