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- \* **Use of Force Instructor / Consultant / Witness** \*
- \* **Crisis Intervention - De-escalation Instructor / Mental Health Response**
- \* **Government Operations \* Law Enforcement \* Policy & Procedure Development**
- \* **Active Shooter Instructor / Critical Incident Response \* Tactical Training**
- \* **Mentorship / Leadership Development**

## **PROFESSIONAL SUMMARY & QUALIFICATIONS**

**Highly qualified law enforcement professional with 33 years of progressive law enforcement experience, working for the Metropolitan Police Department in Washington, D.C. – most recently serving as a Lieutenant for the Metropolitan Police Academy and Lieutenant of the Joint Strategic and Tactical Analysis Command Center. Forges strategic partnerships with local/state/federal law enforcement and government agencies. Delivers civic and community outreach, and expertly leads numerous Use of Force and Tactical Training Programs. Serves as a Subject Matter Expert to provide expert review, investigation and tactical improvement training to use of force trials, judicial and administrative matters relative to use of force, use of force options, use of force training and defensive tactics training.**

- **Exemplary interpersonal skills** with the ability to establish rapport with the private and public sector, and actively listen to understand and advocate for a diverse group of individual needs. Proficient in problem-solving, organizational, and human relations skills.
- **Advanced communication and listening skills** to recognize the needs of individuals and establish meaningful relationships with colleagues, staff members, and citizens.
- **Culturally competent** to collaborate and communicate with a diverse group of individuals from various socio-economic backgrounds, situations, cultures, beliefs, and ethnicities.
- **Honored with numerous awards and commendations as a trainer and subject matter expert,** developing and leading training programs for crisis intervention, de-escalation and crisis/hostage negotiation, use of force, and tactical improvement training. Directed the development of Active Shooter Training Curriculum, deployment of Electronic Control Device (Tasers), development and deployment of ballistic patrol shields, tactical training week/survival school, firearms training for handgun/rifle/40MM, tactical training and scene management for recruit and sworn, reserve police officer training, civilian and community engagement training and presentation, and development of leadership training for all ranks of law enforcement. Managed and created critical incident and crime scene management training, crisis intervention and de-escalation training, and directed a Crisis Intervention Office Program.
- **Technically proficient** in Microsoft Office Suite, Accurint, Capwin, DCGIS, Justis, LEO, Linx, PMAR, CJIS, Triple III, WALES/NCIC, Computer Aided Dispatch, Police Mutual Aid Radio System, Close Circuit Television Cameras (CCTV), Domestic Event Network (DEN), ShotSpotter Gunshot Detection System, License Plate Reader (LPR), Situational Awareness Management System (SAMS), Crime Probe, Alert Management System (AMS), Gun Tip Hotline, Crime Solvers, DC Amber Plan (Amber Alert System), Roam Secure Alert Network (RSAN), Temperature Boards, Federal Emergency Management Agency National Warning System (NAWAS), and Teletype Communication Unit.

## **EDUCATION**

### **ASSOCIATE OF ARTS, PARALEGAL**

University of the District of Columbia, Washington, DC

### **GRADUATE**

FBI National Academy, Washington, DC

**GRADUATE**  
George Washington University, DC  
(Certified Public Manager Program)

**KEY SKILLS ASSESSMENT**

Certified Law Enforcement and Training Specialist Instructor and Certified Public Manager, with more than 33 years of law enforcement experience, two years as a Police Officer, three years as a Sergeant, 15 years as Police Lieutenant, 3 years serving as the Unit Commander of the Specialized Training Branch. Managing the Tactical Training Center, Physical Skills Section, and Firearm Ranges at the Metropolitan Police Academy and Federal Law Enforcement Training Center -FLETC. Manage the Crisis Intervention Officer Program in collaboration with the DC Department of Behavior Health and supervise 46 sworn and civilian employees.

Lead Active Shooter Training and present active shooter information at various organizations. Design training for de-escalation and crisis/hostage negotiation programs.

Deliver use of force training and prepared over 200 tactical improvement training reports and recommendations for serious use of force investigations and the departmental Use of Force Review Board hearings.

Prepared over 100 curriculum reviews and tactical analysis for use of force involving firearms, and other force options for the department's Internal Affairs Bureau. Reviewed use of force and policy violations requests for internal departmental investigations and requests from the DC Citizen Complaint Review Board and Office of Police Complaint Boards.

Oversee the development of Active Shooter Training Curriculum, deployment of tasers, development and deployment of ballistic patrol shields, tactical training week/officer survival school, firearms training for handgun/shotgun/rifle, tactical training and scene management for recruit and sworn.

Development of leadership training for all ranks of law enforcement. Manage and create critical incident and crime scene management training, crisis intervention and de-escalation training, and direct the department's Crisis Intervention Office Program. Awarded a myriad of outstanding performance and quality assurance ratings, recognition, and commendations for delivering outstanding service, training, and leadership.

As a Subject Matter Expert Witness, testify during use of force trials, judicial and administrative matters relative to use of force, use of force options, and defensive tactics. Investigate the facts prior to submission to court or internal disciplinary hearings by responding to use of force scenes involving firearms and tasers, conducting walk-through of the scene, evaluating/interviewing the officer involved and subject of force tactics.

Analyze body-worn camera footage, relative video evidence discovered during use of force investigations. Reviewed cellphone and surveillance video evidence from civilians, commercial establishments, social media sources and news media outlets, and complete a tactical evaluation of findings.

Prepared curriculum review and tactical analysis reports according to the final findings of serious use of force and officer involved shooting investigations by the Internal Affairs Bureau investigations.

Complete training based on findings of the Use of Force Review Board. Facilitate and create use of force performance improvement plans and departmental personal development curriculum for over 3,000 sworn officers, managers, and executive command staff members.

Evaluate students' application of law and departmental policies, tactic, decision-making, and de-escalation.

## LICENSES AND CERTIFICATIONS

- **ACTIVE SHOOTER INSTRUCTOR**  
Law Enforcement, Civilian, ALERRT, ALICE
- **REALISTIC DE-ESCATION INSTRUCTOR**
- **USE OF FORCE INSTRUCTOR**
- **HUMAN PERFORMANCE AND BODY MECHANICS**
- **CRISIS INTERVENTION OFFICER / TEAM INSTRUCTOR**
- **CRISIS / HOSTAGE NEGOTIATOR INSTRUCTOR**
- **APPLIED SUICIDE INTERVENTION SKILLS**
- **OFFICER STREET SURVIVAL INSTRUCTOR**
- **ACTIVE SHOOTER INSTRUCTOR (FLETC)**
- **ASP LESS-LETHAL WEAPON SYSTEM INSTRUCTOR**
- **TASER INSTRUCTOR**
- **TRAFFIC STOP TACTICS INSTRUCTOR**
- **TECC / TCCC INSTRUCTOR**  
Tactical Emergency Casualty Care / Tactical Casualty Combat Care
- **ADVANCED CERTIFICATION, HOMELAND SECURITY**  
(Incident Command (Commander / Manager Levels))
- **VERBAL JUDO INSTRUCTOR**
- **CERTIFIED PUBLIC MANAGER (CPM)**
- **MPDC POLICE ACADEMY INSTRUCTOR CERTIFIED**
- **GENERAL CLASSROOM INSTRUCTOR CERTIFICATION**  
Lesson Plan, Training Curriculum, Presentation
- **CRISIS INTERVENTION OFFICER PROGRAM COORDINATOR (MPDC)**
- **EMERGENCY MEDICAL TECHNICIAN (EMT)**
- **HUEY UH-1 HELICOPTER PILOT TACTICAL FLIGHT OFFICER / PILOT TRAINEE**
- **HAZMAT TECHNICIAN**
- **MOTOR CARRIER TRAINED / VEHICLE STOP INSTRUCTOR**

## PROFESSIONAL TRAINING

- **USE OF FORCE INVESTIGATION**
- **FORCE SCIENCE HUMAN PERFORMANCE ANALYST**
- **CRISIS INTERVENTION AND DEESCALATION**
- **BODY-WORN CAMERAS-VIDEO TECHNOLOGY AND HUMAN PERCEPTION COURSE**
- **HOSTAGE NEGOTIATION**
- **MID-LEVEL MANAGER DEVELOPMENT**
- **STRESS MANAGEMENT**
- **CRIME SCENE and INCIDENT COMMAND MANAGEMNT**
- **WEAPONS OF MASS DESTRUCTION**
- **CIVIL DISORDER MANAGEMENT / INVESTIGATION**
- **SPECIAL THREAT ACTION TEAM (STAT)**
- **ARMAMENT SYSTEM PROCEDURE (ASP)**
- **INSTRUCTOR FIELD TRAINING / PROBATIONARY OFFICE PROGRAMS COORDINATOR**
- **DIGNITARY PROTECTION / COUNTER-TERRORISM DIGNITARY**
- **PRESIDENTIAL SECURITY**
- **METRORAIL / AMTRAK SAFETY / THREAT**
- **WMD / BIOHAZARDS**
- **ADVANCED TERRORIST TRAINING**
- **AVAIATION MANAGEMENT AND DEPLOYMENT**

#### **AFFILIATIONS AND ASSOCIATIONS**

- **INTERNATIONAL ASSOCIATION OF CHIEFS OF POLICE**
- **NATIONAL ORGANIZATION OF BLACK LAW ENFORCEMENT EXECUTIVES**
- **ASSOCIATION of FORCE INVESTIGATOR**
- **HOSTAGE NEGOTIATOR ASSOCIATION**
- **NATIONAL TACTICAL OPERATORS ASSOCIATION**
- **FBI NATIONAL ACADEMY**
- **CIT INTERNATIONAL**
- **ASIS INTERNATIONAL**

- **FORCE SCIENCE INSTUTES**

## **COMMUNITY SERVICE**

- **BOY SCOUTS OF AMERICA**
- **LAW ENFORCEMENT EXPLORERS – NATIONAL CAPITAL REGION**
- **CITIZEN ACADEMY – INSTRUCTOR / PRESENTER**

## **PROFESSIONAL EXPERIENCE**

2020/Ret. **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Lieutenant, Command Information Center, Joint Strategic & Tactical Analysis  
Command Center

2014/2020 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Branch Lieutenant, Specialized Training Branch, Metropolitan Police Academy

2012/2014 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Patrol Lieutenant, Patrol Services North, Second District

2011/2012 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Branch Lieutenant, Canine Patrol Branch, Special Operations Division

2007/2011 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Lieutenant, Intelligence Fusion Division, Homeland Security Bureau

2004/2007 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Branch Lieutenant, Air Support Unit and Horse Mounted Patrol, Special  
Operations Division

1999/2004 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Patrol Lieutenant, Patrol Services North, Fourth District

1998/1999 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Defensive Tactics Sergeant-Adjunct Instructor, Physical Skills Section, Institute of Police  
Science

1995/1998 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Patrol Sergeant, Patrol Services North, Second District

1993/1995 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Patrol Officer, Fifth District

1990/1993 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Pilot Trainee Patrol Officer, Air Support Unit, Special Operations Division

1988-1990 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Patrol Officer, First District

1987-1988 **METROPOLITAN POLICE DEPARTMENT**, Washington, DC  
Recruit Police Officer, Institute of Police Science

## **PUBLICATION**

**1999 Officer Street Survival Course, Metropolitan Police Department, Washington, DC**

**2019 Tactical Training, Metropolitan Police Department, Washington DC**

**2019 Incident Command and Scene Management for Officials, Metropolitan Police Department, Washington, DC**

**2020 Use of Force Investigation and Report Writing for Officers and Officials, Metropolitan Police Department, Washington, DC**

#### **PROFESSIONAL APPOINTMENTS / POSITION**

- **43rd Presidential Inauguration Subcommittee**
- **Council of Government (COG)-Negotiations**
- **Council of Government (COG)-Major Events / Disasters Response**
- **Council of Government (COG)- Tactical Training**
- **Active Threat Training, Preparation and Response**
- **Crisis Intervention-Deescalation-Mental Health Police Response**

#### **INVITED SPEAKER / PRESENTER / LECTUROR**

#### **EDUCATIONAL INSTITUTIONS**

- **University of District of Columbia**
- **American University**
- **Maryland University**
- **Georgetown University**
- **George Washington University**

#### **DEPARTMENTAL TRAINING CENTERS**

- **Prince Georges Police Department, MD**
- **Alexandria Police Department, VA**
- **Alexandria Sheriff Department, VA**
- **Montgomery Police Department, MD**
- **Maryland State Police Department, MD**
- **Virginia State Police Department, VA**
- **Fairfax County Police Department, VA**
- **Metro Transit Police Authority, DC**
- **DC Housing Police Authority, DC**
- **AMTRAX Police Department, DC**
- **National Park Zoo Police Department, DC**
- **Smithsonian Police Department, DC**

- **United States Marshall Services, DC/MD/VA**
- **United States Secret Service, DC**
- **United States Capital Police, DC**
- **United States Park Police, DC**

#### **AGENCIES / PERSONNEL TRAINING (over 20 years)**

- **Over 40,000 Trained**
- **Over 20 States**
- **Over 3 Countries**
- **7 Federal Agencies**
- **1 Correctional Institution**

#### **PERSONNEL TRAINED**

- **Officers, Supervisors, Managers, Command, and Executive Levels**
- **Regional Task Force**
- **Federal Agencies (FBI, USMS, USPP, USSS, USCP, NCIS, ATF)**
- **US Naval Intelligence**
- **US Army**
- **State and Federal Prosecutors**
- **Mental Health Professional**
- **Local and National Media Outlets**
- **Medical Examiner**
- **Medical Health Professional**
- **Business Association**
- **Community and Non-Profit Organizations**