

**22****COMMUNITY
MITIGATION
FUND****APPENDIX I – PUBLIC SAFETY GRANT APPLICATION****BD-22-1068-1068C-1068L-68403*****Please complete each section of this Application*****1. PROJECT INFORMATION****a) NAME OF MUNICIPALITY/GOVERNMENT ENTITY/DISTRICT AND VENDOR CODE**

Town of Plainville - Plainville Police Department

VENDOR CODE:**b) PROJECT NAME (LIMIT 10 WORDS)**

Fair and impartial policing, Human dynamics and conflict resolution, fundamental of realistic de-escalation training.

c) BRIEF PROJECT DESCRIPTION (LIMIT 50 WORDS)

The funding for this project will be applied in three phases first is immediate training of officers in, Fair and impartial policing, Human dynamics and conflict resolution, fundamental of realistic de-escalation training. Each of these categories is vital expose officers to better understand the perspective of the individual(s) they are encountering. The training is to educate and train remedy culture, race, religion and other potential biases one could be susceptible to.

The second phase is to immerse those trained officers into a 360 simulator to evaluate KSA's and reinforce the training point officers were taught during training.

The third and final phase is training of four instructors in realistic de-escalation to implement perpetual annual training of de-escalation for officers as our community develops and cultures change. The training focuses on officer's excellent communication skills, encourage collaboration between departments and the community, instill trust with the community we serve, and building legitimacy through transparency, information sharing, and education.

d) CONTACT PERSON(S)/TITLE (Persons with responsibility for this grant)Brian Noble bnoble@plainville.ma.us 508-576-8470Julie Hebert – jhebert@plainville.ma.us 508-576-8480James Floyd – jfloyd@police.plainville.ma.us (o) 508-809-5524 (c) 508-320-8967**e) PHONE # AND EMAIL ADDRESS OF CONTACT PERSON(S)**Brian Noble bnoble@plainville.ma.us 508-576-8470Julie Hebert – jhebert@plainville.ma.us 508-576-8480James Floyd – jfloyd@police.plainville.ma.us (o) 508-809-5524 (c) 508-320-8967

f) MAILING ADDRESS OF CONTACT PERSON(S)

194 South Street. Plainville, MA 02762

2. IMPACT DESCRIPTION/CONNECTION TO GAMING FACILITY

a) Please describe in detail the impact that is attributed to the operation of a gaming facility.

The Town of Plainville is a suburban community located approximately thirty-five miles south west of Boston, MA and twelve miles north east of Providence, RI. The town is approximately eleven square miles and its residential population is approximately 9,500 and transient population can grow to 25,000 to 30,000 during the day. Plainville is home to several retail establishments and The Plainridge Park Casino. Despite its rural tone, our community has not escaped the realities of life and suffers from the fiscal and social ills shared by other surrounding communities. The Plainville Police Department has Officers assigned to the gaming facility daily to include detectives assigned to the GEU, detail officers, general patrol duties and special events. The impact this training will have focuses on the officers who will be having community contact for patrons traveling to/from or while at Plainridge Park. The community contact can include a motor vehicle stop, accident, motor vehicle lock or other event where the community member is a witness, bystander to victim of a crime. We want to provide our community positive experiences with officers when they have interactions with officers.

Currently the Plainville Police Department is engaged in in-service training that includes annual Implicit Bias training provided by the Massachusetts Training Council (MPTC). The three-hour course, trains officers to identify Implicit bias and stereotyping. Officers discuss how it affects law enforcement and their decision making. The physical connections that have been made in the unconscious structures of our brains over a lifetime to support implicit bias can be recognized and changed. In addition to implicit biases and the long-term and ongoing efforts to change negative associations into positive ones. We have also completed a train the trainer program that allow our training officer to instruct and teach a specific eight-hour block of training on Fair and Impartial Policing, certified by Lorie Fridell and her Fair and Impartial Policing train the trainer course; through the Massachusetts Training Council. The eight-hour course explains the science of human bias and incorporates current research with Fair and Impartial policing. The course expands types of biases (beyond race/ethnicity), explaining and discussing ways bias can manifest in policing (e.g., confirmation, attention, and outgroup bias). The training and discussion will enhance our practical applications and exercises to convey relevance to all aspects of policing while improving adult learning techniques promoting instructor and student participant, engagement and interest.

Recognizing perceptions of citizens outside our community is just as important in identifying the importance of this training with the community and a specific stakeholder such as Plainridge Park Casino. Participating in this training offers alternatives to de-escalation techniques, and in many instances perceptions of subject(s) they may be engaged with avoiding a traditional adversarial role such as enforcement. The United States has experienced public outrage for decades, with the public identifying police killings leading to civil disorder, strong anti-police sentiment, and an effort from the White House, hyper focused on police reform. President Obama formed the President's Task Force on 21st Century Policing and explore the causes of the current crisis, as a result The Task Force Final Report (2015) includes approximately sixty recommendations for improving relationships and trust between police the

community they serve. De-escalation techniques has received notable attention within the report and is considered a cornerstone of 21st century policing. Understanding that de-escalation is beginning to diffuse widely and rapidly in law enforcement, there is limited research on the effectiveness of de-escalation training. Understanding that communication is the conduit for conflict resolution and problem solving, current de-escalation training utilized communication reach a peaceful resolution in many cases.

Policing experiences several challenges every day, use of force has been the prolific discussion for several months. We rely on officers to make split-second decisions based on the training and experience they have had. Police training has not changed significantly over the past few decades; nor has leading case decisions like *Graham v. Connor*, 490 U.S. 386 (1989); *Tennessee v. Garner* 471 U.S. 1 (1985); *Terry v. Ohio* 392 U.S. 1 (1968); *Plakas v. Drinski*, 19 F.3d 1143; *Pena v. Leombruni* 200 F. 3d 1031; *Thompson v. Hubbard* 131 US 123, 33 L. Ed. 76, 9 S. Ct. 710; *Smith v. Freland* 954 F. 2d 343; *ELLIOTT v. LEAVITT* 99 F.3d 640 | 4th Cir.; *Wardlaw v. Pickett* 1 F. 3d 1297. Each of the cases identify why a use of force was necessary and that that use of force was necessary, but each suggest reasonableness to justify such actions. While the finder of facts in these cases benefit from hours of witness testimony, video, policies, reviewing state or federal laws, and their own life experience to determine reasonableness, our officers do not have that benefit.

In today's environment law enforcement agencies across the country acknowledge the need to provide more training and other options to our officers when they encounter a volatile situation. Training that some officers may have never experience in their life, until their career in law enforcement. Training that may have saved their life along with the lives of those people they engage with while executing their duties as police officers. Terms like conflict resolution or de-escalation provide a commonsense solution to a volatile situation, what that term is a much larger discussion and requires intense training. When police officers are asked how to do such a task, it becomes as complex as a lay person describing or explaining what a chocolate bar tastes like without out using the word chocolate.

Our job as law enforcement executives is to be sure our employees are trained to handle the challenges and demands of the community the serve but the culture, they are immersed in. The Public Safety grant is an opportunity to fund this critical training. Today officers are asked to do this without specialized training or modified training that lack essential subject matter. Many of these officers have not experienced conflict in their own lives, or relied on an intermediary for a solution, handicapping them further to resolve another's problem as the community looks to them as the intermediary. Yet we expect those officers to listen, analyze, and choose the best course of action in moment's notice, to avoid a physical altercation and the best possible outcome. While subjecting them to hindsight from information that was not available to them at the time of an incident.

Solicitation Responsiveness

Once training has been scheduled the Plainville Police department will conduct a press release, explaining the funding source of additional de-escalation training and simulated scenarios that Plainville Police officers will go through. Officers will complete three types of in person training including eight hours of Fair and Impartial policing, sixteen hours of Human Dynamics and Conflict Resolution, eight hours of Fundamentals of Realistic De-Escalation, closing with implicit bias mitigation training and simulated scenarios using a 360-degree interactive simulator. The simulator situational scenarios will test officer's knowledge, skills, and abilities in a training environment that can be escalated and or de-escalated by the instructor based upon the proper use of techniques the student learned in the previous classes on de-escalation.

Our solution is to utilize the funds awarded through the Massachusetts Gaming Public Safety Grant to purchase equipment and train officers in De-Escalation, to provide alternatives to use of force and de-escalation training, tactics, and response that include techniques and strategies that are designed to protect the safety of the person experiencing the crisis, bystanders, and officers responding to such crisis. Training our officers new approaches, options including de-escalation skills, tactics and simulations, will improve the dispositions of volatile incidents. Teaching officers, to be guardians, and use force as a last resort instead of a warrior's mindset of fight or flight.

The importance of police education and training includes educating the public on police response and our use of force during police related incidents. The previous law enforcement mysteries perceived by the public need to be revealed utilizing education and transparency. Providing a clear understanding with leading case law, science based training that we provide our officers; providing them an unambiguous understanding of the legal ground on which they stand so they do not have to be afraid to use the training and knowledge instructors shared. Today's climate we're seeing too many officers not reacting like they should and getting seriously hurt or killed. This trend has recently been coined as "deadly hesitation." The focus of this project if it is funded will provide transparency of the training officers undergo to protect our community and themselves when responding to a crisis. Understanding we plan for a non-violent and peaceful resolution, but are prepared and trained to respond as needed to potential threats. Citizen and Jr. Police Academy programs being developed will allow a conduit for this education.

The Plainville Police Department mission is focused on Community Oriented Policing for over three decades, while being fiscally responsible. Although, funding for these programs have diminished significantly, the Plainville Police strives to seek alternative to support these important classes to improve our understanding of the community we work in while improving our professional skills as officers. Transparency, information sharing, financial safety programs for the elderly, traffic safety, juvenile education, services for emotionally disturbed persons, domestic violence intervention and resources, opioid intervention programs, juvenile educational programs like D.A.R.E., and implementing fair and impartial policing training and education for all officers.

Over the last five years the Town of Plainville have been challenged with fiscal cuts, which resulted the Police Department operating without necessary personnel to support and effectively execute all of the programs the agency has developed and committed to. The additional funding if this grant is awarded is not just to provide basic services, but enhanced services to our stakeholders and community, while we provide the best available training to our staff to be successful in all types of incidents. Our agency needs this financial support for this important training to properly train officers in ever-changing environment they enter every day.

b) Please provide documentation, specificity or evidence that gives support for the determination that the operation of the gaming facility caused or is causing the impact (i.e. surveys, data, reports)

The attached statistical data is from 2020 and 2022, of the approximate two hundred and fifty-three recorded incidents each had officer interaction. The type of incident vary from a 911 hang up to a suspicious person and each requiring its own challenges and human dynamic capabilities. During the interactions no complaints were logged. I am suggesting it is the professionalism and training of officers allowing to provide the highest level of service utilizing their training an experience that did not yield a complaint. Utilizing that measurement, it is important to continue training based upon science that exposes officers to environments and scenario they may encounter in the field, and proactively provide alternatives to that situation in a training environment. Also identify where improvement or additional training may be needed.

c) How do you anticipate your proposed remedy will address the identified impact?

Referencing the narrative, the impact of implementing such training increases the officer's ability to understand perceptions of another, biases, and other factor that led to the encounter between the citizen and officer. Allowing potential alternatives to enforcement action and see alternatives. Funding will also allow twenty instructors to be trained by Force Science as instructors in Realistic De-Escalation. The selection process will prioritize Plainville abutting communities in Massachusetts and expand outward until all instructor seats are filled.

d) Please provide information demonstrating that the requested funds are supplementing and not supplanting historic operations funding.

The current request for funds for training and equipment is enhancing current training curriculums set forth by the MPTC, POST, IDLEST and further developed by our Department. Our agency is requesting the funds to further that training including the introduction of simulation training to or annual based training after the expiration of these funds.

Training additional officers from other agencies allows de-escalation practices to be expanded further than our community and gaming facility.

3. PROPOSED USE OF PUBLIC SAFETY MITIGATION FUNDS. (Please attach additional sheets/supplemental materials if necessary.)

a) Please identify the amount of funding requested. In determining the funding request, please round up to the nearest hundred dollars.

Grant application and request - The Plainville Police Department is seeking \$238,700 in funding over 12 months to purchase virtual training hardware and platform/software equipment from Milo at a cost of \$40,426.60. Training classes by Force Science cost is approximately \$47,000, and officer replacement/overtime is approximately \$151,196, inclusive of \$56,000 in overtime costs for Metro-LEC Agencies for training their officers in The Realistic De-escalation instructor course.

The additional hardware and software additions will provide a level of realism to current and additional scenarios purchased with this grant. The additional functions include bio heart rate feedback of students during scenarios, adding physical feedback directly to officers, increasing realistic stress levels. Reusable equipment (replacing disposable containers) and maintenance tools to augment and replace current disposable devices. This conversion will reduce waste and improve efficacy to our current equipment and platforms. The Plainville Police Department will use previously purchased, equipment, software, and platform previously referenced as Counter Bias Mitigation Training and additional virtual training scenarios available in the system maintenance and upgrades. platform from Milo.

Part of this grant request also includes \$56,000 in outside overtime costs for agencies outside of Plainville to be compensated for their use of force instructors to attend the Realistic De-escalation instructor course. Included with this grant application is the METRO-LEC memorandum of understanding.

b) Please identify below the manner in which the funds are proposed to be used. Please provide detailed scope, budget and timetable for the use of funds.

Scheduled training - Non-grant funded July-21/Aug-21 prior to grant award - The Plainville Police Department has begun our in-service training program and blocks for Fair and Impartial Policing instruction. The Fair and Impartial Policing program was developed by Lorie Fridell PhD, Associate Professor with the University of South Florida. The training module is an eight hour in person training seminar identifying our own biases, educating those we interact with discussing perceptions our community may have including the impact of them, and correcting any perceived biases to build better relationships.

Grant funded training the additional training referenced in this grant will include, in person training conducted by Force Science, Human Dynamics Conflict Resolution, Fundamentals of Realistic De-Escalation, and Virtual training inclusive of the KSA's previously learned and Counter Bias Mitigation Training.

During months 1-3, the Plainville Police Department training unit, will work with current vendors to purchase new equipment and software upgrades to our current Milo virtual 360 simulator. The training team will schedule Human Dynamics and Conflict Resolution, Fundamentals of Realistic De-Escalation, and Implicit Bias Mitigation beginning in Aug-22.

During months 3-6, The Plainville Police Department use of force instructors will complete the Realistic De-Escalation Instructor Course. This course will certify our use of force instructors enabling the Plainville Police Department to sustain the proposed program and expand it to agencies within our Metropolitan Law Enforcement Agencies listed in our MOU and neighboring agencies.

During months 3-6, the Plainville Police Department officers will complete Human Dynamics and Conflict Resolution, Fundamentals of Realistic De-Escalation and begin Implicit Bias Mitigation and Milo virtual scenario based simulated training.

During months 6-9, The Plainville Police Department will complete the Implicit Bias Mitigation and Milo virtual scenario based simulated training. The Plainville police Department will offer the Implicit Bias Mitigation and Milo virtual scenario based simulated training to our Metropolitan Law Enforcement Agencies listed in our MOU and neighboring agencies. Officers upon their completion of the simulated training will complete an on-line survey (attached addendum) evaluating the training received and its effectiveness, deficiencies, or suggested improvements to further improve de-escalation training.

Months beyond the scope of the grant, The Plainville Police Department intends to continue with de-escalation training with officers within our area and improve with the assistance of science based evidence. The Plainville Police Department is committed to science based training the results with the best possible outcome for all subject involved.

Budget and Associated Documentation Addendum – M – 1, and 2

A. PERSONNEL - \$151,196

The total request for senior personnel wages and salary is \$151,196.48. The ninety-four thousand nine hundred and eight dollars (\$94,980) in wages listed covers Plainville overtime expenses associated with instructors and officers attending training at time and one half. Fifty-six thousand two hundred and sixteen dollars Four thousand three hundred eighty-seven dollars (\$56,216.00) in personnel wages covers overtime expenses for outside agencies from a Metro-LEC community.

B. Force Science class fee - \$47,000

Force Science charges \$23,000 for two days of instruction, materials and a class size up to fifty students. The per student fee is approximately \$330.00 for two days of instruction. The Realistic de-escalation course cost is \$23,000 for two days of instruction, materials and a class size up to fifty students. The per student fee is approximately \$330.00 for two days of instruction.

C. MILO COUNTER BIAS TRAINING - \$12,695

Milo charges \$12.695 for two days of instruction, materials and a class size up to fifty students. The Milo counter bias training develops and sustains Cross-Cultural Communication Skills. The Plainville Police Department 360 Milos simulator has approximately 900 unique immersive role-playing simulations. The scenarios vividly illustrate the diversity of American lifestyles, situations, and communication styles. They feature a wide range of culturally and situationally appropriate actors, in terms of ages, races, genders, abilities, and nations of origin furthering officer's exposure and training is hundreds of scenarios.

D. Equipment/Software- \$40,426.60

Platform/software equipment from Milo at a cost of \$40436.60. The additional hardware will provide a level of realism to current and additional scenarios purchased with this grant. The additional functions include bio heart rate feedback of students during scenarios, adding physical feedback directly to officers, increasing realistic stress levels.

c) Please provide documentation (e.g. - invoices, proposals, estimates, etc.) adequate for the Commission to ensure that the funds will be used for the cost of mitigating the impact from the operation of a gaming establishment.

See attachments

MILO Quote(s) ADDENDUM - A -1, 2, 3 and 4

Counter Bias Mitigation Training and Simulator Accessories ADDENDUM - B

Lorie A. Fridell, Ph.D. Curriculum Vita ADDENDUM B 1

Force Science

Human Dynamics and Conflict Resolution ADDENDUM - C

Fundamentals of Realist De-Escalation Instructor ADDENDUM - D

Force Science Instructor Curriculum Vita ADDENDUM – E -1, 2, 3 and 4

Overtime Budget ADDENDUM F 1 and 2

d) Please describe how the mitigation request will address the impact indicated.

Goals, Objectives, Deliverables, and Timeline

The Plainville Police Departments goal with the implementation of this project are to prepare, train, and have officers experience the stressors of a critical incident, prior to it occurring. Research suggest it takes twenty hours to learn a new skill and more time to become proficient. Police agencies need to train officers in vital communication skills like de-escalation prior to a critical incident such as mental health crisis, suicidal person, active threat involving a knife or firearm. Officer should understand; how attention, decision-making and response dynamics influence reaction time; how adrenaline, attention and trigger speed affect shooting performance; how popular firearm tactics can increase the risk of armed encounters' how critical incidents can affect memory; how the speed of assault influences de-escalation strategies and tactics. Formulating a plan of action prior to these event will prepare officers when they occur. Apply the Thought, Emotion, Behavior (TEB) to recognize what state a subject is in; whether it is conflict, crisis or contaminated thinking. While understanding which persuasion strategies will be most effective at containing the situation.

The Plainville Police Department objectives is to have officers Articulate what de-escalation really means in a law enforcement context, what the objectives of this process are and in what situations de-escalation is and is not an option for officers. Understand tactical principles of de-escalation, risk assessment and decision-making. Recognize and identify barriers to communication that officers unintentionally use, assisting them replace those behaviors with more effective techniques like active listening.

The Plainville Police Department Deliverables are to continue valuable in-house training programs in de-escalation and implicit biases that incorporate the psychological and physiological science included in the Realistic De-Escalation curriculum. Expand our training module to neighboring agencies and Metropolitan Law Enforcement members. Educate community members and media outlets the nature of realistic de-escalation and what it entails, along with the challenges posed by subjects that can inhibit or prohibit an officer's ability to safely apply de-escalation tactics in the moment.

e) How will you provide the data for reporting? How will you measure the effectiveness of the proposed project in mitigating impacts?

The effectiveness will be difficult to quantify as successful actions are rarely identified, we will identify through our RMS system of citizen contacts that will have an associated report as to a disposition. Reporting will be providing in several forms, including quarterly status reporting on the project equipment purchases, implementation and seminar completion. Additionally the Plainville Police Department is mandated to report and retain all reports associated to officer conduct and use of force.

4. RELEVANT EXCERPTS FROM HOST OR SURROUNDING COMMUNITY AGREEMENTS

a) Please describe and include excerpts from any relevant sections of any Host or Surrounding Community Agreement.

Community Agreement (Addendum G 1 and 2)
Letter of Support Safe Coalition (Addendum H)
Letter of Support Plainridge Park Casino (Addendum I)
Letter of Support (Norfolk County District Attorney's Office Addendum J)
Letter of Support Rep. Dooley (Addendum K)
Letter of Support Congressman Auchincloss (Addendum L)
METRO-LEC MOU (ADDENDUM M)

b) Please explain how this impact was either anticipated or not anticipated in that Agreement.

Events, policy, laws and recent changes to our profession is reflective of the constant evolution to our community and law enforcement as a whole. The financial impact of police reform, training and associated changes resulting could not have been realized at the time of the agreement.

5. INTERNAL CONTROLS/ADMINISTRATION OF FUNDS

a) Please provide detail regarding the controls that will be used to ensure that funds will only be used to address the impact.

All funds will be maintained through the Plainville finance department, utilizing project specific accounts for the MCG - FY-22 Public Safety Grant. The accounts will be separate from the agency's annual budget and associated accounts, in doing so funding for equipment, staffing and training seminars can be itemized and tracked separately.

b) Will any non-governmental entity receive funds? If so, please describe. If non-governmental entities will receive any funds, please describe what reporting will be required and how the applicant will remedy any misuse of funds.

NO

6. CERTIFICATION BY MUNICIPALITY/GOVERNMENTAL ENTITY

On behalf of the aforementioned municipality/governmental entity I hereby certify that the funds that are requested in this application will be used solely for the purposes articulated in this Application.

Date:

Signature of Responsible Municipal
Official/Governmental Entity

(print name)

Title:



MILO Range Accessories

Interactive Firearms and Force Options Simulator

GSA proposal prepared for:

**Lt. James Floyd
Plainville Police Department
157 South St.
Plainville, MA 02762**

Optional Accessory Items

Select and add to Purchase Order as Needed

Item	Description	Qty	Unit Price	Total Price
1	CBTSim-Implicit Bias Mitigation Training Add-On (Includes software / scenarios and one additional day of training)	1	\$12,695.00	\$12,695.00
2	MILO Range Biofeedback Device: Monitors trainee's heart rate and transposes biometric data into graphical form for analysis during debrief on system.	1	\$895.00 US Gov't Discount Price	\$895.00
3	MILO Range React! Haptic Feedback Device: Allows instructor to simulate external distractions and to reinforce tactical concepts like cover, etc. during scenarios.	2	\$895.00 US Gov't Discount Price	\$1,790.00
Optional Accessory Items Total:			\$15,380.00	

Total Proposal Offer =

\$15,380.00

-See Important Terms and Conditions Next Page-

FAAC Standard Terms of Sale	
Quote Validity:	90 DAYS All prices quoted in US Dollars (\$USD)
Payment Schedule:	US Shipment: 50% upon order, balance to be invoiced within 30 days of announced shipment date or 10 days after acceptance, whichever comes first Grant: 100% Upon final acceptance or 30 days post-delivery, whichever comes first Government/GSA Funded: Upon completion or Performance based payments if applicable
Payment Terms:	NET 30 from date of invoice
Termination for Convenience:	If Buyer's order is canceled for any reason other than for Seller's default, Buyer is liable for all costs incurred at the time of cancellation to include order termination processing costs and restocking fees for any reusable components credited to Buyer's account
US Delivery Lead Time:	Standard Production System: 45 DAYS ARO
US Delivery Location:	FOB Destination, unless otherwise stated; Partial Shipment and Partial Invoice may occur
Taxes (Domestic):	a) Prices quoted do not include local, state or federal taxes unless indicated otherwise b) If this sale is subject to Use Tax, Buyer is liable for the tax and should make payment directly to its taxing authority. However, FAAC will collect Sales Tax for the following states: CA, FL, HI, IA, KY, MA, MI, NY, TN, UT, WA and WV. c) If applicable, please include a copy of your tax exemption certificate or direct pay permit with your purchase order. d) FOB Factory will be subject to 6% MI Sales Tax.
Warranty:	12 Months from date of installation unless otherwise stated in the written proposal.
GSA Pricing:	If eligible, this proposal may contain both GSA and Open Market items. GSA items are identified with a GSA part number and are designated "GSA Item" in the Unit Price column. All other items are to be considered Open Market. Open Market items are allowed under circumstances set forth in FAR
Orders:	Please address all orders to: FAAC Incorporated c/o Contracts Department 1229 Oak Valley Drive Ann Arbor, MI 48108 (877) 322-2387 / Fax: (734) 761-5368 Email: orders@faac.com
Cage Code:	3J401
Tax ID:	38-2690218
DUNS:	175204163
GSA Schedule:	PSS/00CORP; Contract # GS-00F-332CA
Sales Representative:	Neil Gikas
Sales Representative Phone:	(734) 358-8292

*Purchases under the GSA Disaster Recovery Program are at the determination of the agency/school. GSA requires that a Purchase Order or contract issued under this Program include an identification statement (see below):

"This order is placed under GSA Schedule number GS-00F-332CA under the authority of the GSA Disaster Purchasing program. The products and services purchased will be used in preparation or response to disasters or recovery from major disaster declared by the President, or recovery from terrorism or nuclear, biological, chemical, or radiological attack."

CBT SIM

CBT SIM

COUNTER-BIAS TRAINING SIMULATION

PRICING AND INFORMATION



MILO

MILO

Phone: 800.344.1707

Email: info@milorange.com

Website: milorange.com

COUNTER-BIAS TRAINING

TRAINING FORMAT

Counter-Bias Training Simulation (CBTSim™) is a 4-hour long simulation-based training program, in which officers train in teams of five, each responding to different custom-made, evidence-based, highly realistic force-option video scenarios depicting a range of suspect demographics. The lessons are projected on a portable MILO Range simulator, provided by Washington State University (WSU) or the end-users existing MILO system.

The training format is highly interactive: one by one, officers respond to a different scenario while their peers observe. Following each lesson, the responding officer is asked to self-reflect on their performance (noting what they cued off, etc.), then observing officers are asked to comment on what they may have done the same or different, and only then does the instructor solicit additional reflection if they feel the trainees have not adequately identified motivating factors in their decisions throughout the scenario.

TRAINING PURPOSE

The goal is to get the officer to interact with citizens in fair and unbiased ways and make any force decisions based solely on the threat level, instead of being influenced by individual characteristics.

The two evidence-based processes that facilitate this learning objective are counter-conditioning (the idea that repeated exposure to scenarios in which citizen demographics are not predictably related to scenario outcomes dampens any stereotyping officers may rely on) and self-reflection (in which any implicit biases can come to light in a non-threatening way).

TRAINING REQUIREMENTS

The only requirement is a room to set the simulator up in that is at least 15' X 15'.

The simulator is shipped to the requesting agency prior to training; therefore, at least two weeks of coordination time are required from agency request to scheduled training start date.

TRAINING COST

Option 1

CBTSim Curriculum Package on customer-owned MILO

\$9,995.00

This option is recommended for departments that already own a MILO Range system. This option provides extensive instructor materials, including copyrighted curriculum developed by WSU faculty, and allows the department to train as many personnel as required in any timeframe. Written instruction on how to use the program is included. As an option, WSU instructors are available to assist departments with CBTSim training delivery for \$200.00/hour plus expenses.

Option 2

Fully Facilitated Counter-Bias Training by WSU faculty

\$2,500 plus \$250/officer

Bring a WSU faculty CBTSim researcher to your location for a comprehensive counter-bias training program led by the developers themselves. This option is recommended for smaller (<50 officers) departments. This option does not require any involvement from the department except providing a training space and scheduling officers (approx 10 per day) to take the training.

Option 3

CBTSim Train-the-Trainer

\$20,000 + \$1,000/month simulator rental

The Train-the-Trainer model includes simulator rental, five days of training, during which department trainers are taught how to run the simulator and deliver CBTSim, as well as observation of and assistance with the first two groups (approx 10 officers) of trainees. This option is recommended for larger (>50 officers) departments that do not own a MILO range system.

Contact Details

Lois James, Ph.D.

Washington State University College of Nursing Sleep and Performance Research Center
Counter Bias Training Simulation (CBTsim)
lois_james@wsu.edu

Stephen James, Ph.D.

Washington State University College of Nursing Sleep and Performance Research Center
Simulated Hazardous Operational Tasks (SHOT) Lab Washington State University
stevejames@wsu.edu



GSA 2021

US GOVERNMENT PRICE BOOK



MILO

GSA Contract Number GS-00F-332CA

TRAINING SYSTEMS

★ GSA ITEMS

MILO Range Theater 300

Price includes CONUS setup & training. Setup & training for OCONUS locations at additional cost. (GSA PN: MILO-T300)

★ \$112,495

MILO Range Theater 180

Price includes CONUS setup & training. Setup & training for OCONUS locations at additional cost. (GSA PN: MILO-T180)

★ \$76,495

MILO Range PRO Training System

Price includes CONUS setup & training. Setup & training for OCONUS locations at additional cost. (GSA PN: MILO-RNG-P)

★ \$37,800

MILO Range Advanced Training System

Price does not include required 1-day training course. OCONUS locations may require additional days. (GSA PN: MILO-RNG-A)

★ \$20,995

MILO Range Classic Training System

Price does not include required 1-day training course. OCONUS locations may require additional days. (GSA-PN: MILO-RNG-C)

★ \$10,995

MILO Range ShootHouse w/ 2 ShootRoom systems

Price includes CONUS setup & training. Setup & training for OCONUS locations at additional cost. (GSA PN: MILO-SHS-BASE)

★ \$62,995

MILO Range ShootRoom

Additional ShootHouse screen system. Max of 5 ShootRooms per ShootHouse system. (GSA PN: MILO-SHS-ROOM)

★ \$16,195

MILO Range Firearms Diagnostics Unit (FDU)

Price does not include required 1-day training course. (GSA PN: MILO-FDU-SA)

★ \$19,995

MILO Classroom System

US Gov't Discount Price

\$10,995

MILO Range Mobile Situational Awareness Trainer (M-SATS)

Price does not include 1-day required training course. OCONUS locations may require additional days. (GSA PN: MILO Range M-SATS)

★ \$26,995

SYSTEM OPTIONS

Additional TAC

PRO and Theater only

US Gov't Discount Price

\$1,345

Range Anywhere - Wireless Instructor

US Gov't Discount Price

\$2,245

Tracking Return-Fire Cannon (GSA PN: MILO-RFCANNON-MANUAL)

★ \$6,500

MILO Range REACT!

US Gov't Discount Price

\$895

Moveable Thermal Live Fire Module LF5000

3m x 2m screen size

US Gov't Discount Price

\$19,795

Fixed Mount Thermal Live Fire Module LF5100

3m x 2m screen size

US Gov't Discount Price

\$17,995

Roll-Up Thermal Live Fire Module LF5200

3m x 2m screen size

US Gov't Discount Price

\$25,195

MILO Classroom Trainer (Add-on Module)

US Gov't Discount Price

\$4,495

VBS3 Software Add-on Module

US Gov't Discount Price

\$8,095

The Last Maestro (Virtual Reality Headset, controllers, and Resilience Gaming Platform)

US Gov't Discount Price

\$8,995

SYSTEM OPTIONS

★ GSA ITEMS

MILO Range Motion Tracking “MILO Range Kinetix™” PRO and Theater only	\$3,145
MILO Range Biofeedback Device - Wireless Heart Rate Monitor	\$895
MILO Range 4K Add-On w/ Ceiling Mount	\$7,195
MILO Gate Barrier Control Simulator	\$2,495
Flip-top arming button simulates gate barrier deployment, integrates with existing MILO Range. Can be used in conjunction with local gate runner scenarios and new gate runner content as available. Stand included.	

FORCE OPTIONS

Dryfire laser insert or WRK recoil laser for pistol	US Gov't Discount Price	\$535
WRK Recoil laser and barrel insert for rifle	US Gov't Discount Price	\$715
Drop in recoil kit for heavy weapons (M240B and M249)		\$3,795
Dryfire Shotgun laser for 12g pump-action	US Gov't Discount Price	\$715
Weapon Aimtrace laser	US Gov't Discount Price	\$895
Glock 17R red training weapon (US LE & FFL holders only)	US Gov't Discount Price	\$715
Non-Gun Rifle w/ MILO Laser (SIRT STIC)		\$995
Non-Gun Pistol w/ MILO Laser (eg. SIRT)	US Gov't Discount Price	\$535
Non-Gun Rifle w/ MILO Laser (eg. T4E)	US Gov't Discount Price	\$1,435
Electric/rechargeable battery powered recoil synthetic M4 rifle with MILO laser and 2 round counting smart mags		\$2,995
WRK Drop-in recoil kit for Rifle FIREARM NOT INCLUDED (GSA PN: MILO-RECOIL-RIFLE)	★	\$2,100
WRK Drop-in recoil kit for Handgun FIREARM NOT INCLUDED (GSA PN: MILO-RECOIL-HANDGUN)	★	\$2,100
WRK Drop-in recoil kit for Shotgun (Remington 870) FIREARM NOT INCLUDED	US Gov't Discount Price	\$2,695
WRK Refill Station w/ Tank, Dock & 1 Sled	US Gov't Discount Price	\$1,795
WRK Tabletop Refill Nozzle w/ Tank (GSA PN: MILO-RECOIL-NOZZLE)	★	\$625
WRK Refill-Only Magazine		\$355
WRK Refill Sled		\$355
WRK Maintenance Kit		\$445

FORCE OPTIONS

Laser OC Canister (Thumb or Trigger style) - MK3	US Gov't Discount Price	\$535
Laser OC Canister (Thumb or Trigger style) - MK9	US Gov't Discount Price	\$715
Taser 7, X26P or X2 sim weapon w/ 2 cartridges	US Gov't Discount Price	\$2,245
Taser Battery		\$175
Taser Cartridge	US Gov't Discount Price	\$895
MILO Range Handheld Flashlight		\$395
MILO Range Rail-Mount Flashlight		\$535
37/40mm laser insert and adapter	US Gov't Discount Price	\$625
Airmunition Handgun Conversion Kit (GSA PN: MILO-AIRRND-CONVKIT-HG)	★	\$895
Airmunition 50-pk Air Recoil Rounds (GSA PN: MILO-AIRRND-50PKRND)	★	\$2,995
Airmunition Reloading Station w/Tank (GSA PN: MILO-AIRRND-REFILLRND)	★	\$2,995

MISC. OPTIONS & SERVICES

MILO Course Designer Authoring Station		\$6,495
MILO Course Designer Software Add-On		\$4,995
MILO Range Hit Detect & Flashlight Box		\$3,995
MILO Range Hit Detect Camera Package		\$1,995
MILO Range Ceiling Mount Kit		\$2,495
MILO System Product Training (1 Day) (GSA PN: MILO-TRNG-MOD-1)	★	\$2,700
covering setup, operation and maintenance of any portable MILO Range system and accessories. Price is for post-sale and refresher training at CONUS customer sites only.		
MILO System Product Training (3 Day)		\$5,995
covering MILO Range PRO, Theater or ShootHouse system and accessories. Includes operation, maintenance and scenario and course editing training. Price is for post-sale and refresher training at CONUS customer sites only.		

EXTENDED WARRANTY OPTIONS

★ PLATINUM
(GSA PN: MILO-WTY-PLATINUM)

★ BRONZE
(GSA PN: MILO-WTY-BRONZE)

Warranty Term	3/5 Years	1 Year
Complete System Coverage	X	X
24/7 Telephone Technical Support	X	X
Free Refresher Training	X	X
Free Software Updates	X	X
Loaner System	X	
System Upgrade	X	
Warranty Price	40%	5%

warranty price is based upon percentage of original system purchase price.



MILO COGNITIVE DIVISION

MILO has long offered a wide range of interactive simulation training programs for use of force, tactical judgment, and marksmanship to government, military, law enforcement, and police agencies worldwide. But a truly impactful training program cannot rely primarily on active shooter training and shoot/don't-shoot drills; this kind of limited training leaves gaps in preparing first responders for the robust nature of their dynamic roles. Just as in any law enforcement call where all aspects of a crisis must be considered, in training, all aspects of the learner must be considered, valued, and addressed.

MILO COGNITIVE IS...



A research resource, built upon a solid framework of empirical evidence-based practice and science which we achieve through academic and industry research. As a MILO customer, you will have access to our team of research professionals. Need justification for your town council on why simulation is worth the investment, or a research summary of a recently published government guideline? MILO-Cognitive is the expert you call when you need academic backup.



An outreach partner, designing and facilitating outreach opportunities to bridge the gap and create meaningful and thoughtful connections between agencies and their communities. Current efforts include: hosting virtual or in-person screenings and interactive panels of the Emmy Award-winning documentary “Ernie and Joe: Crisis Cops;” hosting NFL Alumni and their Law Enforcement partners in resilience-building experiences to “stay in the game;” and assisting nonprofits and social purpose organizations in their efforts to work with police agencies. MILO-Cognitive is a bridge-builder when you have a divide.



A source of curriculum, ensuring comprehensive and differentiated offerings at appropriate levels of novice to expert, for all stages of crawl-walk-run. Content and curriculum is specifically designed within the framework of educational theory to meet targeted learning objectives that go beyond checking the box. Look to MILO-Cognitive for instructor tools to improve the cognitive development of trainees.



An expert collaboration, bringing best-in-class industry providers under one team for an integrated solution. Relationships with the NeuroLeadership Institute, the Simulated Hazardous Operational Tasks (SHOT) Laboratory at Washington State University, and Maestro Games are designed to inform content, curriculum, and solutions, in order to enable the highest quality and most adaptive live and virtual training experiences for our customers. MILO-Cognitive collaborations enable us to react quickly to emerging requirements by integrating with existing, proven products.



Holistic training must be **Live, Virtual, and Cognitive**—a continuum that is flexible, non-linear, and highly adaptive to each agency and to every individual.



CURRENT CURRICULUM OFFERINGS:

To address the need for a more comprehensive approach, MILO's cognitive division completes the suite of interactive training solutions for agencies of any size and mission.

MILO CARES

A Crisis Assistance Response Education System including CIT certification and follow-on material to train all responders—including social workers and medical professionals—responding to mental health calls.

CBTSim™

A results-oriented, research-based, counter-bias training program that goes beyond awareness and provides a self-reflective opportunity for mitigating biased response.

CBTSim 911

A results-oriented, research-based, counter-bias training program for dispatchers and 911 call center employees to prevent bias from priming calls for negative outcomes.

“DE-ESCALATE: The Neuroscience of Threat”

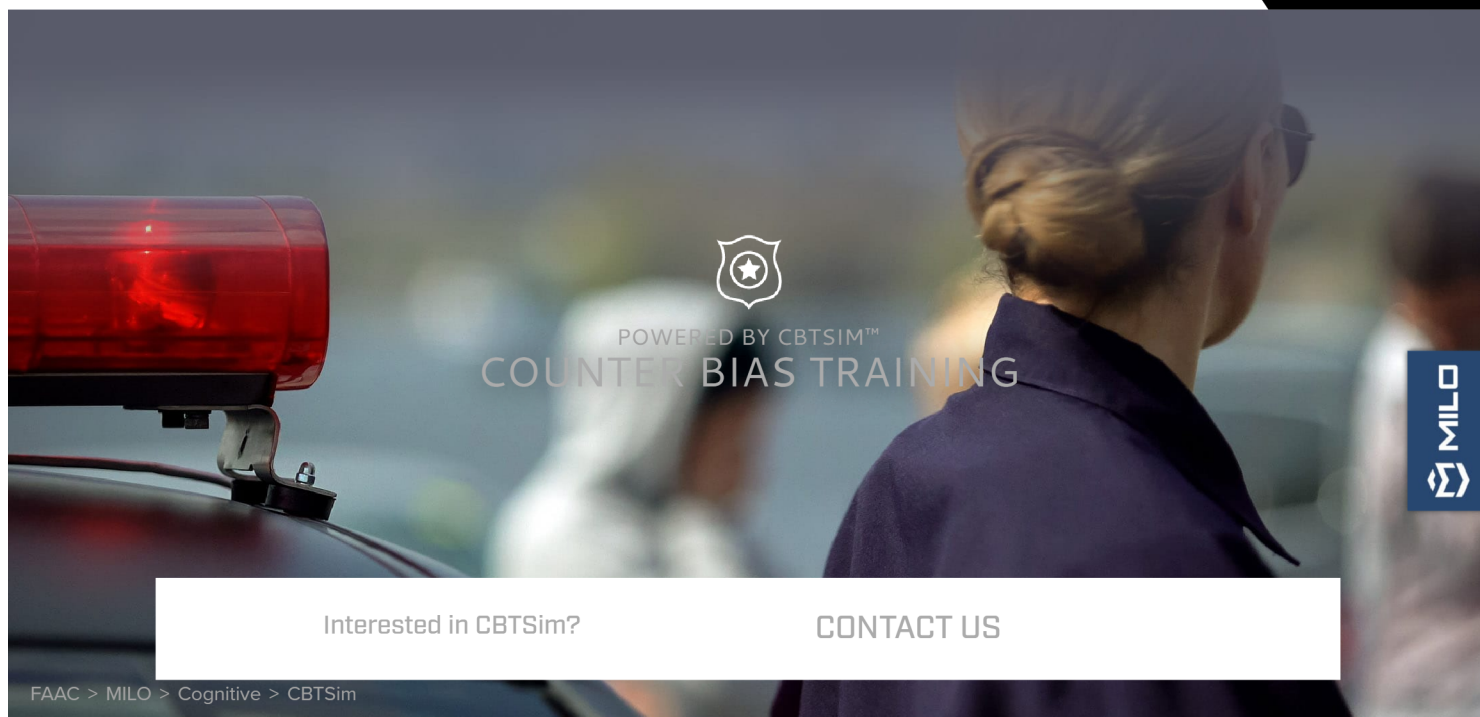
A prerequisite and in-tandem course for MILO de-escalation training scenarios, based on the neuroscience of what causes escalation and how to use science for a more effective outcome.

“VOICE: The Neuroscience Behind Duty-to-Intervene”

A prerequisite and in-tandem course for MILO active bystander training or an adjacent course for ABLE training, based on the neuroscience of what makes people hesitate to speak up when the actions of a peer or supervisor require intervention.

“DECIDE: DE&I Training for Law Enforcement Agencies”

A leadership course for police agencies, based on the science of how teams can be more productive and effective when DE&I is part of the agency's focus.



CBT SIM

Advanced Curriculum Solutions for Counter Bias Training

MILO is the exclusive provider of Counter Bias Training Simulation (CBTSim™), the award-winning solution created from over a decade of DOJ grant-funded research. With a combination of evidence-based curriculum and the immersive power of MILO technology, officers are presented with a diverse range of scenarios in which they are required to interact, de-escalate, make split-second decisions, then identify why they made those decisions. The goal of CBTSim is for officers to treat citizens fairly and free of bias, and to make any use-of-force decisions based on threat cues alone, and not on citizen characteristics like demographics or socio-economic status. The self-reflective debrief following each scenario allows officers to recognize and address any biases they may have in a non-judgmental way. Simultaneously, presenting officers with scenarios in which citizen characteristics are not predictably related to whether or not force is required counters any stereotyping that officers may employ.

been awarded the Seal of Excellence by the International Association of Directors of Law Enforcement Standards and Training (IADLEST).



Choose the Option Based on Agency Need:

CBTSim Curriculum Package on customer-owned MILO

This option provides extensive instructor materials, including copyrighted curriculum developed by WSU faculty, and allows the department to train as many personnel as required in any timeframe.

Fully Facilitated Counter-Bias Training by WSU faculty

Bring a WSU faculty CBTSim researcher to your location for a comprehensive training program, led by the developers themselves.

CBTSim Train-the-Trainer

The Train-the-Trainer model includes simulator rental, five days of training, during which department trainers are taught how to run the simulator and deliver CBTSim, as well as observation of and assistance with the first two groups (approx 10 officers) of trainees.





MILO Simulation Solutions



MILO simulators are instructor-controlled, with full audio/video capture and advanced logging, debriefing, metadata filtering, and scenario developmental tools. Any scenario can be made more intense and challenging (or eased off) at any time, before beginning the scenario or while running it. Our simulator solutions provide a robust, sensory-rich environment, designed to provoke genuine and vivid emotional responses. The included scenarios have been crafted to enhance cross-cultural communication and raise your trainee's awareness of the appearance of possible implicit biases *before* these become an

EXPAND ✓

Implicit Bias Mitigation Training

We invest time in **understanding** your needs and policies up-front, then work closely with your team to **develop** and **deliver** the appropriate training solution. We'll help you find the best way to **integrate** this custom solution into your training procedures, and support you in **maintaining** and **evolving** this solution as your policies, challenges, and communities inevitably change over time.

We don't just sell equipment; we partner with agencies and their instructors to develop cognitive tools for modern police training and cultural awareness.



Latest News and Videos

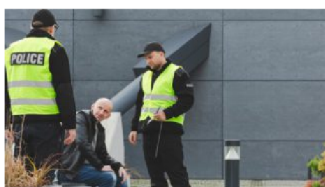


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The Importance of Cultural Competency in Policing

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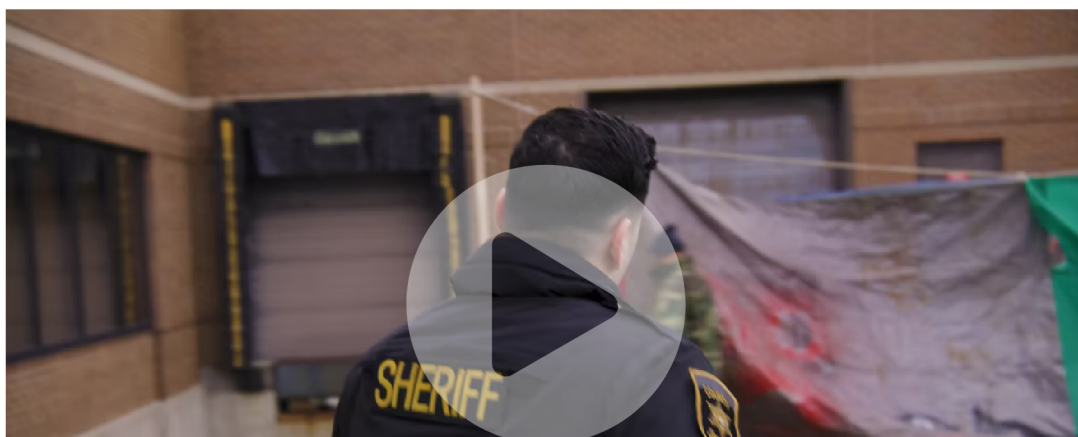
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MILO: ADAPTIVE PERFORMANCE TRAINING-HOMELESS

Learn more about CBTsim

The goal of CBTsim is for officers to treat citizens fairly and free of bias, and to make any use-of-force decisions based on threat cues alone, not on citizen characteristics like demographics or socio-economic status



GET STARTED

or call us at [866-254-6601](tel:866-254-6601)





RELATED SOLUTIONS

Crisis Intervention Training

Police Implicit Bias Training

Duty to Intervene

De-Escalation Training

RELATED SIMULATION PRODUCTS

MILO Range Theater

MILO Range Advanced

MILO Range Pro

MILO Range Classic

“I believe that CBTsim will help us be aware of the impact that our biases have on our performance and improve our performance to guard against our biases.”

Brad Johnston, Chief of Police, Assistant City Manager, City of Astoria

HOW NOT TO RESPOND TO A PERSON IN CRISIS

Advanced Curriculum Solutions For Counter Bias Training

CBT Sim: With a combination of evidence-based curriculum and the immersive power of MILO technology, officers are presented with a diverse range of scenarios in which they are required to interact, de-escalate, make split-second decisions, then identify why they made those decisions.

[LEARN MORE](#)

This content was reviewed and approved by MILO Range Division Leader [Robert McCue](#).

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FAAC is an

company

Force Science Institute

Headquarters: 124 E. Walnut St., Suite 120
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info@forcescience.org



Training Center: 2700 South River Rd. #300
Des Plaines, IL 60018 (312) 690-6212
training@forcescience.org

www.forcescience.org

January 24, 2022

James Floyd
Chief of Police
Plainville Police Department
194 South Street
Plainville, MA 02762
508-809-5524

REG: Force Science 2-Day Realistic De-escalation Instructor Course / Proposed Course CY 2023

The Force Science Institute is pleased to extend this bid proposal for your agency to conduct a **2-Day Realistic De-escalation Instructor Course** in CY 2023. The total cost for the inclusive course is **\$23,500**. Included here is a \$1,000 discount as your agency has been a host site for two courses in 2022.

With this letter I also attached our course outline for your preview.

The *Realistic De-escalation Instructor Course* is approved by the International Association of Directors of Law Enforcement Standards and Training (IADLEST) through their National Certification Program review for POST accreditation - <https://iadlest-ncp.org>. This course has been approved for sixteen (16) POST credit hours. As the Massachusetts Municipal Police Training Committee (MPTC) accepts IADLEST NCP accreditation, this course has been approved through the MPTC for sixteen (16) hours of continued law enforcement education credits.

Please feel free to contact us with additional questions. I thank you for your interest and support of Force Science training.

Craig Allen | Training Coordinator
Force Science Institute
Direct 503-793-6490
Email craig.allen@forcescience.org
www.forcescience.org

Curriculum Vita

Lorie A. Fridell, Ph.D.

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lfridell@usf.edu

Education

Ph.D. in Social Ecology, University of California, Irvine (May 1987). Dissertation Title: "Diversion Programs for Intrafamilial Child Sexual Abuse Offenders: The Clients, the Referral Decision and the Resumption of Prosecution."

M.A. in Social Ecology, University of California, Irvine (1983). Thesis Title: "Community Attitudes Toward Police Use of Deadly Force."

B.A. in Psychology, Magna Cum Laude and Honors, Linfield College, McMinnville, Oregon (1980).

Professional History

Professor. Department of Criminology, University of South Florida, August 2018 to present.

Associate Professor. Department of Criminology, University of South Florida, August 2005 to 2018.

Director of Research. Police Executive Research Forum, August 1999 to 2005.

Associate Professor. School of Criminology and Criminal Justice, Florida State University, August, 1993 to 1999.

Associate Director. Florida Law Enforcement Research Coalition (FLERC). 1995 to 1999.

Assistant Professor. School of Criminology and Criminal Justice, Florida State University, 1989 to 1993.

Instructor/Assistant Professor. Department of Criminal Justice, University of Nebraska at Omaha, 1985 to 1989.

Work in the Area of Fair and Impartial Policing

Dr. Lorie Fridell is a national expert on biased policing. She has authored and co-authored a number of chapters and books on the topic. While at the Police Executive Research Forum (PERF) she co-authored with colleagues *Racially Biased Policing: A Principled Response*, which guides law enforcement executives on how to respond to the issues of racially biased policing and the perceptions of its practice. Concerned about the very high expectations that stakeholders had with regard to the data collected on police stops, she wrote *By the Numbers: A Guide for Analyzing Race Data from Vehicle Stops* and the companion book, *Understanding Race Data from Vehicle Stops: A Stakeholders' Guide*. A chapter on this topic is entitled "Racially Biased Policing: The Law Enforcement Response to the Implicit Black-Crime Association." Her 2017 book (Springer Publishers) is entitled *Producing Bias-Free Policing: A Science-Based Perspective*.

Dr. Fridell is a keynote speaker at conferences on this important topic and has been invited on a number of occasions to speak to various chiefs/sheriffs associations and police accountability groups around the country and in Canada. She has trained for and/or consulted with a number of agencies/entities including the Chicago PD, San Francisco PD, Los Angeles PD, New York PD, Toronto Police Services, Philadelphia PD, Austin PD, Seattle PD, Massachusetts Chiefs Association, Piedmont PD, Berkeley PD, La Crosse PD, Madison PD, Prince William County PD, US Immigrations and Customs Enforcement, the US Marshals, Kansas Racial Profiling Task Force, Wisconsin Bureau of Justice Assistance, Institute for Law and Justice, Rhode Island Chiefs' Association, Wisconsin Chiefs of Police, and RAND Inc., to name a few.

With over \$1.7 million in funding from the U.S. Department of Justice and with assistance from national experts on law enforcement and the social psychology of bias, Dr. Fridell has produced model Fair & Impartial Policing curricula for (1) recruits and patrol officers, (2) first-line supervisors, (3) mid-managers, (4) command-level personnel, and (5) trainers. This is the #1 implicit-bias-awareness curricula in use by law enforcement in North America. For more information about the science-based Fair and Impartial Policing perspective, go to www.fipolicing.com

Books and Monographs

Lorie Fridell (2017). Producing Bias-Free Policing: A Science-Based Approach. New York, NY: Springer Publishing and the George Mason University Center for Evidence-Based Criminology.

Josh Ederheimer and Lorie A. Fridell, Eds. (2005). Chief Concerns: Exploring the Challenges of Police Use of Force. Washington, DC: The Police Executive Research Forum.

Lorie Fridell and Mary Ann Wycoff, Eds. (2004). Community Policing: Past, Present and Future. Washington, DC: The Police Executive Research Forum and the Annie E. Casey Foundation.

Lorie Fridell (2004). By the Numbers: A Guide for Analyzing Race Data from Vehicle Stops. Washington, DC: The Police Executive Research Forum.

Lorie Fridell (2005). Understanding Race Data from Vehicle Stops: A Stakeholder's Guide. Washington, DC: The Police Executive Research Forum. (This guide summarizes key points from *By the Numbers*.)

Lorie Fridell, Bob Lunney, Drew Diamond and Bruce Kubu with Michael Scott and Colleen Laing (2001). Racially Biased Policing: A Principled Response. Washington, DC: The Police Executive Research Forum.

Antony Pate and Lorie Fridell (1993). Police Use of Force: Official Reports, Citizen Complaints, and Legal Consequences, Volumes I and II. Washington, DC: The Police Foundation.

Geoff Alpert and Lorie Fridell (1992). Police Vehicles and Firearms: Instruments of Deadly Force. Prospect Heights, IL: Waveland Press.

Refereed Articles

*Denotes student or former student

Marier, C.* and Fridell, L.A. (2020). Demonstrations, Demoralization, and Depolicing. *Criminology and Public Policy*, 19, 693 – 719.

Maskaly, J.,* Donner, C.M.*, and Fridell, L.A. (2017). Police CEOs and Subordinates' Perceptions of Workplace Misconduct: Examining the Effect of Demographic Similarity on Attitudinal Congruence. *Policing: An International Journal*, 40(1), 57 – 70.

Jennings, W.G., Fridell, L.A., Lynch, M.,* Jetelina, K.K., Gonzalez, J.M.R. (2017). A quasi-experimental evaluation of the effects of police body-worn cameras (BWCs) on response-to-resistance in a large metropolitan police department. *Deviant Behavior*, 38(11), 1332 – 139.

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Donner, C.M.,* Maskaly, J.,* Fridell, L.A. (2016). Social bonds and police misconduct: An examination of social control theory and its relationship to workplace deviance among police supervisors. *Policing: An International Journal of Police Strategies & Management*, 39(2), 416 – 431.

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Crew, R.E., Kessler, D., & Fridell, L.A. (1994). "Changing Hot Pursuit Policy: An Empirical Assessment of the Impact on Pursuit Behavior." *Evaluation Review*, 18(6):679-689.

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Fridell, L.A. & Binder, A. (1992). "Police Officer Decision-making in Potentially Violent Confrontations." *Journal of Criminal Justice*, 20(5):385-399.

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Fridell, L.A. (2007). "Building Community Trust around Issues of Force." In Josh Ederheimer (Ed). Chief Concerns: Strategies for Resolving Conflict and Minimizing Use of Force. Washington, D.C.: The Police Executive Research Forum, 13-45.

Johnson, W., Warren, M., Ederheimer, J., & Fridell, L.A. (2007). "Conducted Energy Devices: PERF's National Studies and Guidelines for Consideration." In Josh Ederheimer (Ed). Chief Concerns: Strategies for Resolving Conflict and Minimizing Use of Force. Washington, D.C.: The Police Executive Research Forum, 99-132.

Fridell, L.A. (2005). "Improving Use-of-Force Policy, Policy Enforcement, and Training." In Josh Ederheimer and Lorie A. Fridell (Eds). Chief Concerns: Exploring the Challenges of Police Use of Force. Washington, DC: The Police Executive Research Forum, 21-55.

Fridell, L.A. and Scott, M. (2005). "Law Enforcement Agency Responses to Racially Biased Policing and the Perceptions of its Practice." In Roger G. Dunham and Geoffrey P. Alpert (Eds). Critical Issues in Policing, 5th Edition. Prospect Heights, IL: Waveland Press, 304-321.

Fridell, L.A. & Scott, M. (2010). Above chapter reprinted in Roger G. Dunham and Geoffrey P. Alpert (Eds). Critical Issues in Policing Contemporary Readings, sixth edition, pp. 343 - 360. Prospect Heights, IL: Waveland Press.

Fridell, L.A. (2004). "The Defining Characteristics of Community Policing." In Lorie A. Fridell, and Mary Ann Wycoff (Eds). Community Policing: Past, Present and Future. Washington, DC: PERF and the Annie Casey Foundation, 3-12.

Fridell, L.A. (2004). "The Results of Three National Surveys on Community Policing." In Lorie Fridell and Mary Ann Wycoff (Eds). Community Policing: Past, Present and Future. Washington, DC: PERF and the Annie Casey Foundation, 39-58.

Fridell, L.A. (2001). "Responding to Racially Biased Policing Through Collaborative Problem Solving." In Reuland, Melissa, Corina Sole Brito and Lisa Carroll (Eds). Solving Crime and Disorder Problems: Current Issues, Police Strategies and Organizational Tactics. Washington, DC: PERF.

Fridell, L.A. & Pate, A.M. (2001). "The Other Side of Deadly Force: The Felonious Killings of Police Officers." In Dunham, Roger G. and Geoffrey P. Alpert (Eds). Critical Issues in Policing: Contemporary Readings. Fourth edition. Prospect Heights, IL: Waveland Press, 636-663.

Fridell, L.A. & Pate, A.M. (1997). "Death on Patrol: Killings of Police Officers." In Dunham, Roger G. and Geoffrey P. Alpert (Eds). Critical Issues in Policing: Contemporary Readings. Third edition. Prospect Heights, IL: Waveland Press, 580-608.

Fridell, L.A. & Pate, A.M. (1997). "Use of Force: A Matter of Control." In Mark Dantzker (Ed). Police Today and Tomorrow: Contemporary Personnel Issues and Trends. Butterworth-Heinemann, pp. 217-256.

Fridell, L.A. & Pate, A.M. (1993). "Death on Patrol: Killings of Police Officers." In Dunham, Roger G. and Geoffrey P. Alpert (Eds). Critical Issues in Policing: Contemporary Readings. Second edition, pp. 568-596. Prospect Heights, IL: Waveland Press.

Funded Projects

Dr. Fridell has received over \$7.5 million in funding for research and other activities. The funded projects are listed below in categories based on her role on the funded project.

Project Director, Co-Project Director, Assistant Project Director, PI or CO-PI

Project Director (2016 – 2018). Advancing Fair and Impartial Policing Through Training. Funded by the US DOJ Office of Community Oriented Policing Services (\$100,000).

Project Director (2015 – 2017). Developing Fair and Impartial Policing curricula for the USDOJ federal law enforcement agencies. Funded by the US Attorney General's Office, US Department of Justice (\$302,000).

Project Director (2015 – 2017). Advancing Fair and Impartial Policing Through Training. Funded by the US DOJ Office of Community Oriented Policing Services (\$320,000).

Project Director (2013 – 2014). Advancing Fair and Impartial Policing Through Training. Funded by the US DOJ Office of Community Oriented Policing Services (\$200,000).

Project Director (2012 - 2014). Advancing Fair and Impartial Policing through Training. Funded by the US DOJ Office of Community Oriented Policing Services (\$400,000).

Co-Principal Investigator (2012 - 2015). Advancing Knowledge and Practice in Policing: A Longitudinal Platform for National Research. Funded by the US DOJ National Institute of Justice to the University of Chicago with a subcontract to USF (\$50,000).

Project Director (2010 - 2012). Implementing Train-the-Trainer Sessions for Police on the Model Fair and Impartial Policing Curriculum. Funded by the DOJ Office of Community Oriented Policing Services (\$200,000).

Assistant Project Director, Co-Principal Investigator (2008 - 2012). Advancing Knowledge and Practice in Policing: A Longitudinal Platform for National Research. Funded by the DOJ, National Institute of Justice to the University of Chicago (\$1.8 million) with subcontract to USF (\$386,700).

Project Director (2007). Racially Biased Policing Training for Recruits and First-Line Supervisors. Funded by the DOJ Office of Community Oriented Policing Services (\$370,000).

Co-Principal Investigator (2006). A Multi-Method Evaluation of Police Use of Force Outcomes. Funded by the National Institute of Justice. Partners are the University of South Carolina and the Police Executive Research Forum (USF = \$40,000 of \$647,387).

Co-Principal Investigator (2004). "Good to Great: Developing Effective and Efficient Law Enforcement Agencies." Funded by the Office of Community Oriented Policing Services (\$150,000).

Project Director (2004). Developing the Emergency Operations Plan for the City of Chicago. Funded by the City of Chicago (\$500,000). (Served as project director for the second half of project implementation.)

Co-Project Director (2004). "Developing State of the Art Responses to the Critical Issues Facing Law Enforcement." Funded by Motorola, Inc. (\$500,000).

Project Director (2003). "Guidance on the Analysis and Interpretation of Racial Profiling Data." Funded by the Office of Community Oriented Policing Services (\$253,000).

Project Director and Principal Investigator (2003). "Conducting the 2003 Sample Survey of the LEMAS." Funded by the Bureau of Justice Statistics (\$290,000).

Project Director and Principal Investigator (2002). "2002 Census of Law Enforcement Training Academies." Funded by the Bureau of Justice Statistics (\$160,000).

Project Director and Co-Principal Investigator (2002). "Violence in the Workplace: Law Enforcement Officers Assaulted and Killed in the Workplace." Funded by the Centers for Disease Control (\$393,726).

Project Director (2001). "The Cop Crunch: Identifying Strategies for Dealing Effectively with the Recruiting and Hiring Crisis in Law Enforcement." Funded by the National Institute of Justice (\$211,000).

Project Director (2000). "Assessing the Training Needs of Law Enforcement in the Latin American Region." Funded by the U.S. Treasury Department through the Federal Law Enforcement Training Center (\$20,000).

Project Director (2000). "Collaborative Leadership Project." Funded by the Office of Community Oriented Policing Services (\$200,000).

Project Director (2000). "Vehicle Stop Data Analysis Project." Funded by the Office of Community Oriented Policing Services (\$250,000).

Co-Project Director (2000). "Assessing the Training Needs of Law Enforcement in Sub Saharan Africa." Funded by the Department of the Treasury through the Federal Law Enforcement Training Center (\$20,000).

Project Director (2000). "Measuring What Matters: Designing, Implementing and Evaluating a Comprehensive Model of Police Performance." Funded by the National Institute of Justice (\$350,000).

Co-Principal Investigator (2000). "Community Policing and Youth Study." Funded by the Office of Juvenile Justice and Delinquency Prevention through the COSMOS Corporation with a Subcontract to PERF (\$229,896).

Co-Principal Investigator (1999). "Putting the Florida Model Policies on the Streets: Policy Promulgation, Training and Facilitation–Part II." Funded by the Prevention of Domestic and Sexual Violence Section of the Florida Department of Community Affairs (\$180,000).

Project Director (1999). "Developing Guidelines for Agencies to Address the Issue of 'Racial Profiling.'" Funded by the Office of Community Oriented Policing Services (\$447,980).

Co-Project Director (1998). "Assessing the Needs of Law Enforcement in Central Asia and Eastern Europe." Funded by the Department of the Treasury through the Federal Law Enforcement Training Center (\$18,000).

Co-Project Director (1998). "Assessing the Needs of Law Enforcement in Southeast Asia". Funded by the Department of the Treasury through the Federal Law Enforcement Training Center (\$10,272).

Co-Principal Investigator (1997). "Putting the Florida Model Policies on the Streets: Policy Promulgation, Training and Facilitation." Funded by the (Florida) Governor's Task Force on Domestic and Sexual Violence (\$142,224).

Co-Principal Investigator (1997). "The Florida Law Enforcement Research Coalition: Securing the Vision." Continuation funding for FLERC from the National Institute of Justice (\$136,755).

Co-Principal Investigator (1996). "Developing a Model Domestic and Sexual Violence Policy for Florida Law Enforcement." Funded by the (Florida) Governor's Task Force on Domestic Violence (\$44,457).

Co-Principal Investigator (1996). "Designing Process and Outcome Evaluations of the Domestic and Sexual Violence Training for Florida Law Enforcement." Funded by the (Florida) Governor's Task Force on Domestic Violence (\$32,263).

Co-Principal Investigator (1995-1997). "Forging a Florida Law Enforcement Research Coalition." Funded by NIJ (\$120,000).

Principal Investigator for the Police Foundation (1992-93). "Killings of Police Officers: A Comprehensive Analysis." Project funded by the National Institute of Justice (\$195,000).

Co-Principal Investigator for the Police Foundation (1991-1993). "Process and Outcome Evaluation of a School-based Drug Prevention Program." Project funded by the Scaife Family Foundation (\$300,000).

Project Research Associate

Senior Research Associate (2002). "Community Policing in a Security Conscious World." Funded by the Office of Community Oriented Policing Services (\$600,000).

Senior Research Associate (2002). "Learning from 9-11: Comparative Case Studies of the Law Enforcement Response in New York City and Arlington County." Funded by the National Institute of Justice (\$281,000).

Research Associate (1997). "Evaluation of the Police Corps Program." Funding from the National Institute of Justice to Weststat Inc. with FSU subcontract (Subcontract: \$117,187).

Project Associate (1997). "Policing in the 21st Century." Funded by the State Attorney's Office, Central Florida (\$90,160).

Research Associate with the Police Foundation (1992-1993). "Police Use of Excessive Force." Project funded by the National Institute of Justice (\$250,000).

Principal Consultant with the Police Foundation (1992-3). "An Analysis of Police Use of Less than Lethal Force." Project funded by the National Institute of Justice (\$150,000).

Presentations at National Meetings*

Includes only presentations at national academic conferences, not presentations made around the country to police and stakeholder audiences on fair and impartial policing and/or use of force.

*Denotes students or former students.

Chris Marier* and Lorie Fridell (2019). "Racial Interaction and Racial Disparities in Jails: The Mediating Role of Implicit Bias." Paper presented at the annual meeting of the American Society of Criminology in San Francisco, CA, November.

Chris Marier* and Lorie Fridell (2019). "Legitimacy crisis and police culture: Evaluating changes in police culture following Ferguson riots." Paper presented at the annual meeting of the Academy of Criminal Justice Sciences in Baltimore, MD, March.

Scott Allen,* George Burrus, and Lorie Fridell (2018). "Circumstances of Violence against the Police." Paper presented at the annual meeting of the American Society of Criminology in Atlanta, GA, November.

Chris Donner*, Jon Maskaly* and Lorie Fridell (2016). "Social Bonds, Cognitive Schemas, and Police Deviance: Does the Relative Importance of Specific Bonds Matter in Explaining Police Supervisors' Workplace Misconduct?" Presented at the Annual Conference of the American Society of Criminology in New Orleans, November.

Lorie Fridell, Jon Maskaly* and Chris Donner* (2016). "A multi-agency, multi-level examination of officer amenability to workplace deviance." Presented at the Annual Conference of the Academy of Criminal Justice Sciences in Denver, CO, March.

Lorie Fridell, Jon Maskaly* and Chris Donner* (2015). "Understanding the Blue Wall: Identifying individual- and agency-level predictors of officers reporting the misconduct of colleagues." Presented at the Annual Conference of the American Society of Criminology in Washington, DC, November.

Chris Donner*, Jon Maskaly* and Lorie Fridell (2015). "Social bonds and police misconduct: An examination of social control theory and its relationship to workplace deviance among police supervisors." Presented at the Annual Conference of the American Society of Criminology in Washington, DC, November.

Jon Maskaly*, Chris Donner* and Lorie Fridell (2015). "Controlling occupational deviance in bureaucracies: Do police departments make it difficult for birds of a feather flock together?" Presented at the Annual Conference of the American Society of Criminology in Washington, DC, November.

Lorie Fridell and Hyeyoung Lim (2014). "Police Use of Force against Blacks: testing the Impact of Neighborhood Crime Using Implicit Bias Theory." Presented at the Annual Conference of the American Society of Criminology in San Francisco, November.

Lorie Fridell, Jon Maskaly* and Chris Donner* (2014). "A Multi-Agency, Multi-Level Examination of Officer Amenability to Workplace Deviance." Presented at the Annual Conference of the American Society of Criminology in San Francisco, November.

Mathew Lynch*, Lorie Fridell and Wes Jennings, W. G. (2014). "Evaluating the impact of police officer body-worn cameras." Paper presented at the meeting of the American Society of Criminology, San Francisco, CA, November.

Mathew Lynch*, Wes Jennings and Lorie Fridell (2014). "Evaluating body-worn cameras in policing: Preliminary evidence from the Orlando experience." Paper presented at the meeting of the Southern Police Institute Alumni Association (SPIAA) Training Conference, Tampa, FL, July.

Lorie Fridell, Jon Maskaly*, Joshua Lovelace* and Dennis Rosenbaum (2013). "The Relationship between Empathy and Willingness to Use Force: Recruit Data from the National Police Research Platform." Presented at the Annual Conference of the American Society of Criminology in Atlanta, November.

Lorie Fridell and Jack McDevitt (2012). "Attitudes Toward Misbehavior and Perceptions of Agency Accountability: Results from the National Police Research Platform." Presented at the Annual Conference of the American Society of Criminology in Chicago, November.

Chris Donner* and Lorie Fridell (2012). "Analyzing Organizational Commitment as a Mediator Between Procedural Justice and Burnout and Cynicism in Police Supervisors." Presented at the Annual Conference of the American Society of Criminology in Chicago, November.

Jen Lanterman, Jon Maskaly*, Megan Alderden, Dennis Rosenbaum, and Lorie Fridell (2012). "Community Cynicism Trajectories in New Officers." Presented at the Annual Conference of the American Society of Criminology in Chicago, November.

Chris Donner*, Lorie Fridell, and Wes Jennings, W.G. (2011). "Analyzing the Relationship between Procedural Justice and the Desire for Career Advancement among Police Sergeants." Presented at the Annual Conference of the American Criminal Justice Society in New York City, March.

Hyeyoung Lim, Lorie Fridell, and Hoon Lee (2011). "Multi-Level Analysis of Police Use of Force: The Impact of Incident Characteristics, Supervision, and Neighborhood Context." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Jon Maskaly*, Chris Donner*, Gerald Banfield*, Jennifer Lanterman and Lorie Fridell (2011). "Herding Cats: Response Rate Challenges in a Longitudinal Study of Law Enforcement Supervisors." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Lorie Fridell, Stephen Mastrofski, Gary Cordner (2011). "Police Subordinates Rate Their Supervisors: A View from Below." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Jennifer Lanterman, Lorie Fridell, Chris Donner*, Jon Maskaly*, Gerald Banfield* (2011). "Assessing the Impact of Bureaucracy on Job Satisfaction Using a Multi-Agency Sample." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Chris Donner*, Wesley Jennings and Lorie Fridell (2011). The Relationship between Organizational Commitment and Aspirations for Career Advancement among Police Supervisors. A presentation made at the Annual Meeting of the American Society of Criminology, November.

Lorie Fridell, Stephen Mastrofski, Gary Cordner, Jon Maskaly* and Chris Donner* (2010). "A Longitudinal Study of Police Supervisors." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Ruth Zschoche* and Lorie Fridell (2010). "An Integrated Theory of Police Corruption: Decoupling, Anomie and Moral Disengagement." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Jon Maskaly* and Lorie Fridell (2010). "The Effects of Different Types of Force Continuums on Authority to Use Force." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Lorie Fridell, Stephen Mastrofski, and Gary Cordner (2009). "Studying the Life Course of Supervisors." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Lorie Fridell and Don Faggiani (2008). "Violence Against Police: An Application of Routine Activities Theory." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Ruth Zschoche* and Lorie Fridell (2008). "The Relative Placement of Types of Force on Linear Continuums: Results From a National Survey of Law Enforcement Agencies." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Don Faggiani, Lorie Fridell, and Dan Bibel (2008). A multi-level analysis of a criminal opportunity model of violence against law enforcement officers. A presentation made at the Annual Meeting of the American Society of Criminology.

Lorie Fridell, Geoff Alpert, and Bruce Kubu (2007). "Results from a National Survey on Less Lethal Force Technologies." A presentation made at the Annual Meeting of the American Society of Criminology, November.

Donald Faggiani, Daniel Bibel, and Lorie Fridell (2007). "A Spatial and Contextual Effects Analysis of the Causes and Correlates of Law Enforcement Officers Killed and Assaulted in the Line of Duty." A paper presented at the Crime Mapping Research Conference, March.

Lorie Fridell, Geoffrey Alpert, and Bruce Kubu (2006). "Results from a National Survey on Less Lethal Force Technologies." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Ruth Zschoche* and Lorie A. Fridell (2006). "Accountability and the Use of Force." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Donald Faggiani, Daniel B. Bibel, Lorie A. Fridell (2006). "A Contextual Effects Model for Understanding the Causes and Correlates of Law Enforcement Officers Killed and Assaulted in the Line of Duty." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Lorie A. Fridell (2005). "Search Hit Rates as an Indicator of Bias in Searches." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Don Faggiani and Lorie A. Fridell (2005). "Organizational Factors Affecting Violence Against Police." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Lorie A. Fridell and Don Faggiani (2005). "Organizational Factors Affecting Violence Against Police." Paper presented at the 2005 National Conference of the Bureau of Justice Statistics and Justice Research and Statistics Association, October, St. Petersburg.

Lorie A. Fridell, Don Faggiani, and Corina Sole Brito (2004). "Organizational Factors Affecting Police Victimization." Paper presented at the Annual Meeting of the American Society of Criminology, November.

Tom Jordan*, Lorie A. Fridell, and Bruce Kubu (2004). "The Cop Crunch: The Law Enforcement Struggle to Hire Quality Personnel." Paper presented at the Annual Meeting of the American Society of Criminology, November, 2004.

Antony M. Pate and Lorie Fridell (2002). "Community Oriented Policing and Youth Programs: Toward a Comprehensive Strategy." Paper presented at the Annual Meeting of the American Society of Criminology, November, 2002.

Lorie A. Fridell, Jerry Murphy, Tom Jordan* and Bryan Vila (2002). "The Cop Crunch: Identifying Strategies to Deal with the Recruiting and Hiring Crisis in Law Enforcement." Paper presented at the Annual Meeting of the American Society of Criminology, November, 2002.

Lorie A. Fridell, Arlen Rosenthal, and Mark Dantzker (2001). "The Changing Face of Community Policing: A Comparison of 1993 and 1997 National Survey Results." Paper presented at the Annual Meeting of the American Society of Criminology, November, 2001.

Tony Pate and Lorie Fridell (2001). "Community Policing and Youth: Innovative Practices." Paper presented at the Annual Meeting of the American Society of Criminology, November, 2001.

Lorie Fridell and Bruce Kubu (2001). "Racial Profiling: The Law Enforcement Response to the Problem of Biased Policing and Perceptions of Biased Policing." Presentation at the Annual Meeting of the Academy of Criminal Justice Sciences in Washington, DC, April 2001.

Lorie A. Fridell and Antony M. Pate (1999). "The Nature, Extent and Response to Domestic Violence In Kyrgyzstan." Presented at the annual meeting of the American Society of Criminology in Toronto in November.

Lorie A. Fridell, Antony M. Pate and David Jenks* (1998). "Felonious Killings of Police: An Assessment of Statistical Models for Identifying Jurisdiction-Level Predictors." Presented at the annual meeting of the American Society of Criminology in Washington, DC in November.

Lorie A. Fridell and Antony M. Pate (1997). "Trends in the Receipt and Disposition of Excessive Force Complaints in the Largest U.S. Cities." Presented at the annual meeting of the American Society of Criminology in San Diego in November.

Lorie A. Fridell and Antony M. Pate (1997). "Lessons in Developing a Collaboration: The Florida Law Enforcement Research Coalition." Presented at the NIJ Local Initiated Partnership Program Conference in Washington, DC in January.

Antony M. Pate and Lorie A. Fridell (1996). "Forging a Florida Law Enforcement Research Coalition." Presented at the Annual Meeting of the American Society of Criminology in Boston, Massachusetts, November.

Lorie A. Fridell and Antony M. Pate (1995). "The Felonious Killing of Police Officers: A Comparison of Incidents across Agency and Assignment Types." Presented at the Annual Meeting of the American Society of Criminology in Boston, Massachusetts, November.

Lorie A. Fridell (1995). "Is the Collar Worth the Cost: An Empirical Look at the Costs and Benefits of Pursuits." Presented at the Annual Meeting of the Transportation Research Board in Washington, DC, January 1995.

Lorie A. Fridell, Antony M. Pate and Edwin E. Hamilton (1994). "Death on Patrol: A Multivariate Analysis of Killings of Police Officers." Presented at the Annual Meeting of the American Society of Criminology in Miami, FL, November 1994.

Antony M. Pate, Lorie A. Fridell, and Edwin E. Hamilton (1994). "Police Use of Force: A Multivariate Analysis." Presented at the Annual Meeting of the American Society of Criminology in Miami, FL, November 1994.

Robert E. Crew, Jr., Lorie A. Fridell, and Karen Purcell (1994). "Is the Collar Worth the Costs? Pursuit Outcomes for Various Types of Precipitating Events." Presented at the Annual Meeting of the American Society of Criminology in Miami, FL, November 1994.

Antony Pate and Lorie Fridell (1993). "A National Survey of Police Use of Force." Presented at the Annual Meeting of the American Society of Criminology in Phoenix, AZ, November 1993.

Antony Pate, Lorie Fridell, and Sampson Annan (1993). "Complaints of Police Use of Excessive Force: A National Study." Presented at the annual meeting of the Academy of Criminal Justice Sciences in Kansas City, MO, March 1993.

Lorie Fridell and Antony Pate (1992). "Killings of Police." Presented at the annual meeting of the Academy of Criminal Justice Sciences in Kansas City, MO, March, 1993.

Elizabeth Cass, Lorie Fridell, and Antony Pate (1992). "An Evaluation of a School-Based Drug Prevention Program." Presented at the annual meeting of the American Society of Criminology in New Orleans, LA, November, 1992.

Lorie Fridell and Antony Pate (1992). "Death on Patrol: Killings of Police Officers." Presented at the annual meeting of the American Society of Criminology in New Orleans, LA, November, 1992.

Antony Pate and Lorie Fridell (1992). "Police Use of Excessive Force." Presented at the annual meeting of the American Society of Criminology in New Orleans, LA, November, 1992.

Arnold Binder and Lorie Fridell (1991). "Socio-political Factors and Young Offenders." Presented at the annual meeting of the Academy of Criminal Justice Sciences in Nashville, Tennessee, March, 1991.

Lorie Fridell and Arnold Binder (1990). "Reaction to Officers' Decisions to Shoot or Not Shoot in Armed Confrontations." Presented at the annual meeting of the American Society of Criminology in Baltimore, Maryland, November, 1990.

Sam Walker and Lorie Fridell (1989). "The impact of Tennessee v. Garner on Deadly Force Policy," Presented at the annual meeting of the American Society of Criminology in Reno, Nevada in November, 1989.

Lorie Fridell and Arnold Binder (1989). "Racial Aspects of Police Shootings revisited." Presented at the annual meeting of the American Society of Criminology in Reno, Nevada, November, 1989.

Lorie Fridell and Arnold Binder (1988). "Police Officer Decision-making in Armed Confrontations." Presented at the annual meeting of the American Society of Criminology in Chicago, Illinois, November, 1988.

Lorie Fridell (1987). "The Disclosure of Intrafamilial Child Sexual Abuse: The Flow of Information to Authorities." Presented at the annual meeting of the Academy of Criminal Justice Sciences in St. Louis, Missouri, March, 1987.

Lorie Fridell (1985). "Justifiable Use of Measures in Research on Deadly Force." Presented at the annual meeting of the Academy of Criminal Justice Sciences in Las Vegas, Nevada, April, 1985.

Journal Reviewer

Criminology

Journal of Criminal Justice

Justice Quarterly

Justice Research and Policy

Police Quarterly

Editorial Board Member, *Justice Research and Policy* (1/2006 –12/2008)

Journal Co-Editor

Policing: An International Journal. (With Wes Jennings)

Awards

Alumna of the Year. Linfield College, 2004.

University Teaching Award (\$2,000). Florida State University (FSU), 1997-98.

Teaching Incentive Program Award (\$5,000 raise). FSU, 1997.

Teaching Incentive Program Award (\$5,000 raise). FSU, 1994.

University Teaching Award (\$2,000). FSU, 1991-1992.

Finalist for the Panhellenic Association 1992 Faculty Member of the Year, FSU.

University Excellence in Advising Award (\$3,000). FSU, 1990-91.

Finalist for the Panhellenic Association 1991 Faculty Member of the Year, FSU.

Excellence in Advising Award (\$2500). School of Criminology, FSU, 1989-90.

Excellence in Teaching Award (\$1500). University of Nebraska at Omaha 1988-89.

Outstanding Teaching Assistant of the Program in Social Ecology, University of California at Irvine, 1983-1984.

CURRICULUM VITAE

Derrick R. Crews, Police Lieutenant

336-268-0293 – derrickcrews@gmail.com – [linkedin.com/in/derrickcrewspolicetrainer](https://www.linkedin.com/in/derrickcrewspolicetrainer)

Education

- B.A. Criminal Justice, American Military University, 3.9 GPA, Charlestown, WVA, 2020.
- A.A. Criminal Justice, Forsyth Technical Community College, 3.5 GPA, Winston-Salem, NC, 2006.
- F.B.I. U.S. Army Ordinance School, Hazardous Devices, 1999.

Professional Experience

Kernersville Police Department, NC

2018 – Present: Criminal Investigative Division Supervisor

- Assure high quality investigations for serious felonies and high profile crimes.
- Evaluate internal discipline, security and integrity, for over 80 employees.
- Lead use of force instructor for over 70 police officers.

2017 – 2018: Uniformed Patrol Manager

- Executed bureau plans of action into obtainable results at the patrol team level.
- Participation in budget preparation, and management of team fiscal matters.
- Supervised all operational components during non-business hours.

2014 – 2017: Uniformed First Line Supervisor

- Supervise 7-person team assigned to patrol division.
- Responsible for patrol response to crimes in progress and initial investigations.
- Organize daily tasks for each member of the team.

2012 – 2014: Project Manager, Commission on Accreditation for Law Enforcement Agencies

- Obtained national accreditation for over 180 police standards.
- Created and developed policies and procedures to meet national standards.
- Classified, compiled, and organized documentation proving national standards met.

Derrick R. Crews

2014 – Present: Ancillary Duties

- Use of Force Training Program Coordinator
- S.W.A.T. Team Member
- S.W.A.T. Precision Shooter
- Professional Standards Investigator

2009 – 2012: First Line Supervisor

- Managed overall school safety at seven city schools; estimated 6,000 student population.
- Developed and delivered school safety planning in collaboration with Forsyth County Office of Emergency Management.

2007 – 2009: Community Policing Officer

- Constructed and organized a 2-year youth volunteer graffiti eradication program.
- Coordinated the implementation of a school based social value program, taught by nationally certified police officers.

2005 – 2007: School Resource Officer

- Maintained school safety at two area schools.
- Super Safe School Project Manager: Awarded highest school safety recognition by the North Carolina Department of Public Instruction.

2002 – 2005: Kernersville Patrol Officer

- Assigned to patrol duty.

Winston-Salem Police Department, NC

1994 – 2002: Uniformed Patrol

- Four years as uniformed patrol.
- Two years as Bomb EOD technician.

Classroom Instruction

- North Carolina Department of Justice, Justice Academy Adjunct Instructor.
- Forsyth Technical Community College Police Academy Adjunct Instructor.
- Guilford Technical Community College Police Academy & In-Service Adjunct Instructor.
- Randolph Community College Police Academy & In-Service Adjunct Instructor.
- Kernersville Fire Academy.

Curriculum Development

- Nationally Certified Verbal Influence Course
- Advanced Supervisorial Use of Force Review Course
- De-escalation Course
- De-escalation; Church Security Team Training
- Taser CQB Training
- Impact Weapon Training
- Subject Control & Arrest Tactics Scenario Training
- Weaponless Ground Defense for Law Enforcement Course
- Self-Defense College Elective Course
- Use of Force for School Resource Officers Training
- Female Law Enforcement Self-Defense Training

Professional Certifications

- Tactical Training Officer, North Carolina Department of Justice, 2019.
- Nationally Certified Instructor, IADLEST, 2018.
- Force Science Analysis, Force Science, 2018.
- Use of Force Decision Making, North Carolina Department of Justice, 2018.
- Conducted Electrical Weapon Instructor, Axon Inc., 2018
- Physical Fitness Instructor, North Carolina Department of Justice, 2016.
- Verbal Defense & Influencer Instructor, Vistelar, 2016.
- Tactical Weapon Instructor, Armament Systems & Procedures, Inc., 2016.
- Verbal Defense & Influence, Verbal Judo Institute, 2016
- Surviving Verbal Conflict, Dolan Consulting Group, 2016
- Advanced Conducted Electrical Weapons Course, Mindset Inc., 2016
- Subject Control & Arrest Tactics Instructor, North Carolina Department of Justice, 2015.
- Piedmont Leadership Academy, Guilford Community College, 2014.
- Tactical Impact & Handcuffing Instructor, Armament Systems & Procedures, Inc., 2010.
- Advanced Law Enforcement, North Carolina Dept. of Training & Standards, 2007.

Published Works

- Crime Prevention Association, NC
- PoliceOne.com
- Law Enforcement Training Officer Association, NC
- International Association of Directors of Law Enforcement Standards and Training

Awards

- Stockton Police Innovation Award
- Life Saving Award Civic Achievement Award
- Field Training Officer Service Award
- Instructor Achievement Award
- Master Certification Award
- Tactical Officer Award
- Commission on Accreditation Law Enforcement Agencies Award
- School Resource Officer Certification Award
- C.C. McGee Service to Youth Award

News Media & Public Speaking Engagements

- WXII News 12
- WFMY News 2
- Time Warner
- Kernersville News
- Winston-Salem Journal
- NC Department of Public Instruction: Conference
- NC Law Enforcement Training Officer Association: Conference
- Kernersville Magazine
- First Christian Church
- Winston-Salem/Forsyth County Schools

Industry Affiliations

- American Society of Evidence-Based Policing, Washington, DC
- IADLEST, Washington, DC
- Police Executives Association, NC
- Law Enforcement Training Officer Association, NC

NICOLE FLORISI

nmflorisi@gmail.com
148 S. 12 St. Cottonwood, AZ 86326
928-910-6110

EDUCATION

Grand Canyon University

- 2019** Post-Master certification in trauma counseling
- 2018** M.S. Professional Counseling
- 2013** B.S. Public Safety Administration and Emergency Management

Phoenix College

- 2007** Law Enforcement Phlebotomy Qualification

Yavapai College

- 2002** Intensive Peace Officer Certification

EXPERIENCE

Law Enforcement Subject Matter Expert | Tempe, AZ

Training and Curriculum, August 2021 - current

Verde Valley Sanctuary | Sedona, AZ 86339

Executive Director, March 2020 - current

Force Science Institute | Des Plaines, IL 60018

Course Instructor, June 2019 – Current

Jerome Police Department | Jerome, AZ 86331

Master Patrolman, January 2012-current, part time, August 2002-October 2003

Spectrum Health Care Group | Cottonwood, AZ 86326

Adult Therapist, General Mental Health and Substance Use Team, February 2018 – June 2020

Clarkdale Police Department | Clarkdale, AZ 86324

Patrol Sergeant, October 2015 – March 2020, full time, **Patrol Officer**, October 2014 – October 2015, October 2003-August 2011

CONSULTING WORK

- *Verstand Tactical Consulting, Peoria, AZ*
- *VirTra Inc., Tempe, AZ*
- *Arizona Police Association, Phoenix, AZ*

CERTIFICATIONS

- *Realistic De-escalation Instructor Certification, Force Science Institute*
- *Mental Health First Aid Instructor for Adults and Public Safety Personnel*
- *Basic Analyst Certification, Force Science Institute*
- *IADLEST Nationally Certified Instructor*
- *CPI Non-Violent Crisis Intervention Instructor Training*
- *Crisis Intervention Training for First Responders*
- *FBI Crisis/Hostage Negotiator*
- *FBI/AZCART Child Abduction Response*
- *NAFTO Field Training Officer*
- *Reid Interview and Interrogation*
- *Forensic Interviewing*
- *Cognitive Interviewing*
- *Standardized Field Sobriety Test Instructor*
- *Drug Recognition Expert Instructor*
- *Drug Impairment Training for Educational Professional Instructor*
- *Drug Recognition Expert*
- *Forensic Phlebotomy Qualification*
- *RADAR/LIDAR Instructor*
- *AZPOST Peace Officer Certification*

TEACHING EXPERIENCE

- Force Science Institute
 - *Specializing in Realistic De-escalation for first responders*
- Northern Arizona Regional Training Academy (Yavapai College)
 - *Specializing in DUI, SFST Instruction, Drug Symptomology, Intimate Partner Violence*
- Drug Recognition Expert/DITEP schools throughout the state of Arizona
 - *All aspects of DRE training, specializing in central nervous system depressants/alcohol*
- Clarkdale and Jerome Police Departments, Primary Field Training Coordinator
 - *Lead FTO sergeant*

STUDIES

- *Shared resource case study with Lon Bartel (Director of Training) at VirTra Inc. to study the benefits and challenges of simulated event training for small police agencies (2018-2020)*
- *The Robustness of the Horizontal Gaze Nystagmus Test by Marcelline Burns, Ph.D., published in 2007 participated in the study to validate the accuracy of HGN while subjects are sitting or lying down*

EXPERT WITNESS TESTIMONY

- *Yavapai Superior Court*
- *Verde Valley Justice Court*
- *Clarkdale Magistrate Court*
- *Cottonwood Municipal Court*
- *Jerome Municipal Court*

AWARDS

- *MADD Officer of the Year, Officer of the Year for the state of Arizona, small department, 2019*
- *Chief's Award, 2016*
- *Medal of Honor, 2015*
- *Lifesaving Award, 2015*
- *Cottonwood Police Department Police Star, 2015*
- *Officer of the Year, 2015*
- *Lifesaving Commendation, 2011*
- *MADD/GOHS Officer of the Year, Clarkdale PD/Yavapai County, 2006*
- *MADD/GOHS Officer of the Year for the state of Arizona, small department, 2005*

- *MADD/GOHS Officer of the Year, Clarkdale PD/Yavapai County, 2005*
- *MADD/GOHS Officer of the Year, Clarkdale PD/Yavapai County, 2004*
- *MADD/GOHS Officer of the Year, Jerome PD/Yavapai County, 2003*
- IACP DRE Steering Committee (2006-2010)

TRAINING

- Mental Health First Aid for Adults and Public Safety, 2019
- Foundations of Simulated Event Training, 2019
- CPI Non-Violent Crisis Intervention, 2018
- Women Leading Government Conference, 2018
- American Heart Association BLS, CPR, & AED Program, 2018
- Law Enforcement and Prosecutor's Training Conference, 2018
- Forensic Phlebotomy Refresher, 2018
- ATOA Negotiation Conference, 2018
- Opioids and Death Investigation, 2018
- Opioids, a Threat to Animal Welfare and Safety, 2018
- Credit Card Skimming, 2017
- What you do Matters: Lessons Learned from the Holocaust, 2017
- Yavapai County Sex Trafficking Symposium, 2017
- AZ Homicide Investigators Conference, 2016
- Spillman Application Administration Specialist, 2016
- Law Enforcement and Prosecutors Training Conference, 2016
- Safe Call Now, Emotional Body Armor, Bullet Proof Leader, 2016
- ACJIS Level A TOC Certification
- Police Supervision, 2015
- ICMA Effective Supervisory Practices, 2015
- Outlaw Motorcycle Gangs, 2015
- DUI Skills for Law Enforcement and Prosecutors, 2015
- Racial Profiling, 2015
- High Risk Vehicle Stops, 2015

- Responding to First Amendment Incidents, 2014
- Active Shooter Patrol Response, 2014
- Specialized Investigative Techniques in Missing and Abducted Children, 2013
- Investigative Strategies for Missing and Abducted Children, 2013
- Basic Forensic Response for Missing and Abducted Children, 2012
- Canvassing, Search and Recovery Strategies for Missing and Abducted Children, 2012
- FBI Child Abduction Response, 2012
- True Lies, Detecting Deception, 2011
- Reid School of Interview and Interrogation, 2010
- Bullet Proof Mind, 2010
- FBI Crisis/Hostage Negotiations, 2009
- Tactical Combat Casualty Care, 2009
- Domestic Violence Train the Trainer, 2008
- Massage Parlor /Human Trafficking Investigation, 2008
- Phlebotomy Qualification, 2007
- Terrorism Training for Law Enforcement, 2007
- DRE Course Manager, 2007
- DITEP Instructor, 2006
- DRE Instructor Certification, 2006
- Drug investigation for Patrol, 2006
- Domestic Violence/Intimate Partner Violence Instructor, 2006
- DRE Certification, 2005
- SFST Instructor, 2005
- General Instructor, 2005
- Sex Crimes Investigation, 2004
- Advanced Taser Training, 2004
- Street Survival, 2004
- SFST/HGN Certification, 2003
- Basic Patrol Rifle, 2003

- AZ Women in Policing, 2003
- Mobile Video System, 2003
- Controlled Force, 2003
- Radar Certification, 2003 Interview and Interrogation, 2003
- Community Policing to Reduce Domestic Violence, 2001
- School Violence-Lessons Learned, 2001

John Azar Dickens, Ph.D.

Curriculum Vita

BUSINESS ADDRESS

109 John Maddox Drive, Suite 200
P.O. Box 1008
Rome, Georgia 30162
(706) 232-6743
Cell: (706) 266-8842
E-mail: drazar@comcast.net

EDUCATION

Doctor of Philosophy Clinical Psychology Specialty in Children and Adolescents September, 1999	The Union Institute and University Cincinnati, Ohio
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Master of Science Clinical Psychology December, 1993	Augusta State University Augusta, Georgia
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Master of Science Exercise Science and Health Promotion Specialty: Sports Psychology August, 2008	California University of Pennsylvania California, Pennsylvania
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Bachelor of Arts Major: Psychology Minor: Industrial Organization June, 1992	Armstrong Atlantic State University Savannah, Georgia
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AREAS OF PROFESSIONAL INTEREST

Forensic and Psychological Evaluation of Children and Adults
Mental Conditioning for Performance Enhancement in Law Enforcement
Relationship Between Physical Activity and Psychological Functioning

Human Factors in Police Use of Force
Police De-Escalation
Law Enforcement Evaluation
Debriefing and Fitness for Duty Following Use of Force Incidents

CURRENT PROFESSIONAL POSITIONS

January 2001 to Present	Licensed Clinical Psychologist Private Practice-Forensic/Police Psychology
December 2004 to Present	Clinical Associate Professor Berry College
August 2011 to Present	Police Officer Rome Police Department Special Enforcement Unit- Reserves
May 2012 to Present	Presenter Force Science Institute

CLINICAL EXPERIENCE

January 1, 2001-Present	Private Practice Psychologist
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Duties: Provide forensic evaluation and case consultation to Juvenile and Superior Courts, as well as attorneys working within the court system. Issues of focus include general psychological evaluation, competency to stand trial, sexual offending risk, assessment of dangerousness and aggression, and assessment of sexual assault victims. Consult with the Georgia Department of Human Resources (Social Services) in evaluating children in State custody to assess mental health and permanency needs. Evaluate adults in the system to assess psychological functioning, parental fitness, risk for domestic violence, and child abuse potential. Testify in both Juvenile and Superior Courts, as well as consult with Judges in specific court cases. Provide training to State and County courts, social services, and various advocacy groups. Conduct pre-employment evaluations and fitness for duty evaluations for police departments in the North Georgia area. Provide psychological services to police officers in various jurisdictions in the North Georgia area.

March 2012 to June 2017

Consulting Forensic Psychologist
Georgia Department of Juvenile Justice
Elbert Shaw Regional Youth Detention Center

Duties: Responsible for overseeing the mental health program in the juvenile detention center. Provide supervision to individual therapists and support crisis intervention services. Participate on a multi-disciplinary treatment team addressing the mental health needs of juvenile offenders in detention. Provide supervision over level changes and safety monitoring of all residents. Complete administrative duties related to the mental health program in the detention center.

May 2013 to February 2014

Consulting Psychologist
Stone, McElroy and Associates

Duties: Conducted pre-employment psychological evaluations for police officer, firefighter, and EMT candidates.

April 2007 to February 2010

Forensic Psychologist
Outpatient Juvenile Forensic Services
Northwest Georgia Regional Hospital

Duties: Worked in both the Juvenile and Adult Outpatient Assessment Division in conducting forensic evaluation of competency to stand trial and responsibility cases (Not Guilty By Reason of Insanity). Evaluated the aggression risk of committed offenders on the Adult Forensic Inpatient Unit. Testified in court cases on issues specific to competency and responsibility.

June 1, 2001 to June 2006

Clinical Director
Appalachian Children's Center

Duties: Oversaw the clinical assessment and treatment program for sexual abuse victims. Conducted Forensic Evaluations for sexual abuse victims and testified in jury trials within Superior Court. Oversaw the Forensic Interviews of all sexual abuse victims interviewed at the center and worked with law enforcement in helping with prosecution of sexual offenders.

January, 2001 – June 2002

Consulting Psychologist
Mountaintop Group Home
Calhoun, Georgia

Duties: Provided counseling and assessment of juvenile offenders within a residential treatment program. Oversaw all clinical therapy services within the program and supported the staff in behavioral management of the residents.

March 1, 2000 – April 2002

Consulting Psychologist
Georgia Department of Juvenile Justice
Dalton Regional Youth Detention Center
Dalton, Georgia

Duties: Provided assessment and individual therapy services to juveniles detained in the facility. Consulted with guards on behavior modification interventions. Supervised clinical therapists within the program. Participated in a clinical team of professionals in treatment planning and implementation.

September 1, 1999 – December 31, 2000

Postdoctoral Residency
Genesis Behavioral Healthcare
Ellijay, Georgia

Duties: Provided clinical and forensic evaluation for children and adolescents. Conducted psychotherapy with children and adolescents in the community and those committed to the Department of Family and Children Services. Testified in court related to evaluations of juveniles and adults.

September 1, 1998 – August 31, 1999

APA-Accredited Doctoral Internship
The Bradley Center of St. Francis Hospital
Columbus, Georgia

Duties: Participated in individual, group, and family therapy to both children and adolescents. Received extensive training and practical experience in the psychological evaluation of children and adolescents in both a psychiatric and forensic setting. Services offered across a wide range of settings including psychiatric inpatient, outpatient, and day treatment. Offered clinical services to families and children from Fort Benning as well. Participated in a multi-disciplinary team for treatment planning.

May, 1993 – August, 1998

Clinical Therapist
Murphy-Harpst
Cedartown, Georgia

Duties: Provided individual and group therapy, psychological evaluation, and treatment planning for children in a residential treatment center. Population included children committed to the Georgia Department of Juvenile Justice and the Georgia Department of Family and Children Services. Provided clinical supervision and consultation to staff working on the individual units in support of the behavioral milieu. Participated on a multi-disciplinary team in treatment planning.

March, 1993 – June, 1993

Masters Internship
The Medical College of Georgia
Inpatient Psychiatric Unit
Outpatient Psychiatric Unit
Augusta, Georgia

Duties: Under limited supervision, provided group therapy in the inpatient and outpatient programs at the Medical College of Georgia. Participated in psychological evaluation for patients on the inpatient psychiatric unit.

TEACHING AND SUPERVISION EXPERIENCE

December 2004 to Present

Clinical Associate Professor
Berry College

Duties: Provide instruction to undergraduates in the Psychology and Exercise Science Departments. Primary classes include Abnormal Psychology, Sports and Exercise Psychology, Forensic Psychology, and Introduction to Psychology. Taught courses in Neuropsychology, Psychological Testing, Human Development, and Adulthood and Aging. Supervise internships in both the Psychology and Exercise Science Departments. Mentor students in career choices and graduate school attendance.

May 2012-Present

Presenter
Force Science Institute

Duties: Present Force Science Institute research through various training seminars around the county to law enforcement officers, federal agencies, lawyers, and others in the community. The general focus of the research presented is the application of behavioral science principles to use of force incidents and other police-civilian encounters.

November 1, 2003 –July 2005

Adjunct Professor
Capella University

Duties: Provided on-line course instruction to undergraduate and master's level students. Primary classes included Counseling Psychology and Abnormal Psychology. Supervised master's theses and related research studies.

August 1, 1993- December 1993

Teaching Intern
Augusta State University

Duties: Under supervision from faculty advisor, provided instruction for an undergraduate class in Introduction to Psychology.

RESEARCH EXPERIENCE

January 2006- 2012

Berry College

Participate with faculty in the Exercise Psychology Department in studies focusing specifically upon physical activity and its impact on both physical and psychological functioning.

April 1992- December 1993

Research Assistant
Augusta State University

Participated on a research team with two faculty members in the Psychology Department. Worked on two specific studies addressing male attitudes toward rape. Assisted in the research design, coding and data entry, data analysis, and writing of the studies.

PUBLICATIONS

Azar-Dickens, J. & Everett, W. (2018). *Mental Health Part 1-Introduction*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. & Everett, W. (2018). *Mental Health Part 2-Assessment*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. & Everett, W. (2018). *Mental Health Part 3-Intervention*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. & Everett, W (2016). *Emotional Wellness for Law Enforcement*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. & Everett, W (2016). *Mental Health – Assessing Status*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. & Everett, W (2016). *Mental Health—Interventions*, Released through Peace Officer Accredited Training Online, League of Minnesota Cities Insurance Trust.

Azar-Dickens, J. (2015, September). A Cop-Doc Speaks. *Law Enforcement Today*

Azar-Dickens, J. (2013, February). Inoculating Against Police Traumatic Stress. *Law Enforcement Today*

Azar-Dickens, J. (2013, January). The Aftermath of Sandy Hook for First Responders. *Law Enforcement Today*.

Lanier A.B., Jackson, E.M., Azar-Dickens, J *Anderson, B., & *Briggs, M.
Descriptive assessment of exercise program on fitness and correlates of participation.
American Journal of Health Behavior .2012; 36(5).

Lanier, A.B. Jackson, E.M. Azar-Dickens, J. *Harber, K., & *Bullock, R.
Effects of a group running program on determinants of exercise participation and fitness. *Medicine & Science in Sports & Exercise*. 2011;43(5).

Azar-Dickens, J. (2009). Weight Management for Children: An Integrative Approach.
Publisher: Author.

Azar-Dickens, J. (2005). Do you hear what I hear? *Georgia Psychologist, Legislative Edition*.

Dickens, J. (2004). The human consequences of fiscal responsibility. *Georgia Psychologist, Legislative Edition*, 4-5.

Dickens, J. (2003). *Faces of Feeling*. Unpublished Manuscript.

Dickens, J. (2001). Remembering the “child” in child psychotherapy. *Georgia Psychologist, Fall/Winter*, 28-29.

Dickens, J. (1999). *Behavioral indicators of conduct disorder in a ropes course initiative*. Unpublished doctoral dissertation, The Union Institute and University.

Cahoon, D. D., Edmunds, E.M., Spaulding, R., and Dickens, J. (1995). A comparison of the opinion of black and white males and females concerning the occurrence of rape. *The Journal of Social Behavior and Personality*, 10(1), 91-99.

PROFESSIONAL PRESENTATIONS

August 15-16, 2012	Force Science Institute 2-Day Seminar Florida State Patrol-Tallahassee, Florida
November 29, 2012	Use of Force Seminar Daigle Use of Force Symposium-Uncasville, CT
January 7-8, 2013	Force Science Institute 2-Day Seminar Ft. Worth Police Department-Ft. Worth, Texas
January 24-25, 2013	Force Science Institute 2-Day Seminar Seattle Police Department-Seattle, Washington
June 19-20, 2013	Force Science Institute 2-Day Seminar Valencia State College, Orlando, Florida
July 12, 2013	Use of Force Seminar-4 hour Grand Rapids, Michigan
October 1-2, 2013	Force Science Institute 2-Day Seminar Salt Lake City Police Department-Salt Lake City, Utah
October 17-18, 2013	Force Science Institute 2- Day Seminar Madison Wisconsin Police Department-Madison, Wisconsin
October 25, 2013	Trauma and the Law Enforcement Officer Command Staff-Orlando, Florida Police Department

May 19, 2014	Force Science Institute Certification (2-hour block) Glenview, Illinois
June 2, 2014	Crisis Intervention Training (2 hour block) Rome, Georgia Police Department
August 11-12, 2014	Force Science Institute 2-Day Seminar Federal Law Enforcement Training Center (FLETC)
September 22, 2014	Force Science Institute Certification (2-hour block) Department of Homeland Security-Alexandria, Virginia
September 24-25, 2014	Force Science Institute 2-Day Seminar Roanoke Police Department-Roanoke, Virginia
October 28, 2014	Force Science Institute Certification (2 hour block) Columbus, Ohio Police Department-Columbus, Ohio
November 18, 2014	Force Science Institute Certification (4 hour block) Department of Homeland Security-Alexandria, Virginia
December 4, 2014	Use of Force Seminar (4 hour block) Daigle Use of Force Symposium –Uncasville, CT
December 16, 2014	Force Science Institute Certification (4 hour block) Valencia State College- Orlando, Florida
January 26-27, 2015	Force Science Institute 2-Day Seminar Pinellas County Sheriff's Office-Largo, Florida
February 17-18, 2015	Understanding the Realities of Officer Involved Shooting Atlantic City, New Jersey
February 23, 2015	Force Science Institute Certification (4 hour block) Scottsdale Police Department-Scottsdale, Arizona
April 13, 2015	Force Science Institute Certification (4 hour block) Force Science Training Center-Chicago, Illinois

April 30-May 1, 2015	Force Science Institute 2-Day Seminar San Bernardino Sheriff-San Bernardino, California
May 28, 2015	Force Science Institute 1 Day Seminar U.S. Marshal Service-Federal Law Enforcement Training Center (FLETC)
June 15-16, 2015	Force Science Institute 2-Day Seminar Oregon Police Academy-Salem, Oregon
August 3-4, 2015	Force Science Institute 2-Day Seminar Lakewood Police Department-Lakewood, Washington
October 6-7, 2015	Force Science Institute 2-Day Seminar Texas Rangers-Waco, Texas
October 21-22, 2015	Force Science Institute 2-Day Seminar Michigan State Police-Lansing, Michigan
December 15, 2015	Force Science Institute Certification (4-hour block) Valencia State College-Orlando, Florida
January 19-21, 2016	Force Science Institute-2-Day Seminar Ft. Worth Police Department-Ft. Worth, Texas
February 18-19, 2016	Force Science Institute-2 Day Seminar Jacksonville Sheriff's Office-Jacksonville, Florida
February 28, 2016	Force Science Institute Certification (4 hour block) Force Science Training Center-Chicago, Illinois
March 31-April 1, 2016	Force Science Institute 2-Day Seminar Arkansas Fish and Wildlife Commission-Little Rock, Arkansas

May 2, 2016	Force Science Institute Certification (4 hour block) Department of Homeland Security, Alexandria, Virginia
June 2-3, 2016	Guilford College-2-Day Force Science Seminar Greensboro, North Carolina
June 22-23, 2016	Force Science Institute 2-Day Seminar Columbia County Sherriff Office Training Center Columbia County, Georgia
July 30, 2016	Force Science 1-Day Seminar Texas Municipal Police Association Yearly Conference Dallas, Texas
November 1-2, 2016	Force Science Institute 2-Day Seminar Mercer County DA's Office Trenton, New Jersey
December 6, 2016	4 Hour Force Science Presentation Georgia Sherriff's Association-New Sherriff Academy Forsyth, Georgia
December 12, 2016	Force Science Institute Certification (4 hour block) Valencia State College-Orlando, Florida
December 14-15, 2016	Force Science Institute 2-Day Seminar Pinellas County Sherriff's Office-Largo, Florida
April 4-5, 2017	Force Sciences Institute 2-Day Seminar Fort Collins Police Department-Fort Collins, Colorado
June 15-16, 2017	Force Science Institute 2-Day Seminar Horsham Police Department-Horsham, Pennsylvania
August 3-4, 2017	Realistic Police De-Escalation Valencia State College-Orlando, Florida

September 7, 2017	Realistic Police De-Escalation FSI Training Center, Chicago, Illinois
November 7, 2017	Realistic Police De-Escalation FSI Training Center, Chicago, Illinois
December 19-21, 2017	Realistic Police De-Escalation Mohawk Valley Community College Utica, New York
January 29-30, 2018	Realistic Police De-Escalation Valencia State College-Orlando, Florida
March 6-7, 2018	Realistic Police De-Escalation FSI Training Center, Chicago, Illinois
May 8-9, 2018	Realistic Police De-Escalation FSI Training Center, Chicago, Illinois
May 29-30, 2018	Realistic Police De-Escalation Jacksonville Sherriff's Office Jacksonville, Florida
June 19-20, 2018	Realistic Police De-Escalation Jacksonville Sherriff's Office Jacksonville, Florida
September 17-18, 2018	Realistic Police De-Escalation FSI Training Center, Chicago, Illinois
February 5, 2019	The Psychology of Crisis Encounters: Officers and Offenders FSI Certification Course, Concord, California
February 26, 2019	The Psychology of Crisis Encounters: Officers and Offenders FSI Certification Course, Henderson, Nevada

PROFESSIONAL MEMBERSHIPS AND AFFILIATIONS

Associate Member	International Association of Chiefs of Police
Member	Society for Police and Criminal Psychology
Advisory Board Member	Court Appointed Special Advocates (CASA) of the Appalachian Juvenile Court Circuit
Advisory Board Member	Grands Who Care: Mercy Senior Care
Advisory Board Member	Berry College-Exercise Science Department

PROFESSIONAL LICENSE/CERTIFICATIONS

January 2001 to Present	Licensed Clinical Psychologist Georgia License # 2459
July 16, 2011 to Present	Georgia Certified Peace Officer
April 20, 2012	Certified Use of Force Analyst The Force Science Institute
December 11, 2014	Certified Use of Force Specialist The Force Science Institute
December 4, 2015	Hostage/Crisis Negotiator-Level I

AWARDS

2008-2009	Faculty Member of the Year-Berry College
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REFERENCES

Sam Perry, Ph.D.
705 North Division Street
Rome, Georgia 30165
(706) 802-7841

Lori Moss, J.D.
P.O. Box 1535
Calhoun, Georgia 30703

William O'Dell, J.D.
105 W. 1st Street
Rome, Georgia 30161
(706) 676-8445

EDUCATION

- Ph.D. **Psychology:** Union Institute and University, Cincinnati, Ohio (1988).
Concentration: Police Psychology
Dissertation: "Calm in the Face of Death: A Training Program for Maximizing Performance in Crisis Decision Making"
Internship: "Behavioral Science Unit," Tucson Police Department
- Other Graduate Study:** University of Vermont
University of Ottawa
Alfred Adler Institute (Chicago)
Minnesota State University, Mankato
- M.A. **Counseling:** University of Arizona, Tucson, Arizona (1979)
Thesis: "An Alternative Explanation for the Stockholm Syndrome"
- B.A. **Psychology and Sociology:** Lakehead University, Thunder Bay, Ontario, Canada (1967)

PREVIOUS RELEVANT EMPLOYMENT

Chair - Political Science/Law Enforcement Department
Professor/Director - Law Enforcement Program
Consultant and Trainer - Law Enforcement
Hostage Situations
Martial Arts

Clinical Psychologist
Consulting Psychologist
Justice of the Peace

HONORS AND SPECIAL AWARDS

- May 2013 – Appointed as a member of the **Visiting and Collaborative Graduate Faculty** at Minnesota State University, Mankato
- April 2013 – The Lewinski Lecture Series, "**Dissecting Law Enforcement Decision Making: How Science is Revolutionizing the Analysis of Officers' Actions**" Sponsored by Minnesota State University, Mankato: College of Social and Behavioral Sciences, Mankato, MN
- **Faculty Emeritus**, Minnesota State University, Mankato 2010 – Present
- Appointed by New York Governor David Paterson to be an advisor/consultant to the **New York State Police-On-Police Shootings Task Force** focusing on Trends in Fatal Mistaken Identity, 2009-2010
- **2004 Distinguished Professor in the College of Social and Behavioral Sciences at Minnesota State University, Mankato**
- **The Best of the Police Marksman, Volume II – 1995 to 2000**, authored by Connie Adams (2002), featured two articles entitled "Why Is the Suspect Shot in The Back? Finally, Hard Data on How Fast the Suspect Can Be - In 11 Different Shooting Scenarios" and "The Suspect is Shot in the Back - Is Your Shooting Clean?" (pp. 239-250)

- **National Commission On Law Enforcement Integrity**, Appointed in 2001. Chair of the section on Lethal Force
- **National Advisory Board**, Police Marksman Magazine, 2001
- **Appointment to the Community Mental Health, Peace Officer Advisory Board by the MN Commissioner of Public Safety**, 2001
- **The Royal Canadian Mounted Police Commanding Officer's Certificate**, for assistance rendered to the R.C.M.P. under exceptional circumstances
- **Pima County (Tucson) Attorney's Victim/Witness Program**, Service Award
- **International Association of Women Police**, Service Award
- **Minnesota State University, Mankato**, Service Award
- **Minnesota Association of Law Enforcement Firearms Instructors**, Honorary Lifetime Membership
- **Task Force on Families of Catastrophe**, invited to join the *Task Force to advise the U.S. State Department and the White House* regarding American hostages in Iran. Crisis resolved before formal activity on Task force was initiated.
- **World Conference on Police Psychology**, Invited to Attend FBI Academy, Quantico, Virginia, December 1985. Main focus was on how the behavioral sciences could assist law enforcement agencies in fulfilling their operational missions.
- **Justice of the Peace**, Legislative nomination and approval, *Province of Manitoba, Canada*. Nomination and appointment, Lieutenant-Governor of Canada in the name of Her Majesty, Queen Elizabeth the Second.

EMPLOYMENT

FULL TIME

2003-Present	Director - Force Science Institute, Ltd.
2007-2010	Full-Time Release from Minnesota State University, Mankato to do research and direct research institute
1997-1998	Chair - Political Science/Law Enforcement Department , Fifteen faculty, combined student population of 850 students including undergraduate and graduate majors in law enforcement, political science, paralegal, and public administration
1987-1992	Director - Law Enforcement Program , Minnesota State University, Mankato, Minnesota - 450 majors and 100 minors in program - Largest, highest standing, four-year law enforcement and/or criminal justice degree program in the State of Minnesota - Developed an applied research/consultation institute at Minnesota State University, Mankato - Developed an integrated clinical program resulting in a four-year law enforcement degree and a police officer licensure program in Minnesota
1981-2011	Professor - Law Enforcement Program , Minnesota State University, Mankato, MN - Teach Police Psychology (Police Stress, Crisis Intervention (PERP), and Sex Crimes Investigation) - Teach Police Tactics (Tactical Communication)
1979-1981	Developmental Disabilities Coordinator - Blue Earth County Human Services, Mankato, MN Therapist - Blue Earth County Human Services, Mankato MN Teacher/Therapist - Blue Earth County, Family and Marriage Education Center, Mankato, MN
1973-1978	Psychologist - Child Development and Support Services, Manitoba Department of Education, Winnipeg, Manitoba, Canada

1970-1973	Clinical Psychologist - Society for Crippled Children and Adults of Manitoba, Winnipeg, Canada Consultant , Winnipeg Association for the Mentally Retarded, Canada
1968-1969	High School Teacher to emotionally disturbed, learning disabled students, Thunder Bay, Ontario, Canada (English, mathematics, geography, physical education)
1967	Head Instructor - Open Arms Day Care Center for adults who are developmentally disabled, Mankato, MN
PART-TIME	
2002- 2010	Executive Director – Force Science Institute, Ltd. A research and consulting business.
1997- 2000	Co-Director - Complaint Institute - This is a unique coalition with MSUM, William Mitchell Law School and the Law Enforcement Minority Relations Steering Committee (Supreme Court Task Force). We developed an institute in cooperation with the minority communities in Minnesota to provide a two-week certification course for Internal Affairs Investigators. We received federal and state grants totaling over \$70,000 and ran three courses in 1998 and one in 1999. We also ran three supervisory courses during this time for department administrators.
1990-1993	Staff Member - Minneapolis Police Department Academy, Minneapolis, MN
1982-present	Consultant in Law Enforcement
1981-1984	Presenter/Therapist - Blue Earth County Family Education Center, Mankato, MN
1980-present	Founder, Chief Instructor - Mankato Goju-Kai Karate-Do Club, Minnesota State University, Mankato, MN (Regional Director, and Member of the National Board of Examiners, Goju-Kai Karate-Do, USA.)
1979-1982	Consultant-Hostage Negotiations - Southwest Security and Management Training, Tucson, AZ
1979	Adjunct Faculty - Psychology Department, Pima Community College, Tucson, AZ
1978	Consultant - <i>Royal Canadian Mounted Police</i> , Manitoba, Canada. 100 plus hours of negotiation and consultation
1971-1972	Unarmed Combat Instructor - <i>Queen's Own Cameron Highlanders of Canada</i> , Winnipeg, Manitoba, Canada

PEER REVIEWED CONFERENCES/PRESENTATIONS:

March 2012	“Witnesses in Action: The Effect of Physical Exertion on Recall and Recognition” <i>American Psychology – Law Society Conference</i> , presented by Lorraine Hope, San Juan, Puerto Rico.
March 2010	“Weapon Focus in Elite and Rookie Police Officers” <i>American Psychology - Law Society Conference</i> , AP-LS is Division 41 of the American Psychological Association, presented by Joan Vickers, Vancouver, Canada
September 2009	“Police Officers’ Gaze Behaviors and Shooting Performance During a Live Force on Force Encounter” Invited presenter, presented with Joan Vickers, <i>Fourth International Conference on Space and Cognition: Spatial Cognition and Action</i> , Rome, Italy

September 2004	“Lethal Force Encounters – Yet Another Opportunity for Engineering Education” <i>American Society for Engineering Educators, International Colloquium</i> . Beijing, China (Chinese Academy of Engineering, National Science Foundation of China & Tsinghua University) – paper accepted, and invitation extended.
June 2004	“Lethal Force Encounters – Yet Another Opportunity for Engineering Education” <i>American Society for Engineering Educators</i> . Salt Lake City, UT
March 2004	“Perception and Reaction Factors in Lethal Force Encounters - Tempe Study, A Compilation of Four Studies” <i>Academy of Criminal Justice Sciences</i> . Las Vegas, NV (with William Hudson, Sgt. Craig Stapp & Tamara Wilkins)
January 2004	“Biomechanics of Lethal Force Encounters - Action/Reaction Parameters” <i>American Society of Law Enforcement Trainers</i> . St. Louis, MO
March 2003	“Biomechanics of Lethal Force Encounters, Officer’s and Subject’s Movement and Speed – A Compilation of Three Studies” <i>Academy of Criminal Justice Sciences</i> . Boston, MA (with Tamara Wilkins)
January 2003	“Biomechanics of Lethal Force Encounters” <i>American Society for Law Enforcement Trainers</i> . Ontario, CA
March 1992	“Clinical Education in Law Enforcement” Chaired a roundtable. <i>Academy of Criminal Justice Sciences</i> , Cincinnati, OH
March 1986	“The Use of Psychological Power in Hostage Situations” <i>Academy of Criminal Justice Sciences</i> , Orlando, FL
March 1983	“Managing Hostage Situations in Small Towns and Rural Areas” <i>Academy of Criminal Justice Sciences</i> , San Antonio, TX
March 1982	“Profiling for Effective Negotiation Strategies in Hostage Situations” <i>Academy of Criminal Justice Sciences</i> , Louisville, KY
June 1980	“More on the Stockholm Syndrome” An Adlerian Perspective and Elaboration on Hostage Situations and Victim Trauma, <i>North American Society of Adlerian Psychology</i> , Amherst, MA

PUBLICATIONS

In preparation

- Lewinski, W.**, Everett, W., O’Neill, D., O’Neill, J. & Azar-Dickens, J. The differences between law, logic, and the real way officers make force decisions.
- O’Neill, D. A., Novak, E., Butcher, C., Weed, K., O’Neill, J., & **Lewinski, W. J.** A shot in the dark: Novice simulated shooting patterns at close range
- O’Neill, J., O’Neill, D. A., & **Lewinski, W. J.** A review of research and conceptual analysis of the unintentional discharge of firearms in law enforcement.
- O’Neill, J., **O’Neill, D. A.**, Lee, T. D., & **Lewinski, W. J.** Law enforcement training: a review of applied research.
- O’Neill, J., O’Neill, D. A., Weed, K., Spence, W., & **Lewinski, W.** Law enforcement training: the utility of objective corrective feedback and video modeling

Under Review

O'Neill, D. A., Spence, B. & **Lewinski, W.** Training and safety: Potentially lethal blue-on-blue confrontations.

O'Neill, J., **O'Neill, D. A.**, Lee, G., & Lewinski, W. J. Prone to standing: A durational analysis of prone positions to standing.

O'Neill, J., **O'Neill, D. A.**, Weed, K., Spence, W., & Lewinski, W. J. Police academy training, performance, and learning.

Peer Reviewed

O'Neill, J., Hartman, M., O'Neill, D. A., & **Lewinski, W. J.** (2018). Further analysis of the unintentional discharge of firearms in law enforcement. *Applied Ergonomics*, 68, 267 - 272. doi: 10.1016/j.apergo.2017.12.004

Hartman, M., & O'Neill, D. A., O'Neill, J., & **Lewinski, W. J.** (2017). Law enforcement memory of stressful events: Accuracy of officer recall as a function of detail type. *Law Enforcement Executive Forum*, 17(3), 22 – 42.

O'Neill, J., Swenson, S., O'Neill, D. A., Stark, E., & **Lewinski, W. J.** Perceptions of protective vests in law enforcement. *Journal of Police and Criminal Psychology*. doi: 10.1007/s11896-017-9237-x

O'Neill, J., O'Neill, D. A., & **Lewinski, W. J.** (2017). Toward a taxonomy of the unintentional discharge of firearms in law enforcement. *Applied Ergonomics*, 59(A), 283–292. doi: 10.1016/j.apergo.2016.08.013

Lewinski, W., Seefeldt, D., Redmann, C., Gonin, M., Sargent, S., Dysterheft, J., & Thiem, P. (2016). The Speed of a Prone Subject. *Law Enforcement Executive Forum*, 16, 70-83.

Lewinski, W., Dysterheft, J., Bushey, J., & Dicks, N. (2015). Ambushes Leading Cause of Officer Fatalities – When Every Second Counts: Analysis of Office Movement from Trained Ready Tactical Positions. *Law Enforcement Executive Forum*, 15(1), 1-15.

Hope, L., Blocksidge, D., Gabbert, F., Sauer, J. D., **Lewinski, W.**, Mirashi, A., & Atuk, E. (2015). Memory and the Operational Witness: Police Officers Recall of Firearms Encounters as a Function of Active Response Role. *Law and Human Behavior*, 40(1), 23-35.

Lewinski, W., Avery, R., Dysterheft, J., Dicks, N., & Bushey, J. (2015). The Real Risks During Deadly Shootouts: Accuracy of the Naïve Shooter. *International Journal of Police Science and Management*, 17(2), 117-127.

Lewinski, W., Dysterheft, J., Dicks, N., & Pettitt, R. (2015). The Influence of Officer Equipment and Protection on Short Sprinting Performance. *Applied Ergonomics*, 47, 65-71.

Lewinski, W., Dysterheft, J., Priem, M., & Pettitt, R. (2014). Police Officers' Actual vs. Recalled Path of Travel in Response to a Threatening Traffic Stop Scenario. *Police Practice and Research: An International Journal*, 17, 1-17.

Lewinski, W., Hudson, W., & Dysterheft, J., (2014). Police Officer Reaction Time to Start and Stop Shooting: The Influence of Decision-Making and Pattern Recognition. *Law Enforcement Executive Forum*, 14(2), 1-6.

Dysterheft, J., **Lewinski, W.**, Seefeldt, D., & Pettitt, R. (2013). The Influence of Start Position, Initial Step Type, and Usage of a Focal Point on Sprinting Performance. *International Journal of Exercise Science*, 6, 320-327.

Lewinski, W., Dysterheft, J., Seefeldt, D., & Pettitt, R. (2013, March). The Influence of Officer Positioning on Movement During a Threatening Traffic Stop Scenario. *Law Enforcement Executive Forum*, March 15, 1-15.

Hope, L., **Lewinski, W.**, Dixon, J., Blocksidge, D., & Gabbert, F. (2012). Witnesses in Action: The Effect of Physical Exertion on Recall and Recognition. *Psychological Science*, 23, 386-390.

- Vickers, J., & **Lewinski, W.** (2012). Performing Under Pressure; Gaze Control, Decision Making & Shooting Performance of Elite and Rookie Police Officers. *Human Movement Science Journal*, 31, 101-117.
- Lewinski, W.**, Hudson, W., Karwoski, D., & Redmann, C. (2010). Fired Cartridge Case Ejection Patterns from Semi-Automatic Firearms. *Investigative Sciences Journal*, 2, (3), 1-32.
- Sztajnkrycer, M., **Lewinski, W.**, & Buhrmaster, S. (2010). Leave No One Behind: Downed - Officer Rescue and Risk Perception. *FBI Law Enforcement Bulletin*, 9-15.
- Lewinski, W.**, & Redmann, C. (2009). New Developments in Understanding the Behavioral Science Factors in the “Stop Shooting” Response. *Law Enforcement Executive Forum*, 9(4), 35-54.
- Lewinski, W.** (2008). The Attention Study: A Study on the Presence of Selective Attention in Firearms Officers. *Law Enforcement Executive Forum*, 8, 107-139.
- Honig, A., & **Lewinski, W.** (2008). A Survey of the Research on Human Factors Related to Lethal Force Encounters: Implications for Law Enforcement Training, Tactics, and Testimony. *Law Enforcement Executive Forum* 8(4), 129-152.
- Vandermay, J., Houlihan, D., Klein, L.A., **Lewinski, W.**, & Buchanan, J. (2008). Command Sequence in Police Encounters: Searching for a Linguistic Fingerprint. *Law Enforcement Executive Forum*, 8, 141-151.
- Schwarzkopf, E., Houlihan, D., Kolb, K., **Lewinski, W.**, Buchanan, J., & Christenson, A. (2008). Force Science Forum: Command Types Used in Police Encounters. *Law Enforcement Executive Forum* 8, 99-114.
- Page, J., Thibeault, C., Page, K., & **Lewinski, W.** (2007). Pursuit Driver Training Improves Memory for Skill-Based Information. *Police Quarterly*, 11, 353-365.
- Bumgarner, J., **Lewinski, W.**, Hudson, W., & Stapp, C. (2006). An Examination of Police Officer Mental Chronometry: “I Swear... I Don’t Know How I Shot Him in the Back.” *Journal of The Association for Crime Scene Reconstruction*, 12, 11-26.

CHAPTERS OR PORTIONS OF CHAPTERS:

- Itabashi, H.H., Andrews, J.M., Tomiyasu, U., Erlich, S.S., Sathyavagiswaran, L. (2007). *Forensic Neuropathology: A Practical Review of the Fundamentals* (pp. 237-9). Academic Press – Amsterdam, Netherlands.

MEDIA/ARTICLES

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| 2018 | O’Neill, J., Hartman, M. E., O’Neill, D. A., & Lewinski, W. J. (2018, April). The ABCs of Unintentional Discharges. <i>The Police Chief</i> , 85, 14-15 |
| 2017 | O’Neill, J., O’Neill, D. A., & Lewinski, W. J. (2016, November). A behavior analysis of unintentional discharges. <i>The Police Chief</i> , 83, 14-15. |
| 2016 | Lewinski, W. , Seefeldt, D., O’Neill, J. (2016, May). Falling subjects and the use of force. <i>The Police Chief</i> , 83, 14-17. |
| 2013 | “Behavioral Scientist Lectures LAPD Officers About Science of Using Deadly Force” CBS Los Angeles, October 9 th , 2013 |
| 2013 | “Officer Shootings and Hostage Situations” Podcast interview, <i>Police Magazine</i> , May 2013 |
| 2012 | “Force Science Certification Course: The Harvard of law enforcement training.” <i>Law Officer: Police & Law Enforcement</i> , online article, December 2012 |

- 2012 *Daily Planet*, a televised program on the **Discovery Channel Canada**, filmed and aired a segment featuring ***The Influence of Officer Positioning on Movement During a Threatening Traffic Stop Scenario Force Science Research Project***, April 2012
- 2012 **“Hillsboro police and Force Science Institute hold traffic stop study on officer memory, safety.”** *The Oregonian*, April 2012
- 2010 *Daily Planet*, a televised program on the **Discovery Channel Canada**, filmed and aired a segment featuring ***The Force Science Exhaustion Study Research Project***, October 2010
- 2010 *Daily Planet*, a televised program on the **Discovery Channel Canada**, filmed and aired a segment featuring ***The Force Science Prone Study Research Project***, March 2010
- 2007 **“Civilian Use of Taser.”** *KJZZ Public Radio of Phoenix, AZ*, August 2007
- 2007 **“Tunnel Vision and Tunnel Hearing – Time to Update.”** *The Thin Blue Line*, January 2007
- 2007 **“Tunnel Vision and Tunnel Hearing – Time to Update.”** *The Colorado Law Enforcement Officer*, January 2007
- 2006 Variety of publications in professional law enforcement journals in England, from Jane’s publication to the Home Office’s publications.
- 2006 **Panorama** – BBC television program focusing solely on the research and science of the Force Science Research Center and the implications for the British Legal System in both officer involved and civilian cases where lethal force was used.
- 2005-11 **Force Science News** – Distributed every two weeks to a readership of approximately 200,000. Selected articles are loaded on the **International Association of Chiefs of Police** password protected website for worldwide distribution to police chiefs.
- 2003 **“The Impact of Visual Complexity, Decision Making and Anticipation, The Tempe Study – Experiments 3 & 5.”** *The Police Marksman*, November/December 2003
- 2003 **“Time to START Shooting? Time to STOP Shooting? The Tempe Study.”** *The Police Marksman*, September/October 2003
- 2003 **“48 Hours Investigates – The Investigators.”** 03/07/03 - CBS News Show (Mark Goldbaum, producer) on the consultants in the Anthony Dwain Lee, Halloween Shooting case. (Johnny Cochran’s lawsuit against LAPD)
- 2002 **“Biomechanics of Lethal Force Encounters.”** *The Police Marksman*, November/December 2002
- 2002 **“Stress Reactions Related to Lethal Force Encounters.”** *The Police Marksman*, May/June 2002
- 2001 **Annual Conference of International Association of Chiefs of Police**, Toronto, Ontario, Canada. Roundtable discussion on Ethical Issues with Law Enforcement Administrators recorded and presented as a verbatim article in the *Law and Order Magazine*, May 2002
- 2001 **“Why Is the Suspect Shot in The Back? Finally, Hard Data on How Fast the Suspect Can Be - In 11 Different Shooting Scenarios.”** Report/Electronic Publication - *Calibre Press Website*. This website receives one and a quarter million hits per month, August & September 2001
- 2000 **“Why Is the Suspect Shot in The Back? Finally, Hard Data on How Fast the Suspect Can Be - In 11 Different Shooting Scenarios.”** *The Police Marksman*, November/December 2000
- 2000 **“The Lethal Employee.”** *The Police Marksman*, January/February 2000

- 1999 **“The Suspect is Shot in the Back. Is Your Shooting Clean?”** *The Police Marksman*, September/October 1999
- 1999 **“New Study Reveals How Suspects Sometimes Get Shot in the Back.”** Report/Electronic Publication *Calibre Press Newsline*, #353, March 9, 1999. Newsline is distributed in electronic or print form to one quarter million law enforcement officers worldwide
- 1998 **“Hostage Officer Survival.”** Video, *Calibre Press*, Technical Consultant
- 1993 **“Pursuit Driving - Stress, Decision Making, Training.”** MNSAT statewide satellite presentation for the Minnesota POST Board - co-presented with attorney, William Everett
- 1992 **“Use of Deadly Force.”** Video - The psychological aspects of the 1992 P.O.S.T. Learning Objectives, used by numerous police departments throughout the State of Minnesota
- 1992 **“The Use of Deadly Force”** Created a video production for the Wright County Sheriff’s Department and the Annandale, Prior Lake, Minnetonka, Kimball, Fairmont, and Buffalo, Minnesota Police Departments to meet the 1992 P.O.S.T. training requirements on the use of deadly force
- 1986 Consulting Expert **Tactical Edge** *Calibre Press*

PUBLICATIONS ABOUT MY WORK:

- Squires, P. & Kennison, P. (2010). *Shooting to Kill? Policing, Firearms and Armed Response*, West Sussex, UK: Wiley – Blackwell.
- Scarry, L. (2010, August). Setting the Bar – At the Force Science Institute, testing is part of the certification requirement. *Law Officer*, pp. 32–36.
- Rossi, G. (2010, July – September). Force Science Institute - Force Science Analyst Certification Course, Course Review. *ILEETA Review*, pp. 3–5.
- Bahde, D. (2010, July). Force Science Institute, Applying Sound Scientific Principals to Protect Officers During and After a Shootout! *Guns & Weapons for Law Enforcement*, pp. 12–13.
- Griffith, D. (2010, March). The Force Scientist. *Police the Law Enforcement Magazine*, pp. 36–43.
- Pilgrim, B. (2009, April). A Killer Awaits – Be Ready, Be Quick. *Guns & Weapons for Law Enforcement*, pp. 46-48, 84-85.
- Bovingdon, T. (2009, December). Gaze Control and Shooting Performance. *Police Review IHS Jane’s*.
- Graham, B. (2005, November). Bulletproof. *Police - The Voice of the Service*
- Weeg, J. (2002, May/June). What You Need to Tell the Prosecutor in Your Next Use-of-Force Case. *Police Marksman*.
- DuCharme, S. (2002, May). The Search for Reasonableness in Use-Of-Force Cases: Understanding the Effects of Stress On Perception and Performance. *Fordham Law Review*.

REVIEWER

- Policing: A Journal of Policy and Practice
- Cognitive Processing - International Quarterly of Cognitive Science
- Law Enforcement Executive Forum
- Psychology, Public Policy and Law (APA Journal)

- Policing: An International Journal of Police Strategies and Management
- Social Sciences and Humanities Research Council of Canada

MEMBERSHIPS

- International Association of Chiefs of Police (IACP)
 - Police Psychological Services Section of the International Association of Chiefs of Police
 - Patrol and Tactical Operations Committee
- Society of Police & Criminal Psychology
- International Law Enforcement Educators and Trainers Association (ILEETA)

CERTIFICATION COURSES

December 2018	Force Science Certification Course , sponsored by the Valencia College, Orlando, FL
November 2018	Force Science Certification Course , Henderson Police Department, Henderson, NV
October 2018	Force Science Certification Course , sponsored by Texas Department of Public Safety, Austin, TX
October 2018	Force Science Certification Course , sponsored by Sacramento County Deputy Sheriff's Association, Sacramento, CA
October 2018	Force Science Certification Course , sponsored by Knoxville Police Department, Knoxville, TN
September 2018	Force Science Certification Course , sponsored by KCPD Regional Training Academy, Kansas City, MO
June 2018	Force Science Certification Course , sponsored by Aurora Public Safety Training Center, Aurora, CO
May 2018	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
April 2018	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
April 2018	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
March 2018	Force Science Certification Course , sponsored by New York State Division of Criminal Justice Services, Albany, NY
February 2018	Force Science Certification Course , sponsored by Scottsdale Police Department, Scottsdale, AZ
January 2018	Force Science Certification Course , sponsored by Force Science, San Diego, CA
December 2017	Force Science Certification Course , sponsored by the Valencia College, Orlando, FL
November 2017	Force Science Certification Course , sponsored by Henderson Police Department, Henderson, NV
October 2017	Force Science Certification Course , sponsored by South Carolina Law Enforcement Division, Columbia, SC
September 2017	Force Science Certification Course , sponsored by Rochester Police Department, Rochester, NY
September 2017	Force Science Certification Course , Force Science Training Center, Des Plaines, IL

June 2017	Force Science Certification Course , sponsored by Aurora Police Department, Aurora, CO
May 2017	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
April 2017	Force Science Certification Course , sponsored by Las Vegas Police Protective Association, Las Vegas, NV
March 2017	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
February 2017	Force Science Certification Course , sponsored by Austin Police Department, Austin, TX
January 2017	Force Science Certification Course , sponsored by Scottsdale Police Department, Scottsdale, AZ
December 2016	Force Science Certification Course , sponsored by Valencia College, Orlando, FL
November 2016	Force Science Certification Course , sponsored by Hillsboro Police Department, Hillsboro, OR
October 2016	Force Science Certification Course , sponsored by West Valley City Police Department, West Valley, UT
October 2016	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
September 2016	Force Science Certification Course , sponsored by Scottsdale Police Department, Scottsdale, AZ
May 2016	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
May 2016	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
April 2016	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
March 2016	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
February 2016	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
February 2016	Force Science Certification Course , sponsored by Henderson Police Department, Henderson, NV
January 2016	Force Science Certification Course , sponsored by the Texas Department of Safety, Austin, TX
December 2015	Force Science Certification Course , sponsored by the Valencia College, Orlando, FL
November 2015	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
October 2015	Force Science Certification Course , sponsored by the United States Army Operations Group, San Antonio, TX
September 2015	Force Science Civilian Review Board , Force Science Training Center, Des Plaines, IL
September 2015	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
June 2015	Force Science Certification Course , sponsored by the West Jordan Police Department, West Jordan, UT
May 2015	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA

April 2015	Force Science Certification Course , Force Science Training Center, Des Plaines, IL
March 2015	Force Science Certification Course , sponsored by the Hayward Police Department, Hayward, CA
February 2015	Force Science Certification Course , sponsored by the Scottsdale Police Department, Scottsdale, AZ
February 2015	Force Science Certification Course , sponsored by the Seattle Police Department, Seattle, WA
January 2015	Force Science Certification Course , sponsored by the Henderson Police Department, Henderson, NV
December 2014	Force Science Certification Course , sponsored by the Valencia College, Orlando, FL
November 2014	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
October 2014	Force Science Certification Course , sponsored by the Columbus Police Department, Columbus, OH
October 2014	Force Science Certification Course , sponsored by the Wheeling Police Department, Wheeling, IL
September 2014	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
August 2014	Force Science Certification Course , sponsored by the Arapahoe County Sheriff's Office, Centennial, CO
July 2014	Force Science Certification Course , sponsored by the Dane County Sheriff's Office, Madison, WI
May 2014	Force Science Certification Course , sponsored by the Glenview Police Department, Glenview, IL
April 2014	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
March 2014	Force Science Certification Course , sponsored by the Glenview Police Department, Glenview, IL
February 2014	Force Science Certification Course , sponsored by the Fort Worth Police Department, Fort Worth, TX
February 2014	Force Science Certification Course , sponsored by the Seattle Police Department, Seattle, WA
January 2014	Force Science Certification Course , sponsored by the Scottsdale Police Department, Scottsdale, AZ
December 2013	Force Science Certification Course , sponsored by the Las Vegas Metropolitan Police Department, Las Vegas, NV
November 2013	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
October 2013	Force Science Certification Course , sponsored by the Los Angeles Sheriff's Department, Los Angeles, CA
September 2013	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
May 2013	Force Science Certification Course , sponsored by the Glenview Police Department, Glenview, IL
April 2013	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA

March 2013	Force Science Certification Course , sponsored by the Calgary Police Service, Calgary, AB, Canada
February 2013	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
January 2013	Force Science Certification Course , sponsored by the Scottsdale Police Department, Scottsdale, AZ.
December 2012	Force Science Certification Course , sponsored by Las Vegas Metro, Las Vegas, NV.
October 2012	Force Science Certification Course , sponsored by Cincinnati Police Department, Cincinnati, OH.
September 2012	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
May 2012	Force Science Certification Course , sponsored by the Hillsboro Police Department, Hillsboro, OR
April 2012	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
February 2012	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
January 2012	Force Science Certification Course , presented exclusively for and sponsored by the Royal Canadian Mounted Police, Winnipeg, Canada
December 2011	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
October 2011	Force Science Certification Course , sponsored by the Peel Regional Police Department, Peel, Canada
August 2011	Force Science Certification Course , sponsored by the Department of Homeland Security, Alexandria, VA
June 2011	Force Science Certification Course , sponsored by the Hillsboro Police Department, Hillsboro, OR
April 2011	Force Science Certification Course , sponsored by the Milwaukee Police Department, Milwaukee, WI
February 2011	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
November 2010	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
August 2010	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
June 2010	Force Science Certification Course , sponsored by the Milwaukee Police Department, Milwaukee, WI
April 2010	Force Science Certification Course , sponsored by the Milwaukee Police Department, Milwaukee, WI
February 2010	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
October 2009	Force Science Certification Course , sponsored by the Milwaukee Police Department, Milwaukee, WI
July 2009	Force Science Certification Course , sponsored by the Calgary Police Service, Calgary, AB, Canada
June 2009	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA
October 2008	Force Science Certification Course , sponsored by the San Jose Police Department, San Jose, CA

March 2008 **“Lewinski Conference” Force Science Certification Course**, sponsored by the London Metropolitan Police and the Metropolitan Police Federation, Mayfair Conference Centre, London England

BODY CAMERA COURSES

September 2018 **Force Science Body Camera Course**, sponsored by Oklahoma FOP Lodge 123, Oklahoma City, OK

October 2017 **Force Science Body Camera Course**, sponsored by the Columbus Fraternal Order of Police, Columbus, OH

October 2017 **Force Science Body Camera Course**, sponsored by the Ohio Attorney General, Richfield, OH

April 2017 **Force Science Body Camera Course**, sponsored by the Scottsdale Police Department, Scottsdale, AZ

April 2017 **Force Science Body Camera Course**, sponsored by the Minnesota Chiefs of Police Association, St. Cloud, MN

September 2016 **Force Science Body Camera Course**, Force Science Training Center, Des Plaines, IL

June 2016 **Force Science Body Camera Course**, Force Science Training Center, Des Plaines, IL

March 2016 **Force Science Body Camera Course**, Force Science Training Center, Des Plaines, IL

February 2016 **Force Science Body Camera Course**, sponsored by the Ocean View Police Department, Dover, DE

November 2015 **Force Science Body Camera Course**, Force Science Training Center, Des Plaines, IL

REALISTIC DE-ESCALATION COURSES

September 2018 **Force Science Realistic De-escalation Course**, Force Science Training Center, Des Plaines, IL

August 2018 **Force Science Realistic De-escalation Course**, South Dakota Division of Criminal Investigations, Pierre, SD

June 2018 **Force Science Realistic De-escalation Course**, Jacksonville Sheriff’s Department, Jacksonville, IL

May 2018 **Force Science Realistic De-escalation Course**, Jacksonville Sheriff’s Department, Jacksonville, IL

May 2018 **Force Science Realistic De-escalation Course**, Force Science Training Center, Des Plaines, IL

April 2018 **Force Science Realistic De-escalation Course**, sponsored by Scottsdale Police Department, Scottsdale, AZ

March 2018 **Force Science Realistic De-escalation Course**, Force Science Training Center, Des Plaines, IL

January 2018 **Force Science Realistic De-escalation Course**, sponsored by Orlando Police Department, Orlando, FL

December 2017 **Force Science Realistic De-escalation Course**, sponsored by New York State Division of Criminal Justice Services, Utica, NY

November 2017 **Force Science Realistic De-escalation Course**, Force Science Training Center, Des Plaines, IL

September 2017 **Force Science Realistic De-escalation Course**, Force Science Training Center, Des Plaines, IL

August 2017 **Force Science Realistic De-escalation Course**, sponsored by Orlando Police Department, Orlando, FL

PRESENTATIONS

(All presentations, conferences, seminars, etc. have been by invitation.)

SPECIAL PRESENTATIONS

- August 2018 **“Human Factor Dynamics in High-Stress Rapidly Unfolding Force Encounters & Implications for Officer Performance, Memory and Investigations”** *FBI – Minneapolis Division, Bloomington, MN*
- July 2018 **“Practical Application of Police Use of Force Research”** *United States Department of Defense, Falls Church, VA*
- June 2018 **“Practical Application of Police Use of Force Research”** *Canadian Association of Police Educators, Chilliwack, BC, Canada*
- July 2017 **“Force Science Research”** *U.S. Marshals, Pacific Southwest Regional Fugitive Task Force, Tustin, CA*
- March 2017 **“Force Science Research as Applied to Force Encounters”** *Department of Homeland Security, Office of General Counsel, Washington DC*
- March 2017 **“Force Science Research”** *Northern Illinois Training Advisory Board, Rockford, IL*
- February 2017 **“Body Cameras”** *FBINAA Arizona Chapter, Tucson, AZ*
- January 2017 **“Force Science Research”** *National Fraternal Order of Police, St. Pete Beach, FL*
- June 2016 **“Understanding the Limitations of Body Cameras and Related Recordings in the Context of Counter-Terrorism Efforts and Terrorism Investigations”** *International Association of Chiefs of Police, India Delegation, Washington DC*
- January 2015 **“Body Cameras – Research and Legal Consideration” Panel Member.** *The President’s Task Force on 21st Century Policing. University of Cincinnati, Cincinnati, OH.*
- October 2013 **“Force Science Research as Applied to Force Encounters”** Sponsored by Los Angeles Police Department, Police Protection League, for the Press and their Civilian Review Board (Police Commissioner). Los Angeles, CA.
- September 2010 **“Force Science Training Program”** *Indiana Association of Chiefs of Police Conference, Sponsored by the Indianapolis Metropolitan Police Department, Indianapolis, IN*
- September 2010 **“Force Science Training Program”** *Public Forum, Sponsored by the District Attorney’s Office, Waterloo, IA*
- April 2010 **“Implications of Force Science Research for Training and Deployment of Armed Officers”** *Republic of Ireland Police - Garda Siochana Headquarters - Dublin, Ireland*
- October 2009 **“Understanding and Investigating Officer-Involved Shootings”** *Public Forum, Sponsored by The Lane County District Attorney’s Office, Eugene, OR*
- March 2008 Presentation to the Command Staff and London Metropolitan Police Federation on the **Quadrant of Attention** research project with the London Metropolitan Police, *New Scotland Yard, London, England*
- December 2007 **Presentation about the work of Force Science,** *The Joint Human Rights Committee of the House of Commons and House of Lords, London, England*

- October 2007 **“Psychological Aspects of Deadly Force Encounters: New Research With Substantial Policy Implications”** *Police Psychological Services Section: International Association of Chiefs of Police, New Orleans, LA*
- April 2007 **“The Use of Force and Community Notification”** *ReEntry House along with the Minneapolis and St. Paul Police Departments, Minneapolis, MN*
- October 2006 **Presentation about the work of Force Science,** *The Joint Criminal Justice Committee of the House of Commons and the House of Lords, London, England*
- October 2006 **“Chief’s Response to Controversial Use of Force Incidents: Balancing the Interest of Agency, Officer, Community and Media”** Panel presentation for the *International Association of Chiefs of Police, Inc., Boston, MA*

INTERNATIONAL CONFERENCES

- October 2018 **“The 6 Critical Psychological Factors to Consider in Determining when to do an OIS Interview”** *International Association of Chiefs of Police (IACP) Annual Conference, Orlando, FL*
- November 2016 **“Crisis Decision Making in Law Enforcement and its Relevance to Crisis Situations in the Emergency Room and Operating Theater”** Speaker, *International Medical Conference, Leaders in Healthcare, Liverpool, United Kingdom*
- August 2016 **“Body Cameras & Other Recordings in Law Enforcement: Important Human Factors Considerations for Investigations and Incident Analysis”** Speaker, *International Homicide Investigators Association Conference, New Orleans, LA*
- September 2014 **“Human Dynamics & Situational Awareness in Extreme Stress”** Speaker, *Risky Business International Medical Conference, London, United Kingdom*
- October 2014 **“Police Officer’s Attentional Process in an Officer Involved Shooting or Force Encounter”** *International Association of Chiefs of Police (IACP) Annual Conference, Orlando, FL*
- October 2013 **“Officer Involved Shootings: Investigative Procedures”** Speaker Panel, *120th Annual International Association of Chiefs of Police Conference, Philadelphia, PA*
- June 2012 **“Presentation on Force Science Research,”** *19th Annual Symposium International Homicide Investigators Association, New Orleans, LA*
- December 2011 **“Behavioral Aspect of Hostage Negotiations”** Training for the Polizia di Stato, *Guest Professor, University of Padua, Padua, Italy*
- November 2011 **“Behavioral Science Aspects of Hostage Negotiation for United Nations Peace Keepers Program and for the Arma dei Carabinieri”** *Guest Professor, University of Padua, Padua, Italy*
- April 2011 **“Presentation of Force Science Research”** *International Law Enforcement Educators and Trainers Association 2011 Conference & Expo, Wheeling, IL*
- September 2010 **“Force Science Training Course”** *Legacy of Excellence Conference, Calgary, Canada*
- April 2008 **“Current Research and FSRC Projects”** *International Law Enforcement Educators and Trainers Association, Wheeling, IL*
- April 2007 **“Current Research and FSRC Projects”** *International Law Enforcement Educators and Trainers Association, Wheeling, IL*

- February 2007 **“Representing Police Officers in Shootings and Critical Incidents”** *International Union of Police Associations AFL-CIO*, Sarasota, FL
- January 2007 **“Impact of Human Factors on Forensic Evidence”** Keynote speaker for *Association of Crime Scene Reconstruction*, Tacoma, WA
- May 2006 **“Force Science Research Center Presentation on Human Factors in Lethal Force Encounters”** *National Police Conference*, Bournemouth, United Kingdom
- April 2006 **“Current Force Related Research Results”** *International Law Enforcement Educators and Trainers Association Training Conference*, Chicago, IL
- September 2005 **“Research from the Force Science Research Center”** *Canadian Officer Safety Conference*, Victoria, British Columbia, Canada
- September 2005 **“An Eye to the Future - Leading Edge Research in Law Enforcement Safety Training”** *Canadian Officer Safety Conference*, Victoria, British Columbia, Canada (Panel presentation)
- June 2005 **“Latest Research from the Force Science Research Center”** *International Association of Law Enforcement Firearms Instructors*, Reno, NV
- June 2005 **“Panel Presentation from FSRC on the Latest Research from the Force Science Research Center”** *International Association of Law Enforcement Educators and Trainers Association*, Chicago, IL
- October 1991 **“Building Passionate Intimacy into Your Police Relationship”** *The International Association of Chiefs of Police*, Minneapolis, MN
- September 1990 **“Stress Within Police Families”** *The International Association of Women Police*, Minneapolis, MN

INTERNATIONAL SEMINARS

- January 2012 **“Presentation on Force Science Research”** *Manitoba Police Commission*, Winnipeg, Canada
- September 2011 **“Presentation of Force Science Research”** Sponsored by the Vancouver Police Department, Vancouver, Canada
- September 2011 **“Presentation of Force Science Research”** Sponsored by the Vancouver Police Department, New Westminster, Canada
- March 2011 **“Presentation of Force Science Research”** Sponsored by the Royal Canadian Mounted Police, St. Albert, Alberta, Canada
- April 2010 **“Force Science Seminar”** *Republic of Ireland Police*, Garda Siochana College, Templemore, Ireland
- May 2009 **“Application of Force Science Research to Officer Involved Shooting-Tactical Workshop”** *International SWAT Competition*, Graves End, United Kingdom
- May 2008 **“Application of Force Science Research to Officer Involved Shooting -Tactical Workshop”** *International SWAT Competition*, Belfast, United Kingdom
- May 2008 **“Understanding Human Performance in High Stress Encounters”** *Police Federation of Northern Ireland and Police Service of Northern Ireland*, Belfast, United Kingdom
- December 2007 **“Understanding Officer Involved Shootings”** *Special Investigations Unit, Investigators’ Training Seminar*, Toronto, Ontario, Canada

- June 2007 **“Winning Extreme Encounters from Street to Court”** *Force Science Research Center*, Vancouver, British Columbia, Canada
- April 2007 **“Bringing Science to the Streets”** *Metropolitan Police Federation*, Imperial War Museum, London, England
- April 2007 **“Human Factors in Use of Force”** *London Metropolitan Police I.A. and Independent Police Complaints Commission*, London, England
- November 2006 **“Research from the Force Science Research Center”** *London Parliament*, United Kingdom
- October 2006 **“Death Following Police Contact”** *London Metropolitan Police*, London, England
- August 2006 **“Meeting of FBI National Executives Institute”** *Leadership Academy for Policing*, Bramshill, United Kingdom
- January 2006 **“Force Science Research Center Presentation on Human Performance in Lethal Force Encounters”** *Annual Conference, American Society of Law Enforcement Trainers*, Albuquerque, NM
- May 2006 **“Force Science Research Center Presentation on Responding to Lethal Force Encounters”** with Dr. Alex Artwohl, *Centrex-Bramshill*, England
- October 2005 **“Critical Incident Policing”** *London Metropolitan Police Federation, Constables’ Branch Board*, (presented with Dr. Alexis Artwohl, Scott Ingram, and Colonel Bob Stewart), London, England

NATIONAL CONFERENCES

- November 2009 **“Force Science Principles”** *NACOLE (National Association of Civilian Oversight of Law Enforcement) Annual Conference*, Austin, TX
- October 2008 **“Legal, Psychological and Biomechanical Aspects of Officer-Involved Lethal and Less Lethal Force”** *AELE Law Enforcement Legal Section Seminar*, Las Vegas, NV
- March 2008 **“Legal, Psychological and Biomechanical Aspects of Officer-Involved Lethal and Less Lethal Force”** *AELE Law Enforcement Legal Section Seminar*, San Francisco, CA
- November 2007 **“Legal, Psychological and Biomechanical Aspects of Officer-Involved Lethal and Less Lethal Force”** *AELE Law Enforcement Legal Section Seminar*, Las Vegas, NV
- September 2007 **“The Impact of Human Factors on Forensic Evidence in Lethal Force Encounters”** *Rocky Mountain Division of the International Association for Identification – Fall Training Symposium*, Westminster, CO
- September 2005 **“Research from the Force Science Research Center” & “Deadly Force Experts Panel.”** *International Law Enforcement Educators and Trainers Association*, Chicago, IL
- January 2005 **“Panel Presentation by Force Science Research Center”** *American Society of Law Enforcement Trainers*, Gainesville, FL

NATIONAL SEMINARS

- March 2010 **“New Force Sciences Finding into the Human Dynamics of Deadly Force and Other High Stress Encounters”** William Lewinski, **Keynote Speaker: 2010 Police TREXPO West Conference**, Long Beach, CA
- March 2009 **“Police Behavior in Force Encounters”** Alpha Phi Sigma, Boston, MA

April 2008	“Force Science Research” <i>National Fish and Wildlife Investigators</i> , Shepardstown, WV
March 2008	“Force Science Research” <i>National Fish and Wildlife Investigators</i> , Shepardstown, WV
March 2008	“Force Science Seminar” California Homicide Investigators’ Association, Las Vegas, NV
December 2007	“Winning Extreme Encounters from Street to Court” Oakland Police Academy, Oakland Community College, Auburn Hills, MI
October 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Green Bay, WI
September 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Spokane, WA
July 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Louisville, KY
July 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Richmond, VA
May 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Bethlehem, PA
May 2007	“Winning Extreme Encounters from Street to Court” <i>Force Science Research Center</i> , Provo, UT
April 2007	“Understanding and Investigating Officer Involved Shootings” <i>Force Science Research Center and The Law Firm of Snyder and Hoag, LLC</i> , Seattle, WA
December 2006	“Research from the Force Science Research Center” <i>Customs and Border Protection Advanced Training Center Department of Homeland Security</i> , Harpers Ferry, WV
November 2006	“Actions During Deadly Force Encounters” <i>Police National Training Center</i> , Sioux City, IA
November 2006	“Latest Research on Critical Incidents” <i>Labor Relations Information System</i> , Fort Lauderdale, FL
October 2006	“Research from the Force Science Research Center” <i>States Self-Insurers Risk Retention Group in care of Berkley Risk Administrators Company, LLC</i> , San Antonio, TX
September 2006	“The Force Science Seminar: Winning Extreme Encounters from Street to Court” <i>Force Science Research Center and Santa Clara Police Department</i> , Santa Clara, CA
April 2006	“Human Performance in Lethal Force Encounters” <i>The Federal Bureau of Investigation-National Academy Associates</i> , Salem, OR
February 2006	“Legal, Psychological and Biomechanical Aspects of Officer-Involved Lethal and Less Lethal Force” <i>AELE Law Enforcement Legal Section Seminar</i> , one of nine presenters, Las Vegas, NV
September 2005	“Research from the Force Science Research Center” <i>Labor Relations Information Systems, Use of Force Seminar</i> , San Antonio, TX
August 2005	“Research from the Force Science Research Center” <i>Association of Threat Assessment Professionals</i> , Anaheim, CA

May 2001	“Subject Movement & Speed in Shooting Situations” and “Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Hutchinson, MN</i>
May 2000	“Subject Movement & Speed in Shooting Situations” and “Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Hutchinson, MN</i>
May 1999	“Psychophysiological Responses in Critical Incidents, Survival Techniques, the Role of CISD Teams” <i>Labor Relations Information Systems, Use of Force Seminar, Newport, RI</i>
April 1999	“Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Hutchinson, MN</i>
April 1998	“Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Hutchinson, MN</i>
April 1997	“Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States Hutchinson, MN</i>
April 1996	“Management’s Response to CI’s and Traumatic Stress After Care” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Chaska, MN</i>
November 1995	“Psychophysiological Responses in Critical Incidents, Survival Techniques, the Role of CISD Teams” <i>Labor Relations Information Systems, Use of Force Seminar, Orlando, FL</i>
August 1995	“Post Traumatic Stress Disorder and the Police Chaplin” <i>North Central Police Chaplin’s Conference, Eden Prairie, MN</i>
April 1995	“Management’s Response to CI’s and Traumatic Stress Aftercare” <i>FBI Law Enforcement Executive Development Seminar, North Central States, Chaska, MN</i>
October 1994	“Psychophysiological Responses in Critical Incidents, Survival Techniques, the Role of CISD Teams” <i>Labor Relations Information Systems, Use of Force Seminar, Portland, OR</i>
March 1992	“Post Traumatic Stress Disorder” <i>Labor Relations Information Systems, Use of Force Seminar, Palm Springs, CA</i>
August 1991	“Coping with the Different Levels of Stress in Law Enforcement” <i>U.S. Customs Special Agents, Tucson/Nogales, AZ</i>
January 1991	“Post Traumatic Stress Disorder” <i>Labor Relations Information Systems, Use of Force Seminar, Phoenix, AZ</i>
December 1990	“Police Relationships” <i>U.S. Marshals Annual Meeting, Miami, FL</i>
April 1990	“Police Stress” <i>IRS Criminal Investigators, Minneapolis, MN</i>
1986-1990	“Use of Force and Critical Incident Trauma and Police Relationships” <i>Street Survival Seminar, Calibre Press, Inc. 24 cities per year, across the US and Canada. Seminar attendees came from every major law enforcement agency in North American, many attended from Europe, Asia, Africa and Australia.</i>
October 1986	“Shooting Decisions and Post Shooting Trauma” <i>FAA Sky Marshals, Presented with Dr. Kevin Gilmartin, Tucson P.D., Tucson, AZ</i>

STATE CONFERENCES/SEMINARS

November 2018	<i>Police Officers Research Association of California. Reno, NV</i>
September 2016	“Body Cameras & Other Recordings in Law Enforcement: Important Human Factors Considerations for Investigations and Incident Analysis” <i>Minnesota Police and Peace Officer’s Association, Minneapolis, MN</i>
August 2016	“Body Cameras & Other Recordings in Law Enforcement: Important Human Factors Considerations for Investigations and Incident Analysis” <i>Henrico County Police Division, Henrico, VA</i>
August 2016	“Body Cameras & Other Recordings in Law Enforcement: Important Human Factors Considerations for Investigations and Incident Analysis” <i>Idaho Prosecuting Attorneys Association, Boise, ID</i>
July 2016	“Body Cameras & Other Recordings in Law Enforcement: Important Human Factors Considerations for Investigations and Incident Analysis” <i>Minnesota Police and Peace Officer’s Association, Hopkins, MN</i>
June 2016	“Will Science Rise Above Emotionalism in Law Enforcement?” <i>Minnesota Police and Peace Officer’s Association, Alexandria, MN</i> (keynote speaker for annual conference)
May 2016	“Understanding and Applying Force Science Concepts to Force Investigations” <i>Delaware Police Chief’s Counsel, Dewey Beach, DE</i>
April 2016	“Understanding and Applying Force Science Concepts to Force Investigations” <i>Wisconsin Association of Homicide Investigators, Wisconsin Dells, WI</i>
December 2015	“Presentation on Force Science Research” Sponsored by Palm Beach County Sheriff’s Office. <i>Palm Beach County Homicide Conference, West Palm Beach, FL</i>
October 2012	“Presentation of Force Science Research” Keynote speaker. Sponsored by Illinois Homicide Investigators Association and The Northeast Multi-Regional Training, Oak Brook, IL.
October 2010	“Presentation of Force Science Research” <i>Arizona Police Association Annual Conference, Scottsdale, AZ</i>
June 2010	“Force Science Training Program” <i>King County Police Officers’ Guild, Seattle, WA</i>
June 2010	“Force Science Training Program” <i>Garfield County Sheriffs’ Department, Glenwood Springs, CO</i>
May 2010	“Force Science Training Program” <i>Medford Police Officers’ Training Seminar, Medford, OR</i>
February 2010	“The Science Behind the Use of Force” <i>Wisconsin Chief of Police Association Training Conference, Wisconsin Dells, WI</i>
October 2009	“Force Science Insights into Officer Involved Shootings and Other Uses of Force” <i>The New Jersey International Association for Identification Conference sponsored by NJIAI, Hamilton, NJ</i>
October 2009	“Understanding & Investigating Officer-Involved Shootings” <i>Law Enforcement Intelligence Network (LEIN) Seminar, Des Moines, IA</i>
September 2009	“Understanding & Evaluating Deadly Force Encounters” <i>Hillsboro Police Department, Hillsboro, OR</i>
November 2008	“Force Science Seminar” <i>California Narcotic Officers’ Association, San Diego, CA</i>

January 2008	“Force Science Seminar” <i>Wisconsin Law Enforcement Executive Development Association, Wisconsin Dells, WI</i>
August 2007	“Winning Extreme Encounters from Street to Court” <i>Florida Department of Law Enforcement-High Liabilities Trainer’s Conference, Ponte Vedra, FL</i>
June 2007	“Winning Extreme Encounters from Street to Court” <i>Public Safety and Homeland Security Law and Practices, Arizona Peace Officers Association, Scottsdale, AZ</i>
Dec 2006	“Force Science Research Center’s Research & Excited Delirium” <i>Minnesota Sheriff’s Association Annual Meeting, Mankato, MN</i>
July 2006	“Research from the Force Science Research Center” <i>Tucson Police Department, Tucson, AZ</i>
June 2006	“Understanding and Investigating an Officer Involved Shooting” co-sponsored by <i>Force Science Research Center and Snyder & Hoag, LLC law firm, Clackamas, OR</i>
May 2006	“Research on Lethal Force and Action/Reaction Parameters -- from the Force Science Research Center” <i>Iowa Chiefs of Police & Peace Officers’ Association Annual Conference, Sioux City, IA</i>
April 2006	“Force Science Research Center Presentation on Responding to Lethal Force Encounters” <i>FBI, NAA Graduates Association, Salem, OR</i>
April 2006	“Force Science Research Center Presentation on Human Performance in Lethal Force Encounters” <i>Annual Conference, Special Operations Training Association, Minnesota, Hibbing, MN</i>
March 2006	“Research from the Force Science Research Center” <i>SOTA, Alexandria, MN</i>
February 2006	“Force Science Research Center Presentation on Human Performance in Lethal Force Encounters” <i>Annual Conference, Association of Training Officers of Minnesota, St. Paul, MN</i>
February 2006	“Research from Force Science Research Center” <i>Wisconsin Chiefs of Police, Pewaukee, WI</i>
September 2005	“Research from the Force Science Research Center” <i>Iowa Department of Criminal Investigation, Des Moines, IA</i>
September 2005	“Research from the Force Science Research Center” <i>Wisconsin Law Enforcement Training Officers Association, Oconomowoc, WI</i>
September 2005	“Research from the Force Science Research Center” <i>2005 High Liability Trainers’ Conference, Orlando, FL</i>
June 2005	“Latest Research from the Force Science Research Center” <i>Wisconsin Association of Homicide Investigators, Green Lake, WI</i>
March 2004	“Stress in Corrections” <i>Correctional Officers of Minnesota, Brainerd, MN</i>
November 2003	“Emotional Survival” <i>MN Criminal Justice System, Minneapolis, MN</i>
October 2003	“Biomechanics of Lethal Force Encounters, Action/Reaction Parameters” <i>Arizona Field Training Officers Association, Phoenix, AZ</i>
October 2003	“Biomechanics of Lethal Force Encounters, Action/Reaction Parameters – Implications for Investigations” <i>Arizona Homicide Investigators, Annual Conference, Laughlin, NV</i>

May 2003	"Biomechanics of Lethal Force Encounters, Action/Reaction Parameters" <i>Police Regional Training Center, Sioux City, IA</i>
August 2002	"Biomechanics of Lethal Force Encounters" <i>Arizona Homicide Investigators, Phoenix, AZ</i>
May 2001	"Situation Management: De-Escalation Strategies for Managing Crises and Incidents" <i>Best Mental Health Practices in the Workplace, Mental Health Association of Minnesota, William Mitchell College of Law, St Paul, MN</i>
April 2000	"Verbal/Psychological Judo" and "Profiling the Lethal Adolescent" <i>Adolescents in Need Conference, Arden Hills, MN</i>
April 2000	"Subject Movement & Speed in Shooting Situations" <i>Minnesota Association of Law Enforcement Firearms Instructors, New Ulm, MN</i>
March 2000	"Verbal/Psychological Judo" <i>Department of Natural Resources, Brainerd, MN</i>
March 2000	"Stress and Relationships in Corrections" <i>Minnesota Association of Correctional Officers, Cragun's, Brainerd, MN</i>
March/April 2000	"Hostage Negotiations" 12-hour seminar, delivered twice, <i>Minnesota State Hospital System, St. Peter, MN</i>
February 2000	"Ethics, Internal Affairs and Discipline" Sponsored by the <i>Oregon Department of Public Standards and Training</i> , Co-presenter - John Hoag, Esq., Redmond, WA
October 1999	"Complaint Investigation Course" <i>Complaint Institute Presentation, Duluth, MN</i>
August 1999	"Police Relationships" <i>North Dakota Peace Officers' Association Annual Conference, Minot, ND</i>
July 1999	"Compassion Fatigue" Keynote speaker for <i>"Together Again for Children," Child Protection Conference for the State of North Dakota, Bismarck, ND</i>
June 1999	"Ethics, Internal Affairs and Discipline" Sponsored by the <i>Oregon Department of Public Standards and Training</i> , Co-presenters - Dr. Kevin Gilmartin & John Hoag, Esq., Portland, OR
March 1999	"Verbal/Psychological Judo" and "Emotional Intensity and Control in High Stress Situations" <i>Adolescents in Need Conference, Rosemount, MN</i>
March 1999	"Stress" <i>Minnesota Association of Correctional Officers, Cragun's, Brainerd, MN</i>
September 1998	"Emotional Control & Intensity in Hostage Situations" <i>Strategies and Tactics for Negotiators, Minnesota Department of Corrections, Camp Ripley, MN</i>
July 1998	"Verbal and Psychological Judo" <i>Department of Natural Resources, Camp Ripley, MN</i>
July/Aug. 1998	"Complaint Investigation Course" <i>Complaint Institute Presentation, Bemidji, MN</i>
May/June 1998	"Complaint Investigation Course" <i>Complaint Institute Presentation, Mankato, MN</i>
April 1998	"Stress" <i>Minnesota Association of Correctional Officers, Cragun's, Brainerd, MN</i>
January/February 1998	"Complaint Investigation Course" <i>Complaint Institute Presentation, Minneapolis, MN</i>
January 1998	"Supervising a Complaint Investigation" <i>Complaint Institute Presentation, Minneapolis, MN</i>

February 1997	“Verbal and Psychological Judo” <i>Minnesota Department of Corrections, STS Crew Leaders, St. Cloud, MN</i>
April 1996	“Verbal and Psychological Judo” <i>Minnesota Association of Jail Programs and Services, St. Paul, MN</i>
April 1996	“Emotional Control, Verbal and Psychological Skills in Conflict Situations” <i>Minnesota Association of Correctional Officers, Cragun’s, Brainerd, MN</i>
April 1995	“Stress” <i>Minnesota Association of Correctional Officers, Cragun’s, Brainerd, MN</i>
March 1995	“Critical Incident Stress and Department Policy” <i>Oregon State Police - co-sponsored by Federation and Management, Eugene, Bend and Medford, OR</i>
April 1994	“Stress” <i>Minnesota Association of Correctional Officers, Cragun’s, Brainerd, MN</i>
March 1994	“Police Stress,” “Tactical Communications,” “Police Relations” <i>Iowa Women’s Police Association, Algona, IA</i>
October 1991	“Police Stress,” “Post-Critical Incident Trauma,” “Police Relationships” <i>Iowa State Police Association, Waterloo, IA</i>
September 1991	“The Role of Profiling in Developing Tactics for Resolution” and “The Use of Psychological Power in Hostage Negotiations” <i>Association of Training Officers of Minnesota, Hostage Negotiations Focus Group, Burnsville, MN</i>
May 1991	“Coping with Professional Victimization” <i>Minnesota Association of County Probation Officers, Rutgers Bay Lake Lodge, Brainerd, MN</i>
April 1991	“Police Stress for the Female Officer - Building Passion and Intimacy in Your Police Relationship” <i>Minnesota Association of Women Police, Minnetonka, MN</i>
November 1990	“Shooting Decisions and Post-Critical Incident Trauma” Focus was on the role and recovery from perceptual distortions, cognitive aberrations and memory impairment, <i>Minnesota Association of Law Enforcement Firearms Instructors, St. Paul, MN</i>
November 1989	“Professional Victimization” <i>Tennessee Correctional Association, Nashville, TN</i>
October 1988	“Professional Victimization” <i>Minnesota Correctional Association, Minneapolis, MN</i>
June 1983	“Hostage Negotiations” All-day workshop for the 1984 Los Angeles Olympics, <i>Tucson Police Department, Tucson, AZ</i>
April 1983	“Psychological Testing vs. Background Investigation in the Screening of Peace Officers” <i>Minnesota Association of Criminal Justice Educators, St. Cloud, MN</i>
May 1982	“Domestic Abuse” <i>Social Science Conference on Public Policy and The American Family: Issues for the 1980’s, University of Minnesota - Morris, Morris, MN</i>
October 1981	“Anatomy of a Hostage Incident” <i>Minnesota Association of Criminal Justice Educators, Minneapolis, MN</i>
October 1981	“Handling Hostility - The Aggressive Client” <i>Minnesota Social Service Association, Mankato, MN</i>

REGIONAL SEMINARS

November 2015	“Force Science Seminar” Lake County Major Crime Task Force, Des Plaines, IL
November 2015	“Force Science Seminar” New York Probation and Parole, New York, NY
November 2015	“Force Science Body Cameras & Other Recordings in Law Enforcement” Des Plaines, IL
October 2015	“Force Science Seminar” Boston Police Department, Boston, MA
October 2015	“Presentation of Force Science Research” Sponsored by Illinois Homicide Investigators Association, Itasca, IL
October 2015	“Force Science Seminar” Texas Rangers Division, Waco, TX
August 2015	“Force Science Seminar” Houston Police Officer’s Union, Houston, TX
July 2015	“Force Science Seminar” LA Co. Deputies Association, Monterey Park, CA
June 2015	“Presentation of Force Science Research” <i>Wisconsin Attorney General Summit on Public Safety.</i> Wisconsin Dells, WI.
March 2015	“Force Science Seminar” Hartford Police Department, Hartford, WI
February 2015	“Force Science Seminar” Southwestern Illinois Law Enforcement Commission, Belleville, IL
January 2015	“Presentation of Force Science Research” <i>FBI National Academy Graduates, Annual Banquet.</i> Chicago, IL
October 2014	“Force Science Seminar” <i>Oregon Police Officer’s Association,</i> Grand Ronde, OR
September 2014	“Force Science Seminar” <i>New Mexico State Police,</i> Albuquerque, NM
August 2014	“Force Science Seminar” <i>Chicago Independent Police Review Authority,</i> Chicago, IL
May 2014	“Force Science Seminar” <i>Dallas Fraternal Order of Police Lodge 588,</i> Texas Scottish Rite Hospital for Children auditorium Dallas Fort Worth, TX
May 2014	“Force Science Seminar” <i>Las Vegas District Attorney’s Office,</i> Las Vegas, NV
May 2014	“Force Science Seminar” <i>Henderson Police Department,</i> Henderson, NV
April 2014	“Force Science Seminar” <i>Kauai Police Department,</i> Lihue, HI
October 2013	“Presentation of Force Science Research” Sponsored by Valencia College, Orlando, FL
September 2013	“Presentation of Force Science Research” Sponsored by the Syracuse Police Department, Syracuse, NY
May 2013	“What Investigators Should Know About Using and Analyzing Video Evidence in Deadly Force Investigations” William Lewinski, Keynote Speaker: <i>Deadly Force in the Digital Era, RLS Critical Incident Symposium.</i> Sponsored by Rains Lucia Stern, PC, Pleasant Hill, CA and the Contra Costa County Office of the Sheriff, Martinez, CA.
January 2013	“Presentation of Force Science Research” Sponsored by Anchorage Police Department Employees Association and Alaska Police Standards Council, Anchorage, AK.
November 2012	“Presentation of Force Science Research” Sponsored by Salt Lake County District Attorney’s Office, Salt Lake City, UT.

November 2012	“Presentation of Force Science Research” Sponsored by the 3 rd Judicial District Attorney’s Office, Las Cruces, NM.
October 2012	“Presentation of Force Science Research” Sponsored by the New Castle County Police Department, New Castle, DE.
August 2012	“Presentation of Force Science Research” Sponsored by the Florida Public Safety Institute, Havana, FL.
June 2012	“Presentation of Force Science Research” Sponsored by the Burlington Police Department, Burlington, MA
January 2012	“Presentation of Force Science Research” Sponsored by the San Francisco Police Department, San Francisco, CA
November 2011	“Presentation of Force Science Research” Sponsored by the Salt Lake County District Attorney’s Office, Salt Lake City, UT
November 2011	“Presentation of Force Science Research” Sponsored by the Chandler Law Enforcement Association, Chandler, AZ
November 2011	“Presentation of Force Science Research” Sponsored by the Meridian Police Department, Meridian, ID
November 2011	“Presentation of Force Science Research” Sponsored by the West Michigan Criminal Justice Training Consortium, Grand Rapids, MI
October 2011	“Presentation of Force Science Research” Sponsored by the Atlanta Police Department and the Atlanta Police Federation, Atlanta, GA
September 2011	“Presentation of Force Science Research” Sponsored by the Maine County Commissioners Association & Maine Sheriff’s Association, Bangor, ME
August 2011	“Presentation of Force Science Research” Sponsored by the Los Angeles Sheriff’s Department, Commerce, CA
August 2011	“Presentation of Force Science Research” Sponsored by the Amherst Police Department, Amherst College Police Department and University of Massachusetts Police Department, Amherst, MA
May 2011	“Presentation of Force Science Research” Sponsored by the Jacksonville County Sheriff’s Department, Jacksonville, FL
March 2011	“Critical Incident Symposium” Sponsored by the Contra Costa County Sheriff’s Department, Berkeley, CA
March 2011	“Presentation of Force Science Research” Sponsored by the Columbus Police Department, Columbus, OH
March 2011	“Presentation of Force Science Research” Sponsored by the Bend Police Department, Bend, OR
January 2011	“Presentation of Force Science Research” Sponsored by the Eugene Police Department, Eugene, OR
November 2010	“Presentation of Force Science Research” Sponsored by the Indianapolis Metropolitan Police Department Leadership Academy, Indianapolis, IN

September 2010	“Force Science Training Course” Sponsored by the City of Waterloo, Waterloo, IA
October 2010	“Force Science Training Course” Sponsored by the Hartford Police Union, Hartford, CT
September 2010	“Force Science Training Course” Sponsored by the Waterloo Police Department, Waterloo, IA
March 2010	“Force Science Research and It’s Application for Leadership” Indianapolis Metropolitan Police Department Leadership Academy, Indianapolis, IN
December 2009	“Force Science One Day Seminar” Hosted by <i>The Bergen County Sheriff Department</i> , Hackensack, NJ
October 2009	“Understanding and Investigating Officer-Involved Shootings” Presented with Josh Lego. <i>The Lane County District Attorney Community Outreach Initiative</i> , Eugene, OR
September 2009	“The Human Dynamics of Hostage Negotiations: "New Realities Revealed by Science” <i>Rocky Mountain Hostage Negotiators Association Annual Conference</i> , Breckenridge, CO.
July 2009	“Force Science Training” <i>Garland, Texas Police Department</i> , Presented with Josh Lego. Garland, TX
March 2009	“Force Science Seminar” <i>Johnson County Community College</i> , Overland Park, KS
April 2009	“Understanding & Investigating Officer-Involved Shootings” <i>Peace Officers Association of Los Angeles</i> , Commerce, CA
March 2009	“The Science of Perception” <i>Northwest Leadership Seminars Annual Conference</i> , Portland, OR
February 2009	“Managing and Winning Extreme Encounters” <i>Southern IL Criminal Justice Summit</i> , Mount Vernon, IL
September 2008	“CIT-Team Training” <i>Mesa County Sheriff’s Department</i> , Grand Junction, CO
September 2008	“Force Science Research” with Alexis Artwohl, <i>ATOM Seminar</i> , Minneapolis, MN
May 2008	“Understanding and Investigating Officer Involved Shooting” <i>Colorado District Attorney Investigators Association</i> , Denver, CO
May 2008	“Force Science Seminar” <i>Illinois Law Enforcement Training and Standards Board</i> , Urbana, IL
October 2007	“Latest Research from Force Science Research Center and the Implications for Investigating Officer Involved Shootings” sponsored by <i>Force Science Research Center and Minnesota State University</i> , Mankato, MN
August 2007	“Force Science Research” Salem, OR
March 2007	“Responding to Officer Involved Shootings” <i>Police Training Services Company</i> , Alameda County, CA
March 2007	“Interpersonal Violence” <i>Kessel Peace Institute</i> , Mankato, MN
March 2007	“Responding to Officer Involved Shootings” <i>Police Training Services Company</i> , Salt Lake City, UT
March 2007	“Winning Extreme Encounters from Street to Court” <i>Institute of Public Safety at Broward Community College</i> , Davie, FL

November 2006	“Understanding and Investigating Officer’s Actions During Shootings Involving Methamphetamine Raids” <i>Police National Training Center, Sioux City, IA</i>
November 2006	“Responding to Officer Involved Shootings” <i>Police Training Services Company, Indio, CA</i>
September 2006	“Force Science Research Center Presentation on Lethal Force Encounters” <i>Santa Clara Police Department, Santa Clara, CA</i>
July 2006	“Force Science Research Center Presentation on Responding to Lethal Force Encounters” <i>Tucson Police Department, Tucson, AZ</i>
May 2006	“Responding to Officer Involved Shootings” <i>Wasatch Violent Crimes Investigators Alliance in Conjunction with APB Training and Police Training Services Company, one of six presenters, Salt Lake City, UT</i>
May 2006	“Human Performance in Lethal Force Encounters” <i>Police National Training Center, Sioux City, IA</i>
April 2006	“Force Science Research Center Presentation on Responding to Lethal Force Encounters” <i>Police Officers Association of Los Angeles County presentation, with Dr. Alexis Artwohl, Los Angeles, CA</i>
March 2006	“Responding to Officer Involved Shootings” <i>Police Training Services Company, Oakland Police Department, one of six presenters, Oakland, CA</i>
December 2005	“Threat Assessment and Survival in a Challenging Mental Health Environment” <i>Los Angeles County Department of Mental Health, Los Angeles, CA</i>
June 2005	“The Tempe Study and Other Research from the Force Science Research Center” <i>Tempe Police Department, Tempe, AZ</i>
June 2005	“Latest Research from Force Science Research Center and the Implications for Investigating Officer Involved Shootings” <i>Kent Police Department, Kent, WA</i>
March 2005	“Latest Research from Force Science Research Center and the Implications for Investigating Officer Involved Shootings” <i>Minneapolis Police Department (Homicide), Minneapolis, MN</i>
October 2004	“Research from Force Science Research Center and the Implications for Investigating Officer Involved Shootings” <i>Los Angeles Sheriff’s Department Command Staff, Los Angeles, CA</i>
August 2004	“Research from Force Science Research Center and the Implications for Investigating Officer Involved Shootings” <i>Los Angeles Sheriff’s Department Homicide Investigators and Department Heads, Los Angeles, CA</i>
November 2003	“Biomechanics of Lethal Force Encounters, Action/Reaction Parameters – Implications for Investigation” <i>Boston Homicide Investigators, Boston, MA</i>
July 2003	“Biomechanics of Lethal Force Encounters, Action/Reaction Parameters” <i>Phoenix Police Federation, Phoenix, AZ</i>
February 2003	“Biomechanics of Lethal Force Encounters” <i>Presented to the CIRT, Homicide and Internal Affairs Investigators for St. Paul, Police Department, St Paul, MN</i>
January 2003	“Biomechanics of Lethal Force Encounters” <i>South Central Technical College, Law Enforcement, In-service Training, Mankato, MN</i>

May 2002	“Effective Emotional Control and Focus in Negotiations” Presented primarily for the <i>Brainerd Hospital Staff and Mental Health outreach workers</i> , Brainerd, MN
April 2002	“Managing Difficult Situations in the Workplace” Presented at the annual conference of the <i>Qualified Rehabilitation Counselors</i> , St. Paul, MN
Nov/Dec 2001	“Managing Difficult People in the Workplace” Four 3-hour seminars presented for the <i>City of Minneapolis, Mayor’s staff and central office workers</i> , Minneapolis, MN
January 2000	“Stress in Law Enforcement” <i>Rice County Sheriff’s Department</i> , Faribault, MN
January 2000	“Critical Incident Stress” <i>Fire Service, Mankato Department of Public Safety</i> , Mankato, MN
May 1999	“Emotional Control and Intensity in High Stress Situations” <i>Century College</i> , White Bear Lake, MN
February 1999	“Psychophysiological Responses in Critical Incidents, Survival Techniques” <i>Dakota County Technical College</i> , Minneapolis, MN
September 1998	“The Use of Psychologists by Public Sector Agencies” <i>Seminar sponsored by Hoag, Garrettson, Goldberg, Fenrich & Mackler</i> , Inn at Ottercrest, Ottercrest, OR
June 1998	“Emotional Control and Intensity in High Stress Situations” <i>Century College</i> , White Bear Lake, MN
January 1997	“Psychological Techniques for Peak Performance in Crisis Situations and How These Connect to Community Oriented Policing” <i>Rice County Sheriff’s Department</i> , Faribault, MN
December 1996	“Psychophysiological Responses in Critical Incidents, Survival Techniques,” <i>Dakota County Technical College</i> , Minneapolis, MN
March 1996	“Police Stress” and “Critical Incident Survival - Peer Response” <i>Stearns County Chiefs of Police Association</i> , St. John’s University, Collegeville, MN
April 1996	“Police Stress” <i>Maple Grove Police Department</i> , Maple Grove, MN
November 1994	“Psychophysiological Responses in Critical Incidents, Survival Techniques” <i>Dakota County Technical College</i> , Minneapolis, MN
October 1994	“Stress in Corrections” <i>Minnesota Correctional Facility</i> , Shakopee, MN
April 1993	“Deadly Force Workshop” Psychophysiological Aspects of Deadly Force Decision Making and Coping with the Aftermath. <i>Blue Earth County Sheriff’s Department</i> , Mankato, MN
February 1992	“Psychophysiological Aspects of Critical Incidents - Implications for Internal Affairs Investigations” <i>Washington County Chiefs of Police Association</i> , Stillwater, MN
February 1992	“Force . . . and Beyond” <i>Southwest Regional Training Association</i> , Marshall, MN
December 1991	“Assault Prevention” <i>South Central Youth Health Conference</i> , 1,600 - 7th and 8th graders, Minnesota State University, Mankato, MN
September 1991	“Force - Does Anyone Win: The Role of Decision Making and Verbal Skills in the Force Continuum” <i>St. Louis Park Police Department</i> , St. Louis Park, MN
August 1991	“Managing the Violent/Aggressive Client” <i>Scott County Office of Court Services</i> , Shakopee, MN

May 1991	“Shooting Decisions and Post-Critical Incident Trauma” <i>Minneapolis Police Federation, Minneapolis, MN</i>
March/April 1991	“Verbal Continuum - The Role of Decision Making and Verbal Skills in the Use of the Force Continuum” Spring In-Service Training <i>Minneapolis Police Department, Minneapolis, MN</i>
January 1991	“History and Overview of the Asian Martial Arts,” “Martial Arts as an Art Form and Performance Enhancer,” “Martial Arts Demonstration” <i>Asian-American Symposium, Main speaker - theme - Asian Martial Arts: Contribution to Western Thought, Minnesota State University, Mankato, MN</i>
March/April 1990	“Police Stress” - Spring In-Service Training <i>Minneapolis Police Department, Minneapolis, MN</i>
June 1987	“Peak Performance in Crisis Situations” <i>Bloomington Rescue Squad, Bloomington, MN</i>
April 1987	“The Use of Verbal Tactics (Including Negotiations) to Diffuse the Hostility of Verbally and/or Physically Aggressive Patients” Basic workshop for the in-service training staff. The training staff conducted workshops for all the hospital staff, using the information and teaching techniques provided. This program was later used throughout the whole State Hospital System, <i>St. Peter State Hospital, St. Peter, MN</i>
January 1987	“Use of Psychological Power in Hostage Negotiations” Advanced workshop for <i>negotiators</i> with extensive negotiating experience from the Twin Cities area and the FBI, <i>Dakota County, MN</i>
September 1986	“Assault Prevention” and “Achieving Maximum Effectiveness in Crisis Situations” 1986 <i>Emergency Care Conference of South Central Minnesota, Emergency Medical Services Joint Powers Board, Mankato, MN</i>
April 1986	“Assault Prevention” <i>Fairview-Deaconess Hospital, Minneapolis, MN</i>
January 1986	“Use of the Flashlight as a Defensive Weapon” <i>Mankato Police Reserve, Mankato, MN</i>
June 1983	“Assault Prevention” <i>Battered Women’s Shelter, Fort Huachuca, AZ</i>
June 1983	“Victim Witness Program - Assault Prevention” <i>Pima County Attorney’s Office, Tucson, AZ</i>
June 1983	“Police Stress” <i>Arizona Law Enforcement Training Academy, Tucson, AZ</i>
May 1983	“Police Stress” Eight-hour workshop for police officers and spouses <i>Dickinson County Peace Officers Association, Lake Okoboji, IA</i>
September 1982	“Management of Violent Clients in the Workplace” <i>Region IX Association of Case Aide Financial Workers, Holiday House, St. Peter, MN</i>
May 1982	“Free Trade in Ideas Conference” Panel participant on International Terrorism, <i>Minnesota State University, Mankato, MN</i>
November 1980	“Advanced Hostage Negotiation Training and Command Operations” Three-day In-Service, <i>Hennepin County Chiefs of Police Association, Minneapolis, MN</i>
July 1980	“Police Survival” and “Hostage Negotiations” Two-day In-Service <i>Fairmont Police Department, Fairmont, MN</i>

November 1979	“Crisis Marital Counseling” Victim/Witness and the Adult Diversion Program <i>Pima County Attorney’s Office and Family Violence Coalition</i> , Four sessions for staff and volunteers, Tucson, AZ
October 1979	“Hostage Negotiations as a Group Phenomenon” and “Hostage Negotiations in Light of Principles of Interviewing” Guest lecturer for Counseling Classes <i>University of Arizona</i> , Tucson, AZ
April 1979	“Hostage Negotiations” Two-day seminar for private security companies and members of the <i>U.S. Marshall’s Department</i> , <i>Southwest Security and Management Training</i> , Fort Huachuca, AZ

CONSULTATIONS (A REPRESENTATIVE LIST)

2009	Consulted by Fort Lauderdale Police Department Shooting of Bastiany Georges
2007	Consulted by agencies from Vancouver, BC to Texas on OIS investigations in progress
2000	“Advisory Committee on Empty Hand Control Techniques” <i>Minnesota State Hospital System</i> , St. Peter, MN
May 1999	“Evaluated Empty Hand Control Techniques” <i>St. Paul Police Department Academy</i> , St. Paul, MN
1998-2000	“Law Enforcement/Minority Relations Advisory Board” <i>William Mitchell College of Law</i> , St. Paul, MN
1996-1998	“Hostage Officer” I served as a consultant on a video project for <i>Calibre Press</i> , Northbrook, IL
1992-1997	“Law Enforcement/Minority Relations Steering Committee” This committee has been activated three times over the span of 4 years. We are currently reviewing Internal Affairs Response to this issue. <i>Supreme Court of Minnesota</i> , St. Paul, MN
1991-2000	“Suicide Intervention” I provide this portion of the training to new crisis intervention workers. I also consult on difficult cases. <i>Eclipse Crisis Intervention Center</i> , Mankato, MN
1991	“Stress” and “Management Styles” <i>Blue Earth County Sheriff’s Department</i> , Mankato, MN
1991-1992	Invited Participant - Curriculum Development Committee <i>School of Law Enforcement, Metropolitan State University and Minnesota State University System</i>
1990-1991	Invited Participant - Articulation Committee on transfer of credits among state technical colleges, community colleges and university systems, <i>Minnesota State University System</i>
July 1985	Evaluated the defensive tactics, handcuffing, impact weapons training, etc. for a training company which provided training for the <i>Federal Law Enforcement Academy</i> , Marana, AZ
July 1984	Central Intelligence Agency - Consulted on my method for assessing the motivation of terrorists in hostage situations and how this diagnostic process is linked with tactics for resolution. <i>CIA</i> , Washington, D.C.
March 1984	Criminal Incident Consultation - Psychological characteristics of Exhibitionists <i>Bloomington Police</i> , Bloomington, MN
December 1983	Hostage Negotiation - Assisted in design of a training program <i>Davis Monthan Air Force Base and Tucson Police Department</i> , Tucson, AZ

March 1983	Hostage Incident - Advised on tactics for resolution and the treatment of hostages during a hostage taking, <i>Stoney Mountain Prison</i> , Stoney Mountain, Manitoba, Canada
February 1983	Criminal Incident Consultation - Profiled an extortionist based on three letters of extortion <i>St. Louis Park Police Department</i> , St. Louis Park, MN

CONSULTATIONS FOR THE PROSECUTION

February 2003	Los Angeles County Prosecutor in charge of Officer Involved Shootings - Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force Encounters”</i> Consulted on Gonzalo Martinez case (barricaded, intoxicated subject in a vehicle)
January 2003	Stanislaus County (Modesto, CA) - Consulted with David P. Harris, Esq., Senior, Deputy District Attorney, regarding how my research on shootings applies to a civilian shooting.
March 2002	County of Los Angeles – Consulted with Deputy District Attorney, Michael K. Pettersen regarding an investigation by the Justice System Integrity Division into the shooting death of Anthony Dwayne Lee by LAPD Officer Hopper. Opinion and research were then included in website publication of investigation.
April 1998	Consultant to Polk County, IA on whether officers involved in the Trevor Nederhoff case should be criminally charged. Area of Expertise: <i>“Use of Force”</i> (Attorney, John Sarcone)

EXPERT WITNESS (A REPRESENTATIVE LIST)

CORONER’S INQUEST

October 2016	Coroner’s Inquest, PC Terry Ryan, Brisbane, Queensland, Australia. Areas of Expertise: <i>“Psychological Aspects of Post OIS Management”</i> (Wrote report and Testified – Attorney, Calvin Gnech)
March 2010	Coroner’s Inquest, PC Ian Terry, Deceased, Manchester, England. Areas of Expertise: <i>“Perception, Decision Making, Reaction Parameters”</i> (Wrote report and Testified - Attorney, Nick Holroyd)
April 2004	Coroner’s Inquest, (James J. Perez) Portland, OR. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Testified - Attorney, Michael Schrunk)

GRAND JURIES

August 2015	Grand Jury, (Ryan Bollinger) Polk County, Des Moines, IA. Areas of Expertise: <i>“Perception,” “Context,” “Speed and Dynamics of Assault,” “Decision Making,” “Time to Respond”</i> (Testified – Polk County Attorney, Bob Diblasi)
September 2013	Grand Jury, (Larry Hawkins) Polk County, Des Moines, IA. Areas of Expertise: <i>“Action/Reaction/Movement Dynamics in a Deadly Force Encounter.” “Effects of Ambient Light and Viewing.” “Angle on Perception Judgment.” “Attention/Memory”</i> (Testified – Polk County Attorneys, Bob Diblasi and David Porter)
April 2013	Grand Jury, (Kyle Law) Black Hawk County, Waterloo, IA. Areas of Expertise: <i>“Action/Reaction elements – particularly on assault from a prone position,” “Speed of Movement of officer and Subject”</i> (Testified - Black Hawk County Attorney, Thomas Ferguson)
November 2012	Grand Jury, (Jeffrey Thomas) Camden, NJ. Areas of Expertise: <i>“Shell Casing Ejection,” “Memory,” “Attention,” “Low Light Encounters,” “Action/Reaction,” “Attribution/Misattribution”</i> and <i>“Subject Movement”</i> (Testified – Deputy Attorney General, Steven Farman)

December 2009	Grand Jury, (Steven Bose) Black Hawk County, Waterloo, IA. Areas of Expertise: <i>“Perception and Memory,” “Dynamics of Physical Assault,” “Threat Assessment” “Reconstruction of the Dynamics of a Shooting”</i> (Consulted and Testified - Black Hawk County Attorney, Thomas Ferguson)
August 2009	Grand Jury, (Donald Ballard, Jeff Lyon and Bryan Grube) Polk County, Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Deadly Force/Bullet Paths”</i> and <i>“Shell Casing Patterns”</i> (Consulted and Testified – Assistant Polk County Attorney, Joe Weeg)
July 2008	Grand Jury, (Bradley Behmer) Polk County, Des Moines, IA. Areas of Expertise: <i>“Perception of Threat”</i> and <i>“Control Technique”</i> (Consulted and Testified – Assistant Polk County Attorney, Joe Weeg)
December 2007	Grand Jury, (Christopher Byrd) Polk County, Des Moines, IA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Consulted and Testified – Assistant Polk County Attorney, Joe Weeg)
June 2007	Grand Jury, (David Stehl) Polk County, Des Moines, IA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Suicide by Cop,” “Tactics”</i> and <i>“Perception and Memory”</i> (Consulted and Testified – Assistant Polk County Attorney, Joe Weeg)
July 2005	Grand Jury, (Jonathon McCourt) Polk County, Des Moines, IA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Suicide by Cop,” “Tactics”</i> and <i>“Perception and Memory”</i> (Testified – Deputy Attorney, Iowa Attorney General’s Office, Doug Hammerand)
May 2005	Grand Jury, (Daniel Scott) Polk County, Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Consulted and Testified – Assistant Polk County Attorney, Joe Weeg)
April 2005	Grand Jury, (Arman Zilic) Polk County, Des Moines, IA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Suicide by Cop”</i> and <i>“Tactics”</i> (Assistant Polk County Attorney, Joe Weeg)
March 2005	Grand Jury, (SPO Terrones) Polk County, Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Perception and Memory”</i> (Assistant Polk County Attorney, Joe Weeg)
March 2005	Grand Jury, (Brett Lynn Pace) Mills County, Glenwood, IA. Area of Expertise: <i>“Biomechanics of Lethal Force”</i> (Mills County Attorney, Marci L. Prier)
December 2004	Grand Jury, (Michael S. Reyna) Polk County, Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force,” “Action/Reaction Parameters”</i> and <i>“Effects of an Adverse Environment on Decision Making and Shooting”</i> (Assistant Polk County Attorney, Joe Weeg)
September 2004	Grand Jury, (Melvin Nagle) Dallas County, Adel, IA. Areas of Expertise: <i>“Suicide by Cop,” “Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force”</i> (Attorney, Wayne Reisetter)
July 2004	Grand Jury, (Galbraith) Black Hawk County, Waterloo, IA. Areas of Expertise: <i>“Barricaded Subject”</i> and <i>“Edged Weapon Threat”</i> (Attorney, D. Raymond Walton)
April 2004	Grand Jury, (James J. Perez) Portland, OR. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Attorney, David Woboril)
April 2004	Grand Jury, (Nathan Vestal) Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Assistant Polk County Attorney, Joe Weeg)
March 2004	Grand Jury, (Jasper Lee Eckstein) Clarke County, Osceola, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Suicide by Cop”</i> (Attorney, Elizabeth Reynoldson)

March 2004	Grand Jury, (Ricky Garcia, Jr.) Des Moines, IA. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Suicide by Cop”</i> (Assistant Polk County Attorney, Joe Weeg)
August 2003	Grand Jury, (Officer Craig Nowatka) Milwaukee, WI. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Milwaukee County District Attorney, Pat Kenney)
August 2003	Grand Jury, (Benjamin Fleenor) Sioux City, IA. Area of Expertise: <i>“Use of Force by Correctional Officers”</i> (Iowa Department of Justice Deputy Attorney General, Douglas Marek)
December 2002	Grand Jury, (Gary Jones) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Subject and Officer Movement in a Shooting Situation”</i> and <i>“Shooting into a Moving Vehicle”</i> (Assistant Polk County Attorney, Joe Weeg)
June 2002	Grand Jury, (Jeffrey Fletcher) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Police Management of Emotionally Disturbed/Suicidal Individuals”</i> and <i>“Use of Force Against Edged Weapon Attacks”</i> (Assistant Polk County Attorney, Joe Weeg)
May 2002	Grand Jury, (Charles Craighead) St. Paul, MN. Areas of Expertise: <i>“Action/Reaction Parameters,” “Subject Movement in Shooting Situations”</i> and <i>“Tactical Options for Law Enforcement”</i> (Scott County Attorney, Tom Harbinson)
December 2001	Grand Jury, (Carlos Rodriguez) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions”</i> and <i>“Tactical Options”</i> (Assistant Polk County Attorney, Joe Weeg)
November 2001	Grand Jury, (Marti Weber) Des Moines, IA. Area of Expertise: <i>“Use of Force by a Bouncer-LVNR”</i> (Assistant Polk County Attorney, Joe Weeg)
March 2000	Grand Jury, (Charles Lovelady) Des Moines, IA. Areas of Expertise: <i>“Carotid Neck Restraint”</i> and <i>“Positional Asphyxiation”</i> (Assistant Polk County Attorney, Joe Weeg)
December 1999	Grand Jury, (Santos Rodriguez) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Tactical Options,” “Action/Reaction Parameters”</i> and <i>“Felony Stops”</i> (Assistant Polk County Attorney, Joe Weeg)
September 1999	Grand Jury, (Russell Stein) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Police Management of Emotionally Disturbed Individuals”</i> and <i>“Use of Force Against Edged Weapon Attacks”</i> (Assistant Polk County Attorney, Joe Weeg)
July 1999	Grand Jury, (Jerome Mozee) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Tactical Options,” “Action/Reaction Parameters”</i> and <i>“Domestic Abuse”</i> (Assistant Polk County Attorney, Joe Weeg)
May 1999	Grand Jury, (Adam Clarke) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Tactical Options”</i> and <i>“Action/Reaction Parameters”</i> (Assistant Polk County Attorney, Joe Weeg)
October 1997	Grand Jury, (Charles Dudley) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Tactical Options”</i> and <i>“Action/Reaction Parameters”</i> (Assistant Polk County Attorney, Joe Weeg)
April 1996	Grand Jury, Eugene, OR. I wrote a paper on <i>“Perceptual Distortions and Cognitive Aberrations in Shooting Situations”</i> to inform the county attorney on these phenomena which subsequently resulted in a reduction of charges being brought to the grand jury. (Federation Attorney, John Hoag)
September 1994	Grand Jury, (Robert Hutchinson) Des Moines, IA. Areas of Expertise: <i>“Police Management of Emotionally Disturbed Individuals”</i> and <i>“Use of Force Against Edged Weapon Attacks”</i> (Assistant Polk County Attorney, Joe Weeg)

Fall 1993	Grand Jury, (Shooting of Shylow Thompson) Des Moines, IA. Areas of Expertise: <i>“Shooting Decisions,” “Tactical Options” and “Action/Reaction Parameters”</i> (Assistant Polk County Attorney, Joe Weeg)
Summer 1992	Grand Jury, (Bill Moyer/Officer Negrete) Des Moines, IA. Areas of Expertise: <i>“Pursuit Policy & Decisions” and “Use of Force”</i> (Assistant Polk County Attorney, Joe Weeg)
May 1992	Grand Jury, (Larry Milton) Des Moines, IA. Areas of Expertise: <i>“Police Management of Emotionally Disturbed Persons” and “Police Use of Force”</i> (Assistant Polk County Attorney, Joe Weeg)

CRIMINAL CASES

August 2015	Preliminary Hearing: State of New Mexico v. Perez, Dominique. Second Judicial District Court, Albuquerque, New Mexico. Areas of Expertise: <i>“Action/Reaction”</i> (Testified – Attorney, Luis Robles)
June 2012	Criminal Suit: Travis Douglas Oakes – Fatality Inquiry, Justice and Attorney General of the Government of Alberta, Canada. Areas of Expertise: <i>“Action/Reaction Parameters,” “Diagnosis of Shooting Encounters” and “Decision Making”</i> (Testified – Barrister & Solicitor, Nancy McCurdy)
October 2011	Criminal Suit: USA v. Karl Thompson, Yakima Federal Court, Yakima, WA. Areas of Expertise: <i>“Dynamics of a Force Encounter” and “Perception/Memory”</i> (Testified , Deposed and Wrote Report, Attorney Carl Oreskovich)
July 2010	Criminal Suit: People of the State of California v. Johannes Mehserle, Los Angeles County Superior Court, Los Angeles, CA. Areas of Expertise: <i>“Training,” “Decision Processes” and “Perception/Attention”</i> (Testified – Attorney, Michael Rains)
February 2010	Preliminary Hearing: People of the State of California v. Swanson, Superior court of Monterrey County, Salinas, CA. Areas of Expertise: <i>“Perception” and “Action/Reaction Parameters”</i> (Testified – Attorney, Juliet Peck)
June 2009	Criminal Suit: People of the State of California v. Franklin J. White, San Diego Superior Court, San Diego, CA. Areas of Expertise: <i>“Human Factors in a Deadly Force Encounter”</i> (Wrote Report, Testified – Attorney, Richard Pinckard)
June 2007	Criminal Suit: People of the State of California v. Ivory John Webb, Jr., Superior Court for the State of California, County of San Bernardino, San Bernardino, CA. Areas of Expertise: <i>“Action/Reaction Parameters” and “Performance Under Stress”</i> (Wrote Report, Testified – Attorney, Michael Schwartz)
May 2007	Criminal Suit: State of Missouri v. Nicholas Forler, Circuit Court of the County of Lincoln, State of Missouri, Troy, MO. Area of Expertise: <i>“Perception/Reaction/Memory”</i> (Deposed and Testified – Attorney, James P. Towey)
March 2007	Criminal Suit: Commonwealth v. Charles Chieppa, New Bedford Superior Court, Brockton, MA. Areas of Expertise: <i>“Perception and Memory” and “Attention”</i> (Testified – Attorney Kevin J. Reddington)
December 2006	Common Pleas Court Hearing for a New Trial: Derrick Vinzant, Montgomery County Court, Dayton, OH. Areas of Expertise: <i>“Action/Reaction Parameters” and “Biomechanics of Lethal Force”</i> (Testified – Attorney, Michael Pentecost)
October 2006	Criminal Suit: State of South Carolina v. Tim Robertson, Court of General Sessions for the Fourth Judicial Circuit, Chesterfield County, SC. Areas of Expertise: <i>“Action/Reaction Parameters” and “Biomechanics of Lethal Force”</i> (Testified – Attorney, Vinton D. Lide)

October 2006	Criminal Suit: State of Connecticut v. Robert Murtha, Hartford Superior Court, Hartford, CT. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force”</i> and <i>“Perception and Memory”</i> (Testified – Attorneys, Michael Georgetti and Hugh Keefe)
September 2006	Criminal Suit: People v. Nolan Bryan Graham, Humboldt County Superior Court, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force”</i> (Testified – Attorney, Michael Eannarino)
November 2005	Criminal Suit: People v. Michael Coffin, Tehama County Superior Court, Red Bluff, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force – Including the Relationship of Ejection Patterns to Biomechanics.”</i> (Testified – Attorney, C. Todd Bottke, Esq.)
November 2005	Criminal Suit: People v. Mike Walker, San Jose Superior Court, San Jose, CA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force”</i> and <i>“Perception and Memory.”</i> (Testified – Attorney, Craig Brown)
June 2005	Criminal Suit: State of Maryland v. Arthur Lloyd, District Court of Maryland for Montgomery County, Maryland. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force – Including the Relationship of Ejection Patterns to Biomechanics”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Stephanie Roemer)
January 2005	Criminal Suit: State of Texas v. Arthur Carbonneau, Houston, TX. Areas of Expertise: <i>“Unintended Discharge”</i> and <i>“Perception and Memory”</i> (Consulted and Testified – Attorneys, Brett Ligon and Aaron Suder)
June 2004	Criminal Suit: State of Arizona v. Daniel Lovelace, Arizona Superior Court, Maricopa County, Phoenix, AZ. Expert Witness for the Defense. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of lethal Force – Including the Relationship of Ejection Patterns to Biomechanics”</i> and <i>“Perception and Memory”</i> (Consulted and Testified – Attorney, Craig Mehrens)
December 2003	Preliminary Hearing: State of Arizona v. Daniel Lovelace, Arizona Superior Court, Maricopa County, Phoenix, AZ. Expert Witness for the Defense. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force – Including the Relationship of Ejection Patterns to Biomechanics”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Craig Mehrens)
October 2003	Criminal Suit: State of Florida v. Hecksel, Florida Circuit Court of the Eighth Judicial Circuit in and for Alachua County, Gainesville, FL. Expert Witness for the Defense. Areas of Expertise: <i>“Biomechanics of Lethal Force”</i> and <i>“Action/Reaction Parameters”</i> (Testified – Attorney, Henry Ferro)
September 2002	Criminal Suit: State of Iowa v. Charles Stevenson, Des Moines. IA, Expert Witness for the Prosecution. Areas of Expertise: <i>“Use of Force”</i> and <i>“Weapon Retention”</i> (Consulted, Plea Bargained, Settled – Attorney, Joe Weeg)
February 2002	Criminal Suit: State of Minnesota v. Julie Terrell, Mankato, MN. Expert Witness for the Defense. Area of Expertise: <i>“Mothers Who Kill Their Children”</i> (Testified, sentencing phase – Attorney, Jim Fleming)
December 2001	Criminal Suit: State of Iowa v. Marti Weber, District Court in Polk County, IA, Des Moines, IA. Expert Witness for the Prosecution. Area of Expertise: <i>“Use of Force”</i> (Testified – Attorney, Steve Fortano)
December 2001	Criminal Suit: Government of the Virgin Islands v. David Medina, St. Croix, V.I., Expert Witness for the Defense. Area of Expertise: <i>“Weapon Retention,” “Unintended Discharge”</i> and <i>“Premature Discharge”</i> (Interviewed and Consulted – Attorney, Curt Otto)

September 2001	Criminal Suit: State of Ohio v. Officer Stephen Roach, City Court, Hamilton County Municipal Court, Criminal Division, Cincinnati, OH. Expert Witness for the Defense. Areas of Expertise: <i>“Action/Reaction Parameters,” “Subject Movement in Shooting Situations”</i> and <i>“Internal Affairs Investigations”</i> (Testified – Attorney, Merlyn Shiverdecker)
March/April, 2001	Criminal Suit: State of Arizona v. Officer Tim Norton, Municipal Court of the City of Phoenix, AZ. Expert Witness for the Defense. Areas of Expertise: <i>“Biomechanics of Force,” “Eye Witness Reports - Attention, Memory”</i> and <i>“Internal Affairs Investigations”</i> (Testified – Attorney, Michelle Molinario)
March/April, 2001	Criminal Suit: State of Arizona v. Officer James Contreras, Municipal Court for the City of Phoenix, AZ. Expert Witness for the Defense. Areas of Expertise: <i>“Biomechanics of Force,” “Eye Witness Reports - Attention,” “Memory”</i> and <i>“Internal Affairs Investigation”</i> (Testified – Attorney, Craig Mehrens)
March 1997	Criminal Suit: State of Texas v. James Bromstead, District Court, 296 th Judicial District, Collin County, Dallas, TX. Expert Witness for the Defense. Area of Expertise: <i>“Law Enforcement Training for the Use of Deadly Force”</i> (Testified – Attorneys, Bill Hunt and Kim Wade)
Spring 1993	Criminal Suit: State of Minnesota v. Officer Edward Nelson, District Court, Fourth Judicial District, Minneapolis, MN. Expert Witness for the Prosecution. Area of Expertise, <i>“Use of Force in Cuffing Situations”</i> (Consulted and Testified – Attorney, Steven Tallen)
September 1990	Criminal Case: Ypsilanti, MI. A Civilian charged with homicide. Consulted for the Defense. Areas of Expertise: <i>“Shooting Decisions”</i> and <i>“Impact of Post-Shooting Trauma on Interrogation”</i> (Consulted – Attorney, Richard C. Digon)
January 1988	Criminal Suit: Lorentz Case, 5 th Judicial District, Blue Earth County, Mankato, MN. A female hostage was charged with homicide because of her actions in assisting her hostage taker. Consulted for the defense. Area of Expertise: <i>“Victim Trauma in Hostage Situations”</i> (Wrote an opinion that was influential in plea bargaining – Attorney, Joe Bluth)
November 1984	Criminal Suit: Benz Trial, Scott County District Court, Shakopee, MN. Expert Witness for the Prosecution, Area of Expertise: <i>“Brainwashing”</i> (Consulted and Testified – Attorney, Kathleen Morris)
July 1977	Criminal Suit: Kevin Twerdun Case, Provincial Magistrates Court, Winnipeg, Manitoba, Canada. Expert Witness for the Prosecution. Area of Expertise: <i>“Size and Distance Judgments Under Reduced Conditions of Viewing”</i> (Consulted and Testified)

CIVIL CASES

March 2017	Civil Suit: Estate of Victor Ortega v. City of San Diego. U.S. District Court. Areas of Expertise: <i>“Perception Action/Reaction and Movement Dynamics in a Deadly Force Encounter”</i> (Testified – Attorney, Keith Phillips)
April 2016	Civil Suit: K.C.R. v. County of Los Angeles, et al. U.S. District Court. Areas of Expertise: <i>“Perception and Memory”</i> (Approved to Testify, Case Settled Before Testifying – Attorney, Dennis Gonzales)
February/March 2016	Civil Suit: Richard A. Collender, et al. v. City of Brea, et al. U.S. District Court. Areas of Expertise: <i>“Action and Reaction Parameters”</i> and <i>Decision Making”</i> (Testified by Video and Testified – Attorney, Robert Ceccon)

February 2016	Civil Suit: State of Wisconsin v. Jerome Weinmann. Circuit Court of the State of Wisconsin, Waupaca County. Areas of Expertise: “Action and Reaction Parameters,” “Response Time for Officer and Assailant,” “Perception,” and “Movement Dynamics of Assailant with a Shot Gun” (Testified by Video – Attorney, Timothy Johnson)
February 2016	Civil Suit: Dorothy J. Sams v. City of Los Angeles, et al. Superior Court of the State of California, Los Angeles, CA. Areas of Expertise: “Perception,” “Detection of Threat,” “Decision Making,” “Officer Shooting Time,” “Visual Processing in a Shooting,” and “Speed of Assault and Turning Time” (Testified – Attorney, Geoffrey Plowden)
December 2015	Civil Suit: Collender v. City of Brea. U.S. District Court, Central District of California. Areas of Expertise: “Speed of Assault,” “Perception and Response,” and “Context” (Deposed – Attorney, Robert Ceccon)
November 2015	Civil Suit: Claim of Anthony Basilica, Administrator of the Estate of Robert Bergeson U.S. District Court, Hartford, CT. Areas of Expertise: “Decision Process, Reaction & Motor Movement Time, Assault Time and Distance for Assailant” (Deposed – Attorney Stephen Sarnoski)
November 2014	Civil Suit: K.C.R. v. County of Los Angeles, et al. U.S. District Court, Los Angeles, California. Areas of Expertise: “Perception and Memory, Speed of Incident” (Deposed – Attorney Dennis Gonzales)
July 2014	Civil Suit: Chelsey Hayes, David J. Hayes v. County of San Diego, et al. U.S. District Court, San Diego, California. Areas of Expertise: “Action/Reaction Dynamics, Edge Weapon Assault, Assault/Distance in Time, Officer Response Time including Starting and Stopping, Perception and Memory” (Testified – Attorney, Morris Hill)
November 2013	Civil Suit: Dorothy J. Sams v. City of Los Angeles, et al. U.S. District Court, Los Angeles, California. Areas of Expertise: “Shell casing ejection,” “Proximity of Shot,” “Action/Reaction,” “Decision Times,” “Duration of shooting,” “Time Required to Stop.” (Deposed – Attorney, Rena Shahandeh)
August 2013	Civil Suit: Gregory Thompson v. City of Lebanon. U.S. District Court, Lebanon, Tennessee. Areas of Expertise: “Perception,” “Judgment Process,” “Attribution,” “Memory,” and “Action/Reaction.” (Deposed – Attorney, Robert Burns)
May 2013	Civil Suit: Alex Wayne Morton v City of Guntersville, Alabama. U.S. District Court, Huntsville, Alabama. Areas of Expertise: “Action, Speed and Dynamics in a Deadly Force Encounter including acceleration of a vehicle,” “Speed of Movement of an Officer evading a Vehicle,” “Influence of Context on Perception,” “An officer’s perception and memory of location and action.” (Testified – Lead Attorney, Gary Grace)
March 2013	Civil Suit: Champommier v. U.S., United States Courthouse, Los Angeles, CA. Areas of Expertise: “Reaction Time –impact of different holsters and timing levels on the speed of drawing and firing a hand gun” (Testified – Assistant U.S. Attorney, Chung Han)
December 2012	Civil Suit: Alens Charles v Palm Beach County Sheriff’s Office, Circuit Court of the Fifteenth Judicial Circuit for Palm Beach County, FL. Areas of Expertise: “Perception /Memory,” “Action/Reaction,” “Attention,” “Schemas,” and “Contextual Cues” (Deposed – Attorney, Harriet Lewis)
October 2012	Civil Suit: The Estate of McAllister, Brown v. City of Bridgeport. Superior Court Judicial District of Fairfield, Bridgeport, CA. Areas of Expertise: “Action/Reaction,” “Dynamics of Movement” and “Perception/Memory” (Deposed and Testified – Attorney, Betsy Edwards)
October 2012	Civil Suit: Cristina Ibarra v. City of Los Angeles. U.S. District Court, Los Angeles, CA. Areas of Expertise: “Perception of Threat” and “Action/Reaction” (Testified and Deposed – Attorney, Rena Shahandeh)

September 2012	Civil Suit: Diane Rhodes, et al. v. County of Los Angeles. Superior Court of California, Los Angeles, CA. Areas of Expertise: <i>“Biomechanics of Lethal Force,” “Action/Reaction,” Dynamics of Movement,”</i> and <i>“Perception/Memory”</i> (Deposed and Testified – Attorney, Christian Bojorquez)
August 2012	Civil Suit: Kathryn Pollard v. City of Columbus, et al. U.S. District Court, Columbus, OH. Areas of Expertise: <i>“Biomechanics of Lethal Force (Action/Reaction, Dynamics)”</i> and <i>“Perception/Memory”</i> (Wrote Report and Deposed – Attorney, Wendy Esposito)
August 2012	Civil Suit: Estate of Lukus Glenn v. Washington County, et al. U.S. District Court for the District of Oregon, Portland, OR. Areas of Expertise: <i>“Biomechanics of Lethal Force (Action/Reaction, Dynamics),” “Perception/Memory”</i> and <i>“Threat with an Edged Weapon Including Speed of Movement”</i> (Wrote report and Testified – Attorney, William Blair)
June 2012	Civil Suit: Rosa Maria Corrales v. Officer Clark David Impastato, et al., U.S. District Court, Phoenix, AZ. Areas of Expertise: <i>“Effect of Context,” “Attention,” “Perception”</i> and <i>“Action/Reaction”</i> (Deposed – Attorney, Kathleen Wieneke)
Sept 2011	Civil Suit: Johnetta Davis v. City of Chicago, and David Garza. Circuit Court of Cook County, Chicago, IL. Areas of Expertise: <i>“Dynamics of a Shooting,” “Action/Reaction”</i> and <i>“Perception/Memory”</i> (Testified and Deposed, Attorney Jonathan Clark Green)
August 2011	Civil Suit: Joseph Wolf v. City of Los Angeles, et al. U.S. District Court Central District of California, Los Angeles, CA. Area of Expertise: <i>“Action/Reaction,” “Dynamic of Movement”</i> and <i>“Attention/Memory”</i> (Deposed– Attorney, Christian Bojorquez)
July 2011	Civil Suit: Rodriguez v. County of San Bernardino, et al. U.S. District Court Central District of California, Los Angeles, CA. Area of Expertise: <i>“Action/Reaction,” “Dynamic of Movement”</i> and <i>“Attention/Memory”</i> (Deposed, testified and wrote report – Attorney, Barry Hassenberg)
June 2011	Civil Suit: A.K.C. et al. v. The City of Santa Ana. U.S. District Court, Santa Ana, CA. Areas of Expertise: <i>“Action/Reaction (Time to Start & Stop),” “Moving Vehicles”</i> and <i>“Perception/Memory”</i> (Deposed, testified and wrote report – Attorney, Jill Babington)
June 2011	Civil Suit: Omar Hurtado v. The City of Los Angeles, et al. U.S. District Court, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction,” “Perception,”</i> and <i>“Memory in Shooting Situations”</i> (Testified, Deposed and wrote report – Attorney, Denise Mills)
June 2011	Civil Suit: Diane Rose Campillo, et al. v. City of Phoenix, et al. Superior Court of the State of Arizona, Phoenix, AZ. Areas of Expertise: <i>“Biomechanics,” “Perception,” “Action/Reaction,” “Memory”</i> and <i>“Edged Weapons,”</i> (Deposed and wrote report – Attorney, Michelle Iafrate)
April 2011	Civil Suit: Estate of Jesus Manzo v. County of San Diego. U.S. District Court, San Diego, CA. Areas of Expertise: <i>“Perception of Threat”</i> and <i>“Action/Reaction”</i> (Testified and wrote report – Attorney, Ricky Sanchez)
March 2011	Civil Suit: Samantha Lopez, et al. v. The City of San Diego, et al. U.S. District Court, San Diego, CA. Areas of Expertise: <i>“Biomechanics (Context, Movement, Speed) of an Edged Weapon Assault,” “Action/Reaction,”</i> and <i>“Perception and Memory”</i> (Testified and wrote report – Attorney, David Axtmann)
January 2011	Civil Suit: Anthony Alvarado v. City of Pomona, et al. U.S. District Court, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction”</i> and <i>“Contextual Cues of a Shooting Situation”</i> (Testified - Attorney David Torres-Siegrist)
January 2011	Civil Suit: Estate of Joseph Bak v. Steven Orlowski, et al. U.S. District Court, New Haven, CT. Areas of Expertise: <i>“Biomechanics of a Deadly Force Encounter,” “Speed of a Knife Assault”</i> and <i>“Action/Reaction”</i> (Testified – Attorney, Stephen Sarnoski)

December 2010	Civil Suit: Johnetta Davis v. City of Chicago, and David Garza. Circuit Court of Cook County, Chicago, IL. Areas of Expertise: <i>“Dynamics of a Shooting,” “Action/Reaction”</i> and <i>“Perception/Memory”</i> (Testified and Deposed, Attorney Jonathan Clark Green)
November 2010	Civil Suit: Robert Tolan, et al. v. Jeffrey Wayne Cotton, et al. U.S. District Court, Houston, TX. Area of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Norman Giles)
October 2010	Civil Suit: Laura Michelle Cox, et al. v. City of Los Angeles, et al. Superior Court of the State of California, Los Angeles, CA. Area of Expertise: <i>“Behavioral Science Elements Of Officers and Assailants In A Shooting Situation”</i> (Deposed and Testified – Attorney, Colleen Smith)
October 2010	Civil Suit: Estate of Jordan L. Case v. Washington County, et al. U.S. District Court, Hillsboro, OR. Areas of Expertise: <i>“Action/Reaction Parameters,” “Perception and Memory”</i> and <i>“Cognitive and Emotional Elements of Decision Making”</i> (Wrote Report and Testified – Attorney, William Blair)
June 2010	Civil Suit: Vivica L. Sirmans, as Personal Representative of the Estate of Chester O. Washington, Jr., et al. v. Ric L. Bradshaw as Sheriff of Palm Beach County and Derek A. Savage, 15 th Judicial Circuit in and for Palm Beach County, West Palm Beach, FL. Areas of Expertise: <i>“Perception/Memory”</i> and <i>“Action/Reaction”</i> (Deposed– Attorney, Fred Gelston)
April 2010	Civil Suit: Maria Joya and Saleh Ali v. City of Hayward, U.S. District Court, San Francisco, CA. Areas of Expertise: <i>“Action/reaction Parameters,” “Weapon Retention”</i> and <i>“Novice’s Use of a Gun”</i> (Wrote report and Testified – Attorney, Randolph Hom)
April 2010	Civil Suit: Estate of Jordan Case v. Washington County, U.S. District Court, Portland, OR. Areas of Expertise: <i>“Perception,” “Action/reaction Parameters,” “Memory”</i> and <i>“Decision Making”</i> (Wrote report and Testified – Attorney, Bill Blair)
March 2010	Civil Suit: Sergio Lopez v. City of Chula Vista, U.S. District Court, San Diego, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Decision Making Processes”</i> (Wrote report and Testified – Attorney, Karen Rogan)
February 2010	Civil Suit: Laura Michelle Cox v. City of Los Angeles, Los Angeles Superior Court, Los Angeles, CA. Areas of Expertise: <i>“Memory,” “Subject Movement Times”</i> and <i>“Video Recording”</i> (Deposed– Attorney, Colleen Smith)
February 2010	Civil Suit: J.D.R., et al. v. City of Los Angeles, et al., U.S. District Court, Los Angeles, CA. Areas of Expertise: <i>“Attention,” “Perception”</i> and <i>“Action/Reaction Parameters and Memory”</i> (Wrote report and Testified - Attorney, Denise Johnson)
January 2010	Civil Suit: Amanda Perry Matter, Fairfax Circuit Court, Fairfax, VA. Areas of Expertise: <i>“Perception,” “Action/Reaction Parameters”</i> and <i>“Decision Making Processes”</i> (Wrote Report and Deposed – Attorney, David Fudala)
January 2010	Civil Suit: Stringer v. City of San Pablo, U.S. District Court, San Francisco, CA. Areas of Expertise: <i>“Attention,” “Perception,” “Action/Reaction”</i> and <i>“Decision Making”</i> (Wrote report and Testified – Attorney Noah Blechman)
November 2009	Civil Suit: Rhonda Dill, et al v. Sarah Dewitt, et al., U.S. District Court, Shreveport, LA. Areas of Expertise: <i>“Behavioral Dynamics of a Deadly Force Encounter”</i> and <i>“Spent Shell Casing Patterns”</i> (Wrote Report and Deposed – Attorney, Edwin Byrd)
September 2009	Civil Suit: Davidson v. City of Chicago, et al. Cook County Circuit Court, Chicago, IL. Area of Expertise: <i>“Perception and Memory”</i> (Wrote Report, Deposed, Testified – Attorney, Stacy Benjamin)

August 2009	Civil Suit: Lazos, Barrera v. City of Oxnard, et al., California Central District Court, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Motion in a Deadly Force Encounter”</i> and <i>“Perception and Memory”</i> (Wrote Report, Deposed, Testified – Attorney, Alan E. Wisotsky)
July 2009	Civil Suit: Lorena Lopez v. City of Los Angeles, et al., Los Angeles Superior Court, Los Angeles, CA. Areas of Expertise: <i>“Attention/Reaction Parameters in Relation to Sighting/Shooting and Memory”</i> and <i>“Crossfire and Contagious Gunfire versus Misattribution”</i> (Wrote Report, Deposed, Testified – Attorney, Christian Bojorquez)
June 2009	Civil Suit: Lidia Leon, et al. v. City of Huntington Park, et. al., U.S. District Court, Huntington Park, CA. Areas of Expertise: <i>“Attention/Reaction in a Shooting Situation”</i> and <i>“Physical Dynamics of Subject’s Perception and Memory”</i> (Wrote Report, Deposed– Attorney, Jill Babington)
May 2009	Civil Suit: Tubar v. City of Kent, et al., U.S. District Court, Seattle, WA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Perception and Memory”</i> and <i>“Behavioral Reconstruction”</i> (Wrote Report, Deposed, Testified – Attorney, Mary Ann McConaughy)
April 2009	Civil Suit: Roketi Su’e v. City of Long Beach, Superior Court of California for the County of Los Angeles South District, CA. Areas of Expertise: <i>“Perception,” “Attention and Memory”</i> and <i>“Action/Reaction Parameters”</i> (Deposed – Attorney, Barry Meyers)
March 2009	Civil Suit: Georgia Miller v. City of Los Angeles, et al. U.S. District Court, Los Angeles, CA. Areas of Expertise: <i>“Action/ Reaction”</i> and <i>“Perception/ Processing”</i> (Wrote Report and Deposed – Attorney, Richard Arias)
March 2009	Civil Suit: Moss v. City of Danville, et al. U.S. District Court, Central District of Illinois, Danville, IL. Areas of Expertise: <i>“Action/ Reaction”</i> and <i>“Perception/ Processing”</i> (Wrote Report and Deposed – Attorney, Jack Martin)
March 2009	Civil Suit: Caesar Ototi, et al. v. State of Arizona, et al. U.S. District Court, Maricopa County, Phoenix, AZ. Areas of Expertise: <i>“Perception and Memory”</i> and <i>“Action and Reaction”</i> (Wrote Report and Testified – Attorney, Richard Stewart)
October 2008	Civil Suit: Zia Trust Company v. Montoya, Second Judicial District Court, Albuquerque, NM. Areas of Expertise <i>“Perception”</i> and <i>“Attention & Memory”</i> (Deposed and Report – Attorney, Kevin Brown)
August 2008	Civil Suit: Meadours, et al. v. Ermel, et al., U.S. District Court Southern District, Houston Division, Houston, TX. Areas of Expertise: <i>“Perception/Processing,” “Action/Reaction”</i> and <i>“Attention/Memory”</i> (Wrote Report and Deposed – Attorney Norman R. Giles)
August 2008	Civil Suit: Jake Williams v. City of Chicago, et al., Federal Court, Northern District of Illinois, Chicago, IL. Areas of Expertise: <i>“Perception/Processing”</i> and <i>“Action/Reaction Parameters”</i> (Wrote Report and Deposed – Attorney, Liza Franklin)
August 2008	Civil Suit: Madrigal, et al. v. City of Mesa, et al., U.S. District Court, Mesa, AZ. Areas of Expertise: <i>“Perception/Processing,” “Action/Reaction”</i> and <i>“Attention/Perception/Memory.”</i> (Wrote Report and Deposed – Attorney, Marc Steadman)
July 2008	Civil Suit: Foley v. City of Coronado, et al, Superior Court of the State of California, Los Angeles for the County of San Diego, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perceptions of Threat”</i> (Deposed and Testified – Attorney, Matthew Harrison)
June 2008	Civil Suit: Menjivar v. City of Los Angeles, U.S. District Court Central District of California, Los Angeles, CA. Areas of Expertise: <i>“Attention,” “Biomechanics of Lethal Force,” “Action/Reaction Parameters”</i> and <i>“Lethal Force Scenario Analysis”</i> (Testified – Attorney, Denise Johnson, Esq.)

May 2008	Civil Suit: Margaret Eichenlaub, et al v. Leroy Baca, et al, U.S. District Court, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perceptions of Threat”</i> (Deposed – Attorney, Dennis Gonzales)
April 2008	Civil Suit: Cortez v. City of Los Angeles, et al, Los Angeles Superior Court of the State of California, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Less Lethal Force”</i> (Testified – Attorney, Craig Miller)
April 2008	Civil Suit: Wasson v. North Liberty, U.S. District Court for the Southern District of Iowa, Davenport, IA. Areas of Expertise: <i>“Investigative Procedures,” “Perception and Memory,” “Biomechanics of Lethal Force,” “Action/Reaction Parameters”</i> and <i>“Spent Shell Casing Ejection”</i> (Testified – Attorney, Terry Abernathy)
February 2008	Civil Suit: Bell v. Strausbaugh, et al, U.S. District Court, Eastern District of Wisconsin, Kenosha, WI. Areas of Expertise: <i>“Biomechanics of Lethal Force,” “Action/Reaction Parameters”</i> and <i>“Spent Shell Casing Ejection”</i> (Deposed – Attorney, Kevin Reak, Esq.)
February 2008	Civil Suit: Menjivar v. City of Los Angeles, U.S. District Court Central District of California, Los Angeles, CA. Areas of Expertise: <i>“Attention,” “Biomechanics of Lethal Force,” “Action/Reaction Parameters”</i> and <i>“Lethal Force Scenario Analysis”</i> (Testified – Attorney, Denise Johnson, Esq.)
February 2008	Civil Suit: Sheffield v. Robertson, et al, U.S. District Court of the State of South Carolina, Florence, SC. Areas of Expertise: <i>“Spent Shell Casing Ejection,” “Action/Reaction Parameters”</i> and <i>“Lethal Force Scenario Analysis”</i> (Wrote Report and Deposed – Attorney, Vinton Lide, Esq.)
December 2007	Civil Suit: Winston Hayes v. County of Los Angeles, Superior Court of the State of California and for the County of Los Angeles, Los Angeles, CA. Area of Expertise: <i>“Perception and Memory”</i> (Deposed – Attorney, Dennis Gonzales)
October 2007	Civil Suit: Salazar v. City of Chicago, Circuit Court of Cook County, Law Division, Chicago, IL. Areas of Expertise: <i>“Perception,” “Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force”</i> (Testified – Attorneys, Jordan Marsh and Barrett Rubens)
August 2007	Civil Suit: Quade v. Seamus Kaplan, et al, U.S. District Court for the Northern District of Illinois, Eastern Division, Madelein, IL. Areas of Expertise: <i>“Perception,” “Action/Reaction Parameters”</i> and <i>“Memory”</i> (Deposed – Attorney, Laura Scarry)
July 2007	Civil Suit: Garry Torrence v. City of Pomona, et al, U.S. District Court for the Central District of California, Western Division, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force”</i> (Testified – Attorney, Steven Rothans)
June 2007	Civil Suit: Ingram v. City of San Bernardino, U.S. District Court, San Bernardino, CA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force”</i> and <i>“Perception/Memory”</i> (Wrote Report, Deposed and Testified – Attorney, Joseph Arias)
June 2007	Civil Suit: Johnetta Davis for Hamilton v. City of Chicago and David Garza, Circuit Court of Cook County, Illinois County Department, Law Division, Chicago, IL. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force,” “Attention”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Jonathon Clark Green)
May 2007	Civil Suit: Fields, et al v. Nowotka, et al, U.S. District Court Eastern Division of Wisconsin, Milwaukee, WI. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Ms. Susan Lappen)

April 2007	Civil Suit: Moreland v. State of Arizona, Superior Court of the State of Arizona in and for the County of Maricopa, Phoenix, AZ. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Brian Kaven)
April 2007	Civil Suit: Barkley v. Harris County, U.S. District Court for Southern District of Texas Houston Division, Houston, TX. Areas of Expertise: <i>“Action/Reaction Parameters,” “Biomechanics of Lethal Force”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Fred Keys, Jr.)
April 2007	Civil Suit: Estate of Juan Herrera, et al v. City of Buena Park, et al, U.S. District Court Central Division of California, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Patrick K. Bobko)
February 2007	Civil Suit: Zayas v. City of Santa Ana, et al, Superior Court of the State of California, County of Orange, Santa Ana, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory.”</i> (Testified – Attorney David P. Lenhardt)
February 2007	Civil Suit: Kevin Dwayne Ellis v. City of Los Angeles, et al, Superior Court of the State of California, Los Angeles County, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Harold Becks, Esq.)
September 2006	Civil Suit: Tomazic v. City of Cleveland and Officer Daniel Jopek, et al, U.S. District Court for the Northern District of Ohio, Eastern Division, Cleveland, OH. Areas of Expertise: <i>“Action/Reaction Parameters in Lethal Force Encounters”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Stephen Funk)
August 2006	Civil Suit: Hudspeth, et al v. City of Shreveport, et al, U.S. District Court Western District of Louisiana, Shreveport Division, Shreveport, LA. Areas of Expertise: <i>“Perception and Memory”</i> and <i>“Action/Reaction Parameters in Lethal Force Encounters”</i> (Deposed – Attorney, Edwin Byrd, III)
August 2006	Civil Suit: Salazar v. City of Chicago, et al, Circuit Court of Cook County, Chicago, IL. Areas of Expertise: <i>“Perception and Memory”</i> and <i>“Action/Reaction Parameters in Lethal Force Encounters”</i> (Deposed – Attorney, Dawn Bode)
July/August 2006	Civil Suit: Dukes v. City of Chicago, et al, Circuit Court of Cook County, Chicago, IL. Areas of Expertise: <i>“Perception and Memory,” “Action/Reaction Parameters”</i> and <i>“Lethal Force Encounters”</i> (Deposed – Attorney, Dawn Bode)
April 2006	Civil Suit: Evelyn Davis v. City of Los Angeles, Los Angeles, CA. Superior Court of the State of CA, County of Los Angeles Central District Court. Areas of Expertise: <i>“Perception and Memory”</i> and <i>“Action/Reaction Parameters in Lethal Force Encounters”</i> (Deposed – Attorney, Geoffrey Plowdon)
April 2006	Civil Suit: Minnie Johnson v. City of Chicago, et al, Circuit Court of Cook County, Illinois, Chicago, IL. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Margaret Carey)
April 2006	Civil Suit: Vargas v. County of Los Angeles, et al, Superior Court of the State of California for the County of Los Angeles, Los Angeles, CA. Areas of Expertise: <i>“Perception”</i> and <i>“Action/Reaction Parameters of Lethal Force Encounters”</i> (Testified – Attorneys, Dennis Gonzales and Elizabeth Miller)
March 2006	Civil Suit: Kely Wilkins, et al v. City of Oakland, et al, USCA for the Ninth Circuit Court, Oakland, CA. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters,” “Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Todd Boley)

March 2006	Civil Suit: Woods v. Savage & Bieluch, et al, Circuit Court of the 15 th Judicial Circuit in and for Palm Beach County, West Palm Beach, FL. Area of Expertise: <i>“Action/Reaction Parameters of Lethal Force Encounters”</i> (Deposed – Attorney, Fred Gelston)
March 2006	Civil Suit: Duy Ngo v. Charles Storlie, John Doe, Richard Roe and the City of Minneapolis, U.S. District Court, Minneapolis, MN. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception/Memory in Lethal Force Encounters”</i> (Deposed – Attorney, Joseph Flynn)
January 2006	Civil Suit: Roman v. Claeson and the City of Chicago, U.S. District Court for the Northern District of Illinois, Eastern Division, Chicago, IL. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception/Memory in Lethal Force Encounters”</i> (Deposed – Attorney, Robert Barber)
January 2006	Civil Suit: Mabel Jones v. Prince George’s County, Maryland, et al. Upper Marlboro, MD. Areas of Expertise: <i>“Performance in High Stress Situations”</i> and <i>“Perception and Memory”</i> (Wrote Report, Deposed and Testified – Attorney, Rhonda L. Weaver)
June 2005	Civil Suit: Kendra James v. Portland Police Bureau, U.S. District Court for the District of Oregon, Portland, OR. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters,” “Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Robert Wagner)
June 2005	Civil Suit: Kely Wilkins, et al v. City of Oakland, et al., USCA for the 9 th Circuit, Oakland, CA. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters,” “Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Deposed – Attorney, Todd Boley)
June 2005	Civil Suit: Humphrey v. Leatherman, U.S. District Court for the Northern District of Oklahoma, Tulsa, OK. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> and <i>“Perception and Memory”</i> (Wrote Report and Deposed – Attorney, Larry Simmons)
April 2005	Civil Suit: Gail Washington v. City of Los Angeles, Superior Court of the State of California for the County of Los Angeles, Los Angeles, CA. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Richard Arias)
March 2005	Civil Suit: Henry Etta Ross v. County of Los Angeles, et al, Superior Court of the State of CA for the County of Los Angeles, Superior Court Case, Los Angeles, CA. Area of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> (Testified – Attorneys, Dennis Gonzales and Elizabeth Miller)
February 2005	Civil Suit: Simona Wilfred v. County of Los Angeles, U.S. District Court, Los Angeles, CA. Area of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> (Wrote Report and Deposed – Attorneys, Dennis Gonzales and Elizabeth Miller)
February 2005	Civil Suit: Bugarin v. City of Alhambra, U.S. District Court, Central District of California, Los Angeles, CA. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters,” “Perception and Memory”</i> and <i>“Spent Shell Casing Ejection”</i> (Deposed – Attorney, Elizabeth Feffer)
September 2004	Civil Case: Drypen v. County of Oakland, Michigan, U.S. District Court, Eastern District of Michigan Southern Division, Southfield, MI. Areas of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> and <i>“Perception and Memory”</i> (Wrote Report and Deposed – Attorney, John J. Lynch)
September 2003	Civil Suit: Estate of Damon Lowery v. City of Portland, U.S. District Court, District of Oregon, Portland, OR. Area of Expertise: <i>“Perception and Memory”</i> (Testified – Attorney, Mary Danford)
July 2003	Civil Suit: Alex Reyes v. City of Richmond, U.S. District Court for the Southern District of Texas, Houston Division, Houston, Texas. Area of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> (Wrote Report, Deposed and Testified – Attorney, William Helfand)

May 2003	Civil Suit: Estate of Stanley Chambers v. Paul Strozewski, et al, Pierce County, Superior Court for State of Washington, Tacoma, WA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force Encounters”</i> (Wrote Report and Testified – Attorney, Jean Homan)
April 2003	Civil Suit: Sergio Ruiz v. County of Los Angeles, et al, Superior Court of the State of California for the County of Los Angeles Central District, Los Angeles, CA. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Biomechanics of Lethal Force Encounters”</i> (Testified – Attorney, Richard Kemalyan)
February 2003	Civil Suit: Hodgson, et al v. Phan, Prince George’s County, Maryland, et al, Circuit Court, Prince George’s County, Maryland. Areas of Expertise: <i>“Action/Reaction Parameters,” “Subject Movement in Shooting Situations”</i> and <i>“Stress Reactions and Memory Problems in Lethal Force Encounters”</i> (Submitted Opinion and Testified – Attorneys, Crystal Dixon Mittelstaedt and Jay Creech)
October 2002	Civil Suit: Roland Ericksen v. City of Comfrey, et al. Minnesota District Court, 5 th Judicial District, New Ulm, MN. Area of Expertise: <i>“Use of Force in Arrests”</i> (Wrote Report and Testified – Attorney, Dan Birkholtz)
September 2002	Civil Suit: Tina Lee Vogt v. City of Los Angeles, Los Angeles, CA. (Anthony Dwain Lee, “Halloween Shooting.”) Area of Expertise: <i>“Biomechanics of Lethal Force Encounters”</i> (Consulted and Deposed – Attorney, Cory Brente)
December 2001	Civil Suit: Carr v. City of Oklahoma, et al, U.S. District Court, Western District, Oklahoma City, OK. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Subject Movement in Shooting Situations”</i> (Wrote Report and Testified – Attorneys, Susan A. Knight and Robert Manchester)
August 2001	Civil Suit: Mabel Jones v. Prince George’s County, Maryland, et al. Upper Marlboro, MD. Areas of Expertise: <i>“Performance in High Stress Situations”</i> and <i>“Perception and Memory”</i> (Wrote Report and Deposed – Attorney, Rhonda L. Weaver)
June 2001	Civil Suit: Claire Saunders v. City of Santa Rosa, et al. Superior Court, Santa Rosa, CA. Areas of Expertise: <i>“Action/Reaction Parameters,” “Subject Movement in Shooting Situations”</i> and <i>“Tactical Options for Suicide by Cop”</i> (Wrote Report and Deposed – Attorney, Brien J. Farrell)
September 1999	Civil Suit: Estate of David Fuentes v. Thomas, et al, Federal Court, U.S. District Court for District of Kansas, Topeka, KS. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perceptual Distortions Cognitive Aberrations and Memory Problems in Shooting Situations”</i> (Wrote Report and Testified – Attorney, David R. Cooper)
April 1998	Civil Suit: Danielson v. Whitledge, Federal District Court, Ramsey County, St. Paul, MN. Area of Expertise: <i>“Handcuffing”</i> (Testified – Attorney, David Dietz)
February 1992	Civil Suit: Estate of Tycel Nelson v. City of Minneapolis, MN. Minneapolis, MN. Areas of Expertise: <i>“Shooting Decisions”</i> and <i>“Biomechanics of Force”</i> (Consulted and Deposed – Attorney, Stephen Tallen)
June 1991	Civil Suit: T. Kadel v. City of Minneapolis, Minnesota District Court, Minneapolis, MN. Expert Witness for the City. Areas of Expertise: <i>“Handcuffing”</i> and <i>“Physical Control/Handcuffing”</i> (Testified – Attorney, Bruce Peterson)

ARBITRATION HEARINGS

February 2014	Arbitration: Washington State Police, Trooper Jeffrey Laeuger. Seattle, Washington. Areas of Expertise: <i>“Action/Reaction, Dynamics in response to being assaulted by a moving vehicle, Time to start/stop, Moving Dynamics, Judgment, Memory.”</i> (Testified – Attorney, Jeffrey Julius)
November 2012	Arbitration: BART v. Antony Pirone. Oakland, CA. Areas of Expertise: <i>“Action/Reaction,” “Dynamics of Movement”</i> and <i>“Perception/Memory”</i> (Testified – Attorney, William Rapoport)
May 2012	Arbitration: Kirk Steele Shooting, Edmonton Police Service Professional Standards Board, Edmonton, Canada. Areas of Expertise: <i>“Action/Reaction Parameters,” “Diagnosis of Shooting Encounters,” “Decision Making”</i> and <i>“Running and Falling Times”</i> (Testified – Attorney, Laura Stevens)
November 2011	Arbitration: Ron Frashour v. Portland Police Bureau, Portland, OR. Areas of Expertise: <i>“Action/Reaction”</i> and <i>“Perception/Memory”</i> (Testified – Attorney, Anil Karia)
October 2010	BART District Police Officer MarySol Domenici, San Francisco BART Headquarters Arbitration for Administrative Proceeding, Oakland, CA. Areas of Expertise: <i>“Officer Reaction/Decision Making”</i> and <i>“Perception/Attention and Memory”</i> (Testified – Attorney, Alison Berry Wilkinson)
September 2008	Arbitration: Robert Murtha Arbitration, Superior Court, Hartford, CT. Areas of Expertise: <i>“Action/Reaction Parameters”</i> and <i>“Perception and Memory”</i> (Testified- Attorney, Stephen McEleney)
November 2007	Arbitration Hearing: Officer Gary Elde, Anchorage, Alaska. Areas of Expertise: <i>“Action/ Reaction Parameters”</i> and <i>“Biomechanics of Force”</i> (Consulted and Testified – Alaska Correctional Officers Association)
January 2007	Adverse Judicial Finding: Middleditch, London, England. Area of Expertise: <i>“Perception and Memory During an Arrest Using Physical Control”</i> (Consulted and Testified – Attorney, Scott Ingram)
December 2006	Disciplinary Hearing: Officer Steven Garcia, Los Angeles, CA. Areas of Expertise: <i>“Perception and Memory”</i> and <i>“Action/ Reaction”</i> (Testified – Attorney, Michael Stone)
February 2006	Disciplinary Hearing: Officer David Hale, Los Angeles, CA. Area of Expertise: <i>“Perception and Memory”</i> (Testified – Attorney, Mr. Randal Quan)
November 2005	Disciplinary Hearing: Officer Timothy Carpenter, Portland, OR. Area of Expertise: <i>“Perception and Memory During an Arrest Using Physical Control”</i> (Consulted and Testified – Attorney, Will Aitchison)
October 2004	Arbitration: Daniel Lovelace Arbitration Hearing, Phoenix, AZ. Areas of Expertise: <i>“Biomechanics of Force”</i> and <i>“Perception and Memory”</i> (Testified – Attorney, Dale Norris)
July 2003	Arbitration: Phoenix, AZ v. Officer Richard Fisher, Phoenix, AZ. Expert Witness for the Officer. Area of Expertise: <i>“Action/Reaction in Lethal Force Encounters”</i> (Testified – Attorney, Dale Norris)
July 2001	Arbitration: Portland Police Bureau/Doug Oliver, Portland, OR. Expert Witness for the Officer. Area of Expertise: <i>“Post Traumatic Stress Disorder”</i> (Settled – Attorney, Will Aitchison)
March/April 2001	Arbitration: Phoenix, AZ v. Officer Tim Norton, Phoenix, AZ. Expert Witness for the Officer. Areas of Expertise: <i>“Biomechanics of Force,” “Eye Witness Reports,” “Attention and Memory”</i> and <i>“Internal Affairs Investigations”</i> (Testified – Attorney, Dale Norris)
March/April 2001	Arbitration: Phoenix, AZ v. Officer James Contreras, Phoenix, AZ. Expert Witness for the Officer. Areas of Expertise: <i>“Biomechanics of Force,” “Eye Witness Reports,” “Attention and Memory”</i> and <i>“Internal Affairs Investigations”</i> (Testified – Attorney, Dale Norris)

December 1998	Arbitration: Hildreath, State of IA, DPS. Expert Witness for the State. Area of Expertise: <i>“Communication and Tactical Options on a DUI Stop”</i> (Testified – Attorney, Mr. Galloway)
December 1997	Arbitration: City of Eugene v. Officer Randy Berger, Eugene, OR. Areas of Expertise: <i>“Psychological Fitness for Duty Examinations,” “Shooting Decisions”</i> and <i>“Post Shooting Trauma”</i> (Testified – Attorney, John Hoag)
April 1994	Arbitration: Consulted for the League of Minnesota Cities, Minneapolis, MN. Area of Expertise: <i>“Law Enforcement Education and Career Alternatives”</i> (Attorney, Cliff Greene)
December 1993	Arbitration: Schenectady, NY. Area of Expertise: <i>“Management Styles and Police Stress”</i> (Consulted and Testified for the Police Benevolent Association.)
Spring 1993	Arbitration: Bengston v. City of Apple Valley, MN. Expert witness for the City of Apple Valley. Area of Expertise: <i>“Corruption and Ethics in Law Enforcement”</i> (Consulted and Testified – Attorney, Cliff Greene)
Fall 1992	Arbitration: Sonya Davis v. Lane County (Eugene, OR.) Expert Witness Ms. Davis. Area of Expertise: <i>“The Use of Psychological Testing in Law Enforcement”</i> (Testified – Attorney, John Hoag)
October 1991	Police Federation of Minneapolis Police Department: Submitted Affidavit for “Comparable Worth” Appeal, Minneapolis, MN. Area of Expertise: <i>“Police Stress”</i> (Attorney, Theresa Ayling)
July 1990	State of Minnesota, Office of Administrative Hearings: Expert Witness. Area of Expertise: <i>“Police Stress”</i> (Wrote opinion in the case of Anderson v. Brown County, et al.)

HOST COMMUNITY AGREEMENT

**By and Between the Town of Plainville, Massachusetts
and
Ourway Realty, LLC**

This Agreement ("Agreement") is made and entered into as of July 8, 2013 (the "Effective Date"), by and between the Town of Plainville, Massachusetts (the "Town" or "Plainville"), a municipality in the Commonwealth of Massachusetts, and Ourway Realty, LLC, doing business as Plainridge Racecourse ("Plainridge" and, collectively with the Town, the "Parties").

RECITALS

The following are the recitals underlying this Agreement:

Plainridge currently operates a harness racing and simulcasting facility located on property comprised of 88.9± acres, known and numbered as 301 Washington Street, Plainville, MA (the "Project Site").

Plainridge has filed an initial (phase 1) application to the Massachusetts Gaming Commission (the "Commission") for a Category II gaming license and intends to file a final (phase 2) application, and plans to expand the existing facility to develop a gaming addition to contain One Thousand Two Hundred and Fifty (1250) slot machines on the Project Site (the "Project").

The Town believes that the Project will bring economic development to the Town, creating new jobs for residents and new sources of income for the Town, and accordingly, the Town desires to support Plainridge in the development of the Project.

Plainridge desires to mitigate impacts from the development and operation of a gaming establishment through the means described herein in accordance with Chapter 194 of the Acts and Resolves of 2011 (the "Massachusetts Gaming Act" or the "Act").

Subject to a Town-wide referendum ballot to authorize the operation in the Town of a gaming establishment licensed by the Massachusetts Gaming Commission, Plainridge and the Town desire to enter into this Agreement to set forth the conditions to have a gaming establishment located within the Town, in satisfaction of G.L. c.23K, § 15(8).

Accordingly, the Parties for good and valuable consideration, the receipt of which is hereby acknowledged, enter into this Agreement to effectuate the purposes set forth above and to be bound by the provisions set forth below:

Section 1. Definitions

Any term used herein that is defined in Section 2 of Chapter 23K of the General Laws shall be given such definition for purposes of this Agreement.

The term "Full Commencement of Operations" shall mean the first date upon which a Category II gaming establishment is open for commercial business at the Project Site with a minimum of 800 slot machines in operation.

The term "Initial Limited Operations" shall mean the period of time beginning on the date upon which a Category II gaming establishment is open for commercial business at the Project Site with less than 800 slot machines in operation and ending upon Full Commencement of Operations. It is understood and agreed that Initial Limited Operations may not commence without having first obtained the permits and approvals necessary for such operations or without Plainridge having completed the transportation improvements required under Section 5 hereof.

Section 2. Payments to the Town

1. Project Planning Payments

Subject to the budget and approval process set forth below, Plainridge has agreed to pay all the Town's reasonable and direct costs (including but not limited to planning and peer review costs and legal fees) of determining the impacts of the Project and negotiating this Agreement and related agreements, as well as other reasonable and direct costs incurred by the Town in connection therewith (including but not limited to reasonable costs incurred in connection with holding a ballot election, communicating with/appearing before the Commission in connection with Plainridge's license application, and participating in other permitting activities and proceedings relative to the Project). The Town shall prepare and submit to Plainridge a budget(s) for all costs for which the Town will seek payment or reimbursement hereunder, which budget(s) shall be subject to Plainridge's review and approval and which approval shall not be unreasonably withheld or delayed. Any costs not included in the approved budget(s) shall require the separate prior approval of Plainridge. The Town shall also provide Plainridge with advance copies of any proposal, contract and scope of work for such consultants. The Town shall provide reasonable substantiation and documentation for any and all costs paid for or reimbursed by Plainridge pursuant hereto but shall not be required to divulge privileged billing entries by its legal counsel.

The parties have agreed that such funding will be made through Plainridge's initial license application fee to the Commission and such further payments as may be necessary to cover the Town's costs. The parties agree to cooperate in ensuring payment of such costs through the Commission. Such payments may be made through the letter of authorization and grant agreement process established by the Commission and/or through such alternative payment arrangements as may be agreed upon by the parties. Plainridge

recognizes that its obligations hereunder will not be affected by any action/inaction of the Commission in failing to timely fund the Town's costs. In such event, the parties will make alternative arrangements to have such costs paid by Plainridge, either directly to the Town or directly to the independent consultants/vendors retained by the Town.

2. Annual Tax Payments

The Parties agree that the target annual real and personal tax payments (excluding motor vehicle excise taxes and personal property taxes assessed to third party tenants of the Project) shall equal One Million Five Hundred Thousand Dollars (\$1,500,000) following Full Commencement of Operations, which amount shall increase at the rate of two and one half percent (2.5%) per annum (the "Required Tax Payment"). The Required Tax Payment shall be prorated the year in which Full Commencement of Operations begins.

Plainridge shall be assessed and billed real and personal property taxes in the normal course of the Town's business operations, and shall pay such assessments as required by law. Following Full Commencement of Operations, if the total amount of real and personal property taxes (excluding motor vehicle excise taxes and personal property taxes assessed to third party tenants of the Project) assessed to the Project in a fiscal year total less than the Required Tax Payment, the differential shall be paid to the Town by June 30 of the fiscal year in which such tax is assessed. If the total amount of real and personal property taxes (excluding motor vehicle excise taxes and personal property taxes assessed to third party tenants of the Project) total more than the Required Tax Payment, Plainridge shall pay the full amount assessed, and the differential shall be deducted from the Host Community Payments required under Section 2.4 hereof, beginning with the next payment due following such excess payment. Prior to making such deduction, Plainridge shall send written notice to the Town, which notice shall set forth the amount of the deduction Plainridge intends to take and calculations supporting such position. The Required Tax Payment shall be Five Hundred Thousand Dollars (\$500,000) during Initial Limited Operations (if any). The Required Tax Payment shall continue during all periods that Plainridge (or any parent, subsidiary or related entity) may operate the Project Site as a Category II gaming facility.

The Required Tax Payment is based on the Project substantially as proposed, containing approximately One Hundred Fifty-Six Thousand (156,000) square feet of building area (excluding parking structures, barns or structures to support harness racing). The Parties recognize that the Project may change and Plainridge may undertake new construction after the Full Commencement of Operations ("New Construction") and the Required Tax Payment with annual increases will apply notwithstanding such changes, including any increase to the Project and building area. However, if total square footage of the Project building area (including New Construction, but excluding parking structures, barns or structures to support harness racing) exceeds One Hundred Seventy Thousand (170,000) square feet (the "Area Cap"), then the Required Tax Payment shall increase proportionately to the ratio the total square footage of the Project Area, and such increased payment shall

be based upon the full increase in area above the initial proposal of One Hundred Fifty-Six Thousand (156,000) square feet of building area. Such increase shall be prorated in the year of completion of the construction causing the total Project area (excluding parking structures, barns or structures to support harness racing), to exceed the Area Cap.

3. Community Impact Fee

Plainridge shall pay an annual community impact fee to the Town in the sum of One Hundred Thousand Dollars (\$100,000) (the "Impact Fee"). The Impact Fee shall continue for as long as Plainridge (or any parent, subsidiary or related entity) owns, occupies, controls and/or operates at the Project Site as a Category II gaming facility. Such payments shall be paid to the Town in equal quarterly amounts on January 1, April 1, July 1, and October 1, of each year, with the first payment due on the first such date following issuance by the Gaming Commission of a Category II license for the Project.

The payments called for under this paragraph shall increase proportionally based upon any future expansion of the Project, including any increase in the number of slot machines above One thousand two hundred and fifty (1250).

4. Host Community Payments

Plainridge shall pay to the Town an annual Host Community Payment. The Host Community Payment shall be paid according to the following schedule during all periods as described below that Plainridge may operate the site as a Category II gaming facility:

- a) Upon Initial Limited Operations, Plainridge shall pay the Town one and one-half percent (1.5%) of Gross Gaming Revenues (as defined in the Act), payable monthly installments, until Full Commencement of Operations.
- b) For the first five (5) years following Full Commencement of Operations, Plainridge shall make annual payments totaling Two Million, Seven Hundred Thousand Dollars (\$2,700,000) in equal monthly installments, due and payable on the tenth day of each month, in arrears. The first such payment shall be made within ten (10) days after the first month of Full Commencement of Operations and shall be prorated based upon the number of days in the previous month after Full Commencement of Operations. The payments called for under this paragraph 4(b) shall increase proportionally for any increase in the number of slot machines above One thousand two hundred and fifty (1250).
- c) For the sixth through tenth (6-10) years following Full Commencement of Operations, Plainridge shall make monthly payments in the amount of one and one-half percent (1.5%) of Gross

Gaming Revenue (as defined under the Act). Said amount shall be paid in arrears on or before the tenth day of each month, representing one and one-half percent (1.5%) of Gross Gaming Revenue for the preceding calendar month.

- d) Beginning with the eleventh (11th) year following Full Commencement of Operations, and for each year thereafter, Plainridge shall make monthly payments in the amount of two percent (2%) of Gross Gaming Revenue. Said amount shall be paid in arrears on or before the tenth day of each month, representing two percent (2%) of Gross Gaming Revenue for the preceding calendar month.

5. Live Racing and Simulcasting Payments. To the extent the Commonwealth of Massachusetts (i) decreases the tax rate on funds wagered on live racing and simulcasting (the "Handle") and/or assessments on Plainridge (collectively "Racing Taxes and Assessments"), the effect of which is to reduce the Racing Taxes and Assessments paid by Plainridge to the Commonwealth (a "Tax Reduction"), and (ii) decreases the percentage of Handle from Plainridge directed by statute or regulation to the Town from 0.35%, then Plainridge shall pay the Town an amount that equates to such reduced percentage directed to the Town up to (but not to exceed) that amount derived from the savings resulting from the Tax Reduction.

To the extent the Commonwealth is required by law or regulation to direct a portion of the Racing Taxes and Assessments to the Town, Plainridge shall cooperate with the Town to ensure the Commonwealth pays such amounts as so required.

6. Meals Tax Revenues. Plainridge shall be responsible to collect and remit to the Town any local meals and hotel/room occupancy taxes in accordance with applicable law.

7. Motor Vehicle Excise Taxes. Plainridge shall principally garage all vehicles owned by it and used in connection with the Project in the Town, so that excise taxes shall be paid to the Town consistent with applicable law.

8. Permit Fees. Plainridge agrees to pay to the Town all permitting and inspection fees in connection with the construction of the Project as published by the Town and in existence as of January 1, 2013, including but not limited to building permit fees. Plainridge acknowledges that it is aware of such existing fee schedules, acknowledges such fee schedules are valid, and hereby waives any claim to the contrary.

9. Late Payment Penalty. Plainridge acknowledges that time is of the essence with respect to its timely payment of the amounts required under Sections 2.2, 2.3 and 2.4. hereunder. In the event any such payment remains unpaid ten (10) business days following the due date thereof, Plainridge shall pay the Town a penalty of five percent (5%) of such required payment.

Section 3. Workforce Development; Local Hiring Preference

A. Construction Jobs

Plainridge estimates the need for approximately 300 direct and indirect positions for the construction and fit-out of the Project. Plainridge will work in a good faith, legal and non-discriminatory manner with the Project's construction manager to give preferential treatment to qualified Plainville residents for contracting, subcontracting and servicing opportunities in the development and construction of the Project.

B. Permanent Jobs

Plainridge estimates the creation of 400 full-time permanent jobs at the Project. In seeking to fill vacancies at the Project, Plainridge will give priority to properly qualified residents of the Town.

Prior to beginning the process of hiring employees (other than current employees at the Project Site) for the Project, Plainridge shall advertise and hold one event at a venue to be approved by the Town, at which it will publicize its hiring needs and explain to attendees the process by which they may seek to be hired in connection with the Project.

Section 4. Total Investment/Project Development

Plainridge shall make at least the minimum capital investment required under the Act and shall use all commercially reasonable efforts to complete construction of the Project within two (2) years after the Commission's issuance of a Category II license for the Project.

Section 5. Transportation Improvements

Plainridge agrees and commits to work with the Town of Plainville Planning Board, in consultation with its expert traffic consultant(s), in connection with Plainridge's application for modification of an existing special permit governing use of the Project Site, to mitigate traffic impacts associated with the Project, as required by the Planning Board and/or the Commission. Without waiving any right to appeal, Plainridge shall abide by and pay for traffic mitigation projects as required by such special permit.

Section 6. Responsible Gaming in Plainville

Plainridge is a founding member and current board member of Massachusetts Partnership on Responsible Gambling. As such, Plainridge recognizes that, while gaming is an enjoyable leisure and entertaining activity for most, there is a small percentage of the population that cannot game responsibly. Therefore, Plainridge will implement a

Responsible Gaming Plan at the Project, the goal of which shall be to ensure that those people who cannot game responsibly get the help they need and to make sure that people who can game responsibly understand the importance of gaming responsibly.

Plainridge will accomplish the responsible gaming goals by: (1) educating its employees and providing information to patrons about the odds of games and how to make responsible gaming decisions; (2) promoting responsible gaming in daily operations; and (3) supporting public awareness of responsible gaming.

Section 7. Town Obligations

In consideration of the mitigation measures to be undertaken by Plainridge, and in further recognition of the many benefits the Project will bring to the Town, Plainville shall do the following:

A. The Plainville Town Selectmen shall formally approve the holding of an election pursuant to Section 15(13) of the Act prior to a positive determination of suitability having been issued by the Gaming Commission, so that qualified Plainville residents can vote on a ballot question to support or reject this Agreement and, by extension, the Project. The Town Selectmen shall schedule such election on or before September 10, 2013, provided holding the election on such date is not in direct violation of state law or any duly promulgated regulation of the Massachusetts Gaming Commission. If the election is not so permitted to be held on or before September 10, 2013, it shall be held as soon as practicable thereafter on a mutually acceptable date as soon as permitted under applicable state law and regulations.

B. The Town shall exercise best efforts to petition the Commission for monies made available under the Act, including, but not limited to, those monies in the Community Mitigation Fund and the Transportation Infrastructure Development Fund.

Section 8. Agreement Not Transferrable or Assignable

Plainridge shall not transfer or assign its rights or obligations under this Agreement without prior written authorization of the Town, which will not unreasonably be withheld, delayed or conditioned. Plainridge shall provide information relating to any such successor in advance of any such transaction as required by the Commission. Any assignee of or successor in interest to Plainridge shall be bound by the terms of this Agreement to the fullest extent allowed by law.

Section 9. Choice of Law/Forum Selection

This Agreement shall be governed by, and construed in accordance with, the laws of the Commonwealth of Massachusetts, without regard to the conflict of laws provisions in such state. Any dispute arising under or in connection with this Agreement shall be within the exclusive jurisdiction of the Massachusetts Superior Court for Norfolk County.

If the Town is the prevailing party in any such action, it shall recover its litigation costs (including counsel fees and expert witness fees).

Notwithstanding the foregoing provisions for forum selection, the parties to this Agreement agree that before resorting to any formal dispute resolution process concerning any dispute arising from or in any way relating to this Agreement, they will first engage in good faith negotiations in an effort to find a solution that serves their respective and mutual interests.

Section 10. Miscellaneous

A. No Third Party Beneficiaries. No provisions of this Agreement shall be construed in any manner so as to create any rights in any third parties not party to this Agreement. The Agreement shall be interpreted solely to define specific duties and responsibilities between the Town and Plainridge, and shall not provide any basis for claims of any other individual, partnership, corporation, organization or municipal entity.

B. Relationship of the Parties. None of the provisions of this Agreement is intended to create, nor shall be deemed or construed to create, any relationship between the Parties other than that of independent parties contracting with each other for purposes of effecting the provisions of this Agreement. The Parties are not, and will not be construed to be, in a relationship of joint venture or partnership. Neither Party has the authority to make any statements, representations or commitments of any kind on behalf of the other Party, or to use the name of the other Party in any publication or advertisements, except with the written consent of the other Party.

C. Force Majeure. Plainridge shall not be considered to be in default in the performance of its obligations under this Agreement to the extent that performance of any such obligation is prevented or delayed by a Force Majeure Event (as defined below). If Plainridge is prevented or delayed in the performance of any such obligation by a Force Majeure Event, it shall provide reasonable notice to the Town of the circumstances preventing or delaying performance and the expected duration thereof, if known. For the purposes of this Agreement, a Force Majeure Event is any circumstance not within the reasonable control, directly or indirectly, of the Party affected and includes, but is not limited to, the following: strikes or other significant labor disputes; significant supply shortages; adverse weather conditions and other acts of nature; acts of God, fire, other substantial property damage or any condition that prevents or significantly interferes with the operations of Plainridge's gaming establishment; significant subsurface conditions; riot or civil unrest; the forced closure of all gaming establishments by the Commonwealth of Massachusetts or the Massachusetts Gaming Commission; and actions or failures to act of any governmental authority or agency.

D. Integration Clause. This Agreement and any attachments hereto constitute the entire agreement between the parties. No agents, representative, employee or officer of the Town or Plainridge has authority to make, or has made, any statement, agreement or representation, oral or written, in connection with this Agreement which in any way can be deemed to modify, add to or detract from, or otherwise change or alter its terms

and conditions. No negotiations between the Parties, nor any custom or usage, shall be permitted to modify or contradict any of the terms and conditions of this Agreement. No modifications, alterations, or changes to this Agreement or any of its terms shall be valid or binding unless accomplished by a written amendment signed by all Parties in accordance with the terms herein.

E. Conditional on Town Vote and Grant of Category II Gaming License. Except for Plainridge's obligations under this Agreement with respect to payments made to or on behalf of the Town for legal and consulting services prior to and in connection with a Town vote pursuant to the Massachusetts Gaming Statute, Plainridge's obligations under this Agreement are subject to the affirmative vote of the Town's residents in a ballot vote pursuant to G.L. c.23K, §15(13) of the Act, and Plainridge's receipt of a Category II Gaming License to develop the gaming establishment at the Premises.

F. Exercise of Rights and Waiver. The failure of any party to exercise any right under this Agreement shall not, unless otherwise provided or agreed to in writing, be deemed a waiver thereof; nor shall a waiver by any Party of any provisions hereof be deemed a waiver of any future compliance therewith, and such provisions shall remain in full force and effect.

G. Severability. In the event that any clause, provisions or remedy in this Agreement shall, for any reason, be deemed invalid or unenforceable, the remaining clauses and provisions shall not be affected, impaired or invalidated and shall remain in full force and effect.

H. Headings and Construction. The section headings in this Agreement are inserted for convenience of reference only and shall in no way affect, modify, define, or be used in construing the text of the agreement. Where the context requires, all singular words in the Agreement shall be construed to include their plural and all words of neuter gender shall be construed to include the masculine and feminine forms of such words.

I. Counterparts. This Agreement may be executed in counterparts, each of which shall be deemed an original, but all of which together shall constitute one and the same Agreement.

J. Reporting/Documentation. Plainridge agrees to make such reports and provide such documentation as the Town may from time to time reasonably request to ensure compliance with the provisions of this Agreement.

K. Amendments. This Agreement may not be amended except in writing signed by Plainridge and the Plainville Board of Selectmen.

Section 11. Notices

Any notices, consents, demands, requests approvals or other communications issued under this Agreement shall be made in writing and shall be delivered by hand,

overnight delivery service or certified mail (return receipt requested), to the other party at the following addresses:

If to the Town: Board of Selectmen, Town of Plainville
Care/of Office of the Town Administrator
142 South Street
PO Box 1717
Plainville, MA 02762

With copy to: Jonathan M. Silverstein
Kopelman and Paige, P.C.
101 Arch Street, 12th Floor
Boston, MA 02110

If to PLAINRIDGE: Ourway Realty, LLC
301 Washington Street
Plainville, MA 02762
Attn: President

With copy to: Andrew D. Myers, Esq.
Davis, Malm & D'Agostine, P.C.
One Boston place, 37th Floor
Boston, MA 02108

IN WITNESS WHEREOF, the Parties hereto have duly executed this Agreement to be effective as of the date first above written.

Town of Plainville, Massachusetts

Ourway Realty, LLC

By: [Signature]
Title: Chairman, Bd of Selectmen

By: [Signature]
Title: President

By: [Signature]
Title: Selectman

By: [Signature]
Title: Selectman

Plainville Police Department
FY-22 Community Mitigation Fund
MGC Public Safety Grant
BD-22-1068-1068C-1068L-68403

ADDEMDUM F - 1

Training Replacement Overtime	\$90,483
Instructor Overtime	\$4,497
Equipment Software	\$14,144
De-Escalation Courses	\$66,676
Total Project Cost	\$238,622

Fulltime officer	Reserve Officer
Cost Per hour	Cost Per hour
70.27	24.17

Number of Officers Full Time	Number of Officers Part Time	Course Title / Item Name	Number of Units
20	15	HUMAN DYNAMICS AND CONFLICT RESOLUTION	
20	15	FUNDAMENTALS OF REALISTIC DE-ESCALATION	
5		REALISTIC DE-ESCALATION INSTRUCTOR COURSE	
20	15	Counter Bias Training Simulation Training	
20	15	Milo 360 Simulator De-escalation Training	
		Counter Bias Training Software	1
		MILO Range Biofeedback Device -	3
		MILO Range REACT!	3
20		Overtime for outside agencies	

Sub-Totals

Total Cost

ADDEMDUM F- 2

Training Hours Per	Total Training Hours	Cost of Class Per	Total Class Cost	Equipment/ Software	Training Replacement	Instructor Overtime
16	240	\$365	\$23,500		\$28,287	
8	120				\$14,144	
16	0	\$495	\$23,500		\$5,622	
8	120	\$562	\$19,675.60		\$14,144	\$2,249
16	240				\$28,287	\$2,249
\$12,695			\$0.00	\$12,695		
\$895				\$2,685		
\$1,790				\$5,370		
40			\$56,216			
			\$66,676	\$20,750	\$90,483	\$4,497
\$238,622						



January 24, 2022

To Whom It May Concern:

It is with excitement and hopefulness that I write this letter in support of the Plainville Police Departments request for the de-escalation, fair and impartial policing, Human dynamics and conflict resolution, fundamental of realistic de-escalation training. Working firsthand in these communities and with these police departments, I can express the need for increased training.

The SAFE Coalition is a judgement free community organization relentlessly committed to educating and supporting those affected by substance use disorder across southeastern Massachusetts. Staffed by trusted, trained professionals and peer support volunteers, SAFE compassionately empowers individuals and their loved ones by breaking down barriers to treatment and emotional support in a way that inspires success on the journey to recovery. While our office is in Norfolk, we also directly support 12 local communities including Wrentham and Plainville.

Over the five years, the town of Plainville has grown tremendously. Housing and businesses have increased, cannabis companies have developed, the local casino has grown, and partially due to the pandemic, we have seen a significant increase in mental health and substance use related emergency calls. The location of Plainville to the interstate, involvement with the casino, and with the array of new businesses, Plainville officers are engaging with a more diverse community. The grant would allow for police to gain skills they can utilize across the community with all citizens. This training would increase the opportunity to access for appropriate support to increase care to citizens and decrease

It is with excitement and for the safety of the community that I endorse and support this Specific Impact Grant related to a Community Resource Officer. Thank you for this consideration.

Warmly,

Jennifer Levine
Executive Director, co-founder
SAFE Coalition
Jknight-levine@safecoalitionma.org
858-952-8120

Summary of Key-Points Within the Plainridge Host Community Agreement

Financial

- Plainridge to pay for all consulting and legal costs incurred by the Town as part of the licensing process subject to budgetary review
- Plainridge to pay \$1,500,000 in real and personal property taxes upon full commencement of gaming. The tax payment will increase 2 ½ % per year, and increase further upon the construction of any additional space beyond 170,000 square feet.
- Plainridge to pay the Town \$100,000 annually as a Community Impact Fee. The Community Impact Fee will be increased proportionally if slot machine count is ever permitted to exceed 1,250.
- Plainridge to pay the following Host Community Payments:
 - \$2,700,000 annually for the first five (5) years of full operation which will be increased proportionally if slot machine count is permitted to exceed 1,250 during this period.
 - 1.5% of Gross Gaming Revenue during years six through ten (6-10) which is estimated to equate to approximately \$2,300,000 annually
 - 2.0% of Gross Gaming Revenue starting in year eleven (11) and thereafter which is estimated to equate to approximately \$3,300,000 annually
- Plainridge will continue to pay Live Racing and Simulcasting Payments directly to Plainville in the event the State of Massachusetts discontinues to assess the current 0.35% tax.
- Plainridge agrees to the validity and payment of all building permit fees which are estimated to be \$816,000.

Employment

- 300 Construction related positions
- 400 Full-time positions once full operations commence
- Employment preference to be given to qualified Plainville residents
- Plainridge to schedule a dedicated hiring event for Plainville residents

Transportation

- Traffic improvements to be consistent with requirements of the Planning Board's Special Permit

Responsible Gaming

- Plainridge will implement a Responsible Gaming Plan which will incorporate:
 - Education of employees and patrons on odds of games and responsible gaming decisions
 - Promotion of responsible gaming in daily operations
 - Support of public awareness of responsible gaming

Miscellaneous

- Agreement allows for "Initial Limited Operations" if allowed by the Massachusetts Gaming Commission. All transportation improvements and requirements of the Planning Board's Special Permit would have to be met first.
- "Initial Limited Operations" defined as anything less than 800 slot machines.
- If the "Initial Limited Operations" option is exercised, the Town will be paid 1.5% of Gross Gaming Revenue during that period.
- During the "Initial Limited Operations" period, property and personal property tax would be \$500,000



The Commonwealth of Massachusetts

OFFICE OF THE DISTRICT ATTORNEY
FOR THE NORFOLK DISTRICT

MICHAEL W. MORRISSEY
DISTRICT ATTORNEY

Addendum
J

45 SHAWMUT ROAD
CANTON, MA 02021
(781) 830-4800
FAX (781) 830-4801

January 25, 2022

Chief James Floyd
Plainville Police Department
194 South Street
Plainville, MA 02762

Re: Support for your Specific Impact Grant for Training

Dear Chief Floyd:

I write to offer my support for your application to the Massachusetts Gaming Commission to provide training to the officers under your command in the critical areas of conflict resolution, de-escalation and fair and impartial policing.

As Norfolk District Attorney, I am in a position to see the frequency of complex, mental health driven incidents, the challenge of responding effectively to individuals in crisis and the benefit of eliminating bias from policing. The tools your officers will gain from this critical training will allow for a trauma-informed response that supports the individual in need of services and the safety of your officers.

Thank you for your efforts to ensure that your department receives training in these essential areas.

Sincerely,

A handwritten signature in blue ink, appearing to read "Michael W. Morrissey".

Michael W. Morrissey
District Attorney

The Commonwealth of
Massachusetts
State House, Boston, 02133-1053



SHAWN C. DOOLEY
State Representative
9th Norfolk

Room 473B, State House
TEL. (617) 722-2263
Shawn.Dooley@mahouse.gov

January 31, 2022

Massachusetts Gaming Commission
101 Federal St. 12th Floor
Boston, MA 02110

Dear Massachusetts Gaming Commission,

I am writing to you today as the State Representative for the Town of Plainville in support of the town's application for a Public Safety Grant. This grant would fund training for the Town's police force to update its practices and procedures.

This training would be tremendously beneficial to the department. The goal is for all our officers to be up to date on the latest methods of de-escalation, impartial policing, and conflict resolution. This training would be of benefit to the officers and the community they serve, by providing the officers with a greater ability to understand the perceptions of others, biases, and other factors that lead to contentious encounters between citizen and officer. The funding from this grant will expand the tool kit available to our officers so that they are better prepared to handle the situations that are placed before them.

The Officers of the Plainville Police Department are well respected and vital to our community. It is our duty to ensure that they have all the resources needed to handle the responsibilities they have been given. As the Police Department in Plainville has recently experienced a staffing reduction due to funding, the officers that serve this wonderful community are already stretched thin. It is within the best interest of the Town and the Department to ensure that the officers still on the force are well equipped to handle the community that they serve. I urge you to support this application for a Public Safety Grant for the Plainville Police Department.

Sincerely,

A handwritten signature in blue ink, appearing to read "Shawn C. Dooley", with a date "1-31-22" written below it.

SHAWN C. DOOLEY
State Representative
9th Norfolk District

JAKE AUCHINCLOSS

4TH DISTRICT, MASSACHUSETTS

**HOUSE COMMITTEE ON
TRANSPORTATION & INFRASTRUCTURE**

SUBCOMMITTEE ON HIGHWAYS AND TRANSIT
SUBCOMMITTEE ON COAST GUARD AND
MARITIME TRANSPORTATION
SUBCOMMITTEE ON RAILROADS, PIPELINES,
AND HAZARDOUS MATERIALS

HOUSE COMMITTEE ON FINANCIAL SERVICES

SUBCOMMITTEE ON NATIONAL SECURITY,
INTERNATIONAL DEVELOPMENT AND MONETARY POLICY
SUBCOMMITTEE ON DIVERSITY AND INCLUSION



Congress of the United States
House of Representatives
Washington, DC 20515

1524 LONGWORTH HOUSE OFFICE BUILDING
WASHINGTON, DC 20515
PHONE (202) 225-5931
FAX (202) 225-0182

8 NORTH MAIN STREET
SUITE 200
ATTLEBORO, MA 02703

29 CRAFTS STREET
SUITE 375
NEWTON, MA 02458

auchincloss.house.gov
facebook.com/RepAuchincloss
twitter.com/RepAuchincloss
instagram.com/RepAuchincloss/

Addendum L

January 27, 2022

Massachusetts Gaming Commission
101 Federal St. 12th Floor
Boston, MA 02110

Dear Members of the Massachusetts Gaming Commission:

I write to express my support for the Town of Plainville's application for a Public Safety Grant. If awarded, this grant will be used by the Plainville Police Department to update its practices and procedures, as well as modernize training for new and existing officers.

This modernized training will benefit the officers and residents of Plainville by increasing officers' ability to understand the cognitive patterns that affect police encounters. Ensuring that officers are trained in the best standards of de-escalation, human dynamics & conflict resolution, and fair & impartial policing will promote police-community relations in the Town. This training will also help officers be better able to use non-violent methods in high-pressure situations.

I urge your full and fair consideration of the Town of Plainville's application for a Public Safety Grant. The new training that would be administered using these funds would ensure that Plainville's police force has the necessary tools and techniques to best serve and protect their community.

Sincerely,

Jake Auchincloss
Member of Congress

JAKE AUCHINCLOSS

4TH DISTRICT, MASSACHUSETTS

**HOUSE COMMITTEE ON
TRANSPORTATION & INFRASTRUCTURE**

SUBCOMMITTEE ON HIGHWAYS AND TRANSIT
SUBCOMMITTEE ON COAST GUARD AND
MARITIME TRANSPORTATION
SUBCOMMITTEE ON RAILROADS, PIPELINES,
AND HAZARDOUS MATERIALS

HOUSE COMMITTEE ON FINANCIAL SERVICES

SUBCOMMITTEE ON NATIONAL SECURITY,
INTERNATIONAL DEVELOPMENT AND MONETARY POLICY
SUBCOMMITTEE ON DIVERSITY AND INCLUSION



Congress of the United States
House of Representatives
Washington, DC 20515

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Addendum L

January 27, 2022

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101 Federal St. 12th Floor
Boston, MA 02110

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I urge your full and fair consideration of the Town of Plainville's application for a Public Safety Grant. The new training that would be administered using these funds would ensure that Plainville's police force has the necessary tools and techniques to best serve and protect their community.

Sincerely,

Jake Auchincloss
Member of Congress

MUTUAL AID AGREEMENT
BETWEEN THE POLICE DEPARTMENTS OF
THE METROPOLITAN BOSTON AREA

I. Introduction and Purpose

This document is a law enforcement mutual aid agreement between and among Massachusetts cities and towns that have executed it and bound their police departments in accordance herewith. The purpose of the agreement is to increase the capability of such departments to protect the lives, safety, and property of the people within the cities and towns that are signatories to the agreement.

This agreement is adopted in accordance with doctrine of lawfully transferred authority as well as Chapter 40, Section 8G and other relevant provisions, including but not limited to: Chapter 37, Section 13, and Chapter 41, Sections 95, 98, 98A and 99 of the Massachusetts General Laws. The implementation of this agreement will be coordinated by the Metropolitan Law Enforcement Council, whose membership consists of Massachusetts Chiefs of Police and law enforcement executives.

The signatory municipalities as represented by their Chiefs of Police recognize that the authority of municipal police officers to intervene in situations where public safety is at risk from crimes in progress and to stop persons who have committed crimes is governed by a combination of statutory law, case law decisions and established legal doctrines. Ensuring public safety while coordinating this authority has become complex, and sometimes restrictive, over time. The Chiefs of Police are aware of numerous drunk drivers, other criminals and threats to public safety that have not been brought to justice or otherwise addressed in the best interest of public safety due to limitations imposed by these statutes and cases. This Agreement is intended to address requests for mutual aid by a signatory department from one of more signatory departments. This includes instances where an officer of a signatory department becomes aware of a current or recent violation of the law within another signatory municipality requiring that the observing officer act immediately in the interest of public safety.

II. Mutual Aid and Extraterritorial Authority

The General Court, in its wisdom, has crafted Chapter 40 § 8G and the aforementioned provisions of the Massachusetts General Laws that permit cities and towns to enter into agreements, such as this one, so that they may assist each other and protect the lives, property and safety of the public when existing resources or attendant circumstances would not otherwise provide for. The parties to this Mutual Aid Agreement recognize that the General Court has enacted Massachusetts General Law Chapter 40, section 8G as enabling legislation allowing police departments to enter into mutual aid programs as well as the aforementioned statutory provisions to increase their capability to protect the lives, safety, and property of the public.

In signing this Agreement, each signatory city and town and Chief of Police hereby invokes Massachusetts General Law Chapter 40, section 8G and the aforementioned statutes, decisions and doctrines and requests the assistance of each of the other signatory chiefs and their corresponding police officers to engage in law enforcement and the protection of lives, property, and safety of the people within their respective cities and towns so long as this Agreement is in effect, and they hereby agree to provide the services of their departments and police officers for the same duration and purpose.

A police officer of any signatory police department, who observes or becomes aware of criminal activity or any other violation of law within any other signatory city or town shall be empowered to take police action for the purpose of preventing harm to the public, preventing the loss or damage of property, stopping unlawful behavior or detaining the offender in furtherance of public safety. The officer taking action may either detain the offender pending the arrival of a state police officer or a police officer of the city or town where the violation occurred or take such other action as the officer deems appropriate and that he/she would otherwise lawfully be entitled to take within his/her original jurisdiction. Such law enforcement action shall be deemed to be mutual aid to the city or town where the crime or other violation is occurring. Each signatory chief intends that full police authority is conveyed to every police officer of every member agency in every municipality whose Chief of Police has signed this Agreement.

Nothing in this Agreement authorizes a member agency to patrol or provide police service in another jurisdiction against the express wishes of the Chief of Police of that municipality.

III. Procedures

Any police officer of a signatory police department who stops an offender or makes an arrest outside of his/her territorial jurisdiction, but within the territorial jurisdiction of another signatory department, shall notify the department having jurisdiction over the place where the stop or arrest was made as soon as practicable. In cases where a violation spans more than one jurisdiction, or where offenses are committed in more than one jurisdiction, any department having jurisdiction over a violation may prosecute that violation.

A police officer who makes an arrest outside his/her territorial jurisdiction for a crime over which his/her police department would otherwise have no jurisdiction absent this agreement, shall, if requested, turn his or her prisoner over for processing of the offense to a state police officer or an officer of the police department within the territorial jurisdiction where the offense occurred. Should a Chief of Police or officer in charge of a police department deem such a stop or arrest to be unreasonable, unlawful or without probable cause, nothing in this Agreement shall require him/her to book or otherwise process the arrest within his/her jurisdiction.

Any officer who makes an arrest outside his/her territorial jurisdiction for a crime over which his/her department would not otherwise have jurisdiction absent this agreement shall provide to the department having territorial jurisdiction where the crime occurred full and complete information about his/her observations and arrest, including but not limited to a written report. Each signatory department shall ensure that an arresting officer is available for any and all necessary court appearances or other lawful proceedings relative to same.

IV. Chain of Command

Any signatory department may request assistance from any other member agency for any valid law enforcement purpose including but not limited to investigative, technical or tactical assistance, assistance in cases of natural disasters, disturbances or large gatherings of people, and the filling of assignments, including private details. The department requesting assistance shall be referred to herein as the "lead agency". Police officers participating in any multi-agency investigation shall act under the direction and command of the lead agency.

In the event that the focus of an investigation shifts from one municipality to another, or if for some other valid purpose, the lead agency may relinquish command to another signatory department. In that event, officers participating in the investigation shall be notified of the shift in command.

V. Rules and Regulations

All police officers acting pursuant to this Agreement, or who are performing law enforcement duties outside their territorial jurisdiction, shall adhere to the rules, regulations, policies and procedures of their own department. Should a situation arise whereby an officer is asked by a commanding officer of another department to perform a task or duty which is in violation of the rules, regulations, policies or procedures of the officer's department, he/she shall immediately notify said commanding officer that he/she cannot perform the task.

VI. Liability and Immunity

Each member agency shall be liable for the salaries, overtime and benefits of its personnel while they are providing assistance to another signatory department. All compensation and other benefits enjoyed by police officers in their own jurisdictions shall extend to them while providing assistance to another member agency.

Each department shall be liable for the compensation of its respective police officers who are performing their duty pursuant to this Agreement beyond their territorial jurisdiction and who are killed or injured without fault of their own.

All immunities from liability and exemptions from laws, ordinances and regulations which law enforcement officers employed by the various parties hereto have in their own jurisdiction shall be effective in the jurisdiction in which they are providing assistance pursuant to a request by another member agency.

Each party to this Agreement shall waive against any and all other parties hereto any and all claims which may arise out of the activities of the officers of each agency while rendering or receiving assistance, except for intentional injuries and acts outside the officer's authority. All immunities from liability enjoyed by each signatory agency within its own jurisdiction shall extend to its participation in rendering assistance outside its boundaries to the extent authorized by law.

Chiefs,

It is only necessary to sign and return the final page of the MOU by email to Steve Williams.

stw611@verizon.net

VII. Terms of Agreement

This Agreement shall remain in effect until terminated by all parties hereto. Should any party wish to withdraw from the Agreement, it may do so by notifying all other parties in writing.

Should any signatory Chief of Police retire or otherwise leave office, this Agreement shall remain in effect until his/her successor revokes acceptance of this agreement in writing. As soon as practicable after a change of command at a signatory agency, the Executive Director of the Metropolitan Law Enforcement Council will request the permanent, full-time successor Chief of Police to sign and affirm acceptance of the terms and conditions of this Agreement.

Any police department that is not originally a party to this Agreement may become a party by sending a written request to the Executive Director of the Metropolitan Law Enforcement Council. Such request shall be executed by the new department's Chief of Police and shall include a statement that he/she accepts all the terms and conditions of this Agreement. Upon receipt of the request to join, the Executive Director of the Metropolitan Law Enforcement Council will notify every signatory chief of the request. The requesting agency shall become a party to the Agreement only upon a vote by the Executive Board of the Metropolitan Law Enforcement Council.

This agreement may be amended only with the written approval of each Chief of Police of any agency who is a party to it. Nothing in this Agreement shall interfere with agreements between member agencies that exist exclusive of this agreement.

VIII. Signature Authority

This agreement is to be signed on behalf of each member by its Chief of Police.

The original of this document will be retained in the files of the Executive Director of the Metropolitan Law Enforcement Council. Copies of this document will be maintained in the files of each member department.

City/Town of:

Plainville
[Signature]

Signature, Chief of Police

7-24-12

Date

Plainville Police Department

COURSE EVALUATION



The Plainville "Course Evaluation" form is to be used when conducting simulated training is completed. The purpose of this form is to provide feedback to the instructors and developers to improve inperson, virtual, and be-breifs conducted.

Name of Instructor: _____ Name of Evaluator: _____ Location where Date of evaluation took place: _____ Evaluation: _____ Subject Presented: _____

PREPARATION

Was a complete lesson plan presented?

Was a lesson plan available for the evaluator?

Did the instructor explain how the course material would be introduced and evaluated?

PRESENTATION

Did the instructor's choice of vocabulary led to clear and concise communications with the students?

Did the instructor make frequent eye contact with different students?

Did the instructor keep his/her voice at the proper volume and pitch for the room?

Was the course material presented in a logical learning sequence? Were the most important points of the presentation emphasized?

Did the instructor use personal experiences to illustrate points during his/her presentation?

Were the students actively encouraged to comment?

Did the instructor demonstrate respect for all students?

		Rate of Effectiveness [most effective (5) to least effective (1)]				
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1

	Rate of Effectiveness [most effective (5) to least effective (1)]				
--	--	--	--	--	--

APPLICATION

Were the students given opportunities to put newly learned ideas and skills to work?
Did the instructor communicate with the students to see if they understood the practical uses of the course material?

EVALUATION

Were any formal test questions directly based on the learning objectives?
Were the test questions clear and unambiguous?

SUMMARY AND REVIEW

Did the instructor end his presentation with a summary and review of the course materials?

		(1)]				
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1
Yes	No	5	4	3	2	1

Comments: _____

Acceptable _____ Unacceptable _____

Signature of Evaluator _____ Date _____

Dispatch #	Agency	Call Date	Call Type	Caller	Primary Officer	Location	Incident Report #
2022-05309	Plainville Police Department	01/22/2022 04:25	911 OPEN LINE	- (617) 879-8495	Cohen, Wayne - Patrolman (Badge #: 341)	301 WASHINGTON ST, PLAINVILLE	
2022-04615	Plainville Police Department	01/19/2022 14:18	PARKING TRAFFIC COMPLAINT		Connolly, Justin - Patrolman (Badge #: 351)	301 WASHINGTON ST, PLAINVILLE	
2022-04336	Plainville Police Department	01/18/2022 13:12	MEDICAL EMERGENCY - SICK/GENERAL ILLNESS	KARL MOORE - 508-576-4539	Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE	
2022-03653	Plainville Police Department	01/15/2022 14:49	PARKING TRAFFIC COMPLAINT		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2022-02182	Plainville Police Department	01/09/2022 17:01	911 OPEN LINE	DIANA - (857) 318-2956	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE	
2022-02144	Plainville Police Department	01/09/2022 13:27	FOUND PROPERTY	ARMEN JEGHELIAN - 781-679-4343	Mclaughlin, John E - Detective (Badge #: 332)	301 WASHINGTON ST, PLAINVILLE	
2022-00865	Plainville Police Department	01/04/2022 11:25	PROPERTY/BUILDING/SECTOR CHECK		Mclaughlin, John E - Detective (Badge #: 332)	301 Washington Street,Plainville	
2022-00619	Plainville Police Department	01/03/2022 14:33	MOTOR VEHICLE STOP		Moses, James - Patrolman (Badge #: 346)	301 WASHINGTON ST, PLAINVILLE	
2022-00603	Plainville Police Department	01/03/2022 12:54	MEDICAL EMERGENCY - BACK PAIN	JASON OYOLA - (774) 641-3646	Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-71699	Plainville Police Department	12/31/2021 16:23	VEHICLE LOCK OUT		Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE	
2021-70738	Plainville Police Department	12/27/2021 14:32	VEHICLE LOCK OUT		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-69979	Plainville Police Department	12/23/2021 22:06	VEHICLE LOCK OUT		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE	
2021-69655	Plainville Police Department	12/22/2021 14:47	VEHICLE LOCK OUT		Cerce, Chad - Patrolman (Badge #: 347)	301 WASHINGTON ST, PLAINVILLE	
2021-67875	Plainville Police Department	12/15/2021 12:47	911 HANG UP	GERALD ROCCO - (508) 369-9460	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE	
2021-67824	Plainville Police Department	12/15/2021 07:57	MV CRASH - NO INJURY REPORTED	chris colon - (401) 569-0549	Floyd, James S.K. - Chief (Badge #: 321)	301 WASHINGTON ST, PLAINVILLE	
2021-67756	Plainville Police Department	12/14/2021 23:41	ERRATIC OPERATOR	Ward - 617-946-3080	Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST, PLAINVILLE	
2021-66970	Plainville Police Department	12/11/2021 14:15	FIRE - ALARM		Scully, Brian - Patrolman (Badge #: 360)	301 WASHINGTON ST, PLAINVILLE	
2021-65500	Plainville Police Department	12/04/2021 20:00	MEDICAL EMERGENCY - UNCONSCIOUS UNRESPONSIVE SYNCOPE		Mclaughlin, John E - Detective (Badge #: 332)	301 WASHINGTON ST, PLAINVILLE	
2021-65451	Plainville Police Department	12/04/2021 16:12	PROPERTY/BUILDING/SECTOR CHECK		Mclaughlin, John E - Detective (Badge #: 332)	301 Washington Street,Plainville	
2021-64325	Plainville Police Department	11/30/2021 00:43	LARCENY	Luicia Diaco - (508) 369-1090	Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-63637	Plainville Police Department	11/26/2021 20:41	MEDICAL EMERGENCY - SICK/GENERAL ILLNESS		Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST APT EMT ROOM, PLAINVILLE	
2021-63546	Plainville Police Department	11/26/2021 14:26	911 OPEN LINE	- (781) 831-2867	Cerce, Chad - Patrolman (Badge #: 347)	301 WASHINGTON ST, PLAINVILLE	

Dispatch #	Agency	Call Date	Call Type	Caller	Primary Officer	Location	Incident Report #
2021-62573	Plainville Police Department	11/22/2021 20:16	MISSING PERSON	LT JOYCE - 508-824-7522	Hodson, Scott - Patrolman (Badge #: 349)	301 WASHINGTON ST, PLAINVILLE	
2021-62309	Plainville Police Department	11/21/2021 17:01	MV CRASH - UNKNOWN INJURY	EMILY CLOUGH - (508) 942-6764	Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST, PLAINVILLE	2021-I-01008
2021-60346	Plainville Police Department	11/13/2021 22:03	FIRE - ALARM		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-58424	Plainville Police Department	11/06/2021 19:21	MV CRASH - NO INJURY REPORTED	christine goulet - (401) 259-7729	Hodson, Scott - Patrolman (Badge #: 349)	301 WASHINGTON ST, PLAINVILLE	
2021-58404	Plainville Police Department	11/06/2021 18:18	MEDICAL EMERGENCY - SEIZURE	DAWN ILIC - (508) 369-7796	Mclaughlin, John E - Detective (Badge #: 332)	301 WASHINGTON ST, PLAINVILLE	
2021-58075	Plainville Police Department	11/05/2021 15:07	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-57193	Plainville Police Department	11/01/2021 22:37	911 OPEN LINE	CAROL - (978) 408-0087	Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE	
2021-57083	Plainville Police Department	11/01/2021 16:05	WELFARE/WELL-BEING CHECK		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE	
2021-56779	Plainville Police Department	10/31/2021 12:40	911 OPEN LINE	DIANE - (978) 460-4055	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE	
2021-56617	Plainville Police Department	10/30/2021 21:20	LARCENY	JOAN VALENTI - 508-212-1533	Moses, James - Patrolman (Badge #: 346)	301 WASHINGTON ST, PLAINVILLE	
2021-56577	Plainville Police Department	10/30/2021 18:07	911 ACCIDENTAL	anthony schepis - (508) 807-2910	Moses, James - Patrolman (Badge #: 346)	301 WASHINGTON ST, PLAINVILLE	
2021-56556	Plainville Police Department	10/30/2021 15:53	911 OPEN LINE	lauren cabral - 561-693-8700	Street, Michael - Sergeant (Badge #: 326)	301 WASHINGTON ST, PLAINVILLE	
2021-56378	Plainville Police Department	10/29/2021 21:32	SUSPICIOUS ACTIVITY / VEHICLE		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE	
2021-56235	Plainville Police Department	10/29/2021 09:44	FIRE - ALARM		Mclaughlin, John E - Detective (Badge #: 332)	301 WASHINGTON ST, PLAINVILLE	
2021-55730	Plainville Police Department	10/27/2021 11:16	ROAD/TRAFFIC HAZARD	Antonia Allen - 774-444-8218	Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE	
2021-55269	Plainville Police Department	10/25/2021 18:22	MEDICAL EMERGENCY - SICK/GENERAL ILLNESS	PLV-333	Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-54490	Plainville Police Department	10/22/2021 18:24	PARKING TRAFFIC COMPLAINT		Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE	
2021-53910	Plainville Police Department	10/20/2021 14:50	MEDICAL EMERGENCY - FALL	Shelia Demedici - 848-480-3855	Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE	
2021-53217	Plainville Police Department	10/17/2021 16:43	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-53198	Plainville Police Department	10/17/2021 14:57	MEDICAL EMERGENCY - TRAUMA		Hodson, Scott - Patrolman (Badge #: 349)	301 WASHINGTON ST, PLAINVILLE	
2021-52167	Plainville Police Department	10/13/2021 13:02	MV CRASH - NO INJURY REPORTED	JIM BURNS - (508) 282-9935	McEvoy, William C - Patrolman (Badge #: 342)	301 WASHINGTON ST, PLAINVILLE	2021-I-00893
2021-51704	Plainville Police Department	10/11/2021 15:23	911 ACCIDENTAL	LYNN CULLEN - (774) 470-8996	Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-51682	Plainville Police Department	10/11/2021 13:00	MEDICAL EMERGENCY - FALL		Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE	

Dispatch #	Agency	Call Date	Call Type	Caller	Primary Officer	Location	Incident Report #
2021-51571	Plainville Police Department	10/10/2021 21:50	VEHICLE LOCK OUT	DELA OLIVERIA - 832-845-9433	Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST, PLAINVILLE	
2021-50082	Plainville Police Department	10/04/2021 12:45	ASSAULT	RENATA RABELLO - 781-727-4382	Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE	2021-I-00867
2021-49439	Plainville Police Department	10/01/2021 15:30	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-49432	Plainville Police Department	10/01/2021 15:21	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-49431	Plainville Police Department	10/01/2021 15:20	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-49430	Plainville Police Department	10/01/2021 15:17	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-49195	Plainville Police Department	09/30/2021 16:12	PARKING TRAFFIC COMPLAINT		Cerce, Chad - Patrolman (Badge #: 347)	301 WASHINGTON ST, PLAINVILLE	
2021-47730	Plainville Police Department	09/24/2021 19:23	MEDICAL EMERGENCY - FALL	JAKE DONAVAN - (508) 576-4407	Alfred, James - Police Officer (Badge #: 320)	301 WASHINGTON ST, PLAINVILLE	
2021-47696	Plainville Police Department	09/24/2021 17:37	MV CRASH - NO INJURY REPORTED	STEVEN PETRUSHA - (781) 915-8889	Street, Michael - Sergeant (Badge #: 326)	301 WASHINGTON ST, PLAINVILLE	
2021-47653	Plainville Police Department	09/24/2021 14:03	911 OPEN LINE	- (603) 305-6560	McEvoy, William C - Patrolman (Badge #: 342)	301 WASHINGTON ST, PLAINVILLE	
2021-47571	Plainville Police Department	09/24/2021 07:05	MOTOR VEHICLE STOP		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-47441	Plainville Police Department	09/23/2021 19:21	VEHICLE LOCK OUT		Scully, Brian - Patrolman (Badge #: 360)	301 WASHINGTON ST, PLAINVILLE	
2021-47348	Plainville Police Department	09/23/2021 09:54	MV CRASH - UNKNOWN INJURY	TAYLOR BROWN - 508-216-3141	Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	2021-I-00825
2021-47110	Plainville Police Department	09/22/2021 14:15	VEHICLE LOCK OUT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-47092	Plainville Police Department	09/22/2021 12:22	911 OPEN LINE	SARITA ABRAHAMS - (917) 825-6133	Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE	
2021-46843	Plainville Police Department	09/21/2021 12:48	SUSPICIOUS ACTIVITY / VEHICLE	rocky phelps - (911) 419-7080	Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE	
2021-46160	Plainville Police Department	09/18/2021 19:23	CIVIL COMPLAINT / NEIGHBOR DISPUTE		Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE	2021-I-00815
2021-46001	Plainville Police Department	09/18/2021 02:25	MEDICAL EMERGENCY - TRAUMA	Jeff Levitt - (508) 576-4407	Cohen, Wayne - Patrolman (Badge #: 341)	301 WASHINGTON ST, PLAINVILLE	
2021-45948	Plainville Police Department	09/17/2021 21:04	MEDICAL EMERGENCY - FALL		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST APT EMT ROOM, PLAINVILLE	
2021-45912	Plainville Police Department	09/17/2021 17:30	PARKING TRAFFIC COMPLAINT		Cohen, Wayne - Patrolman (Badge #: 341)	301 WASHINGTON ST, PLAINVILLE	
2021-45312	Plainville Police Department	09/15/2021 05:43	DISABLED VEHICLE	Misty Grenier - 508-455-8167	Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE	
2021-44297	Plainville Police Department	09/11/2021 10:22	DISABLED VEHICLE		Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE	
2021-44089	Plainville Police Department	09/10/2021 17:37	HIT & RUN MVC	RAJESH KAPUR - (617) 461-3471	Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE	

Dispatch #	Agency	Call Date	Call Type	Caller	Primary Officer	Location	Incident Report #
2021-31240	Plainville Police Department	07/10/2021 20:49	PARKING TRAFFIC COMPLAINT		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-31011	Plainville Police Department	07/09/2021 14:05	VEHICLE LOCK OUT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-29799	Plainville Police Department	07/02/2021 10:34	EMOTIONAL PYSCH AMS ABNORMAL BEHAVIOR		Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-29689	Plainville Police Department	07/01/2021 17:13	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-27525	Plainville Police Department	06/19/2021 12:51	HIT & RUN MVC	SANDRA MACARI - (401) 440-8118	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE, MA	2021-I-00510
2021-27336	Plainville Police Department	06/18/2021 15:21	VEHICLE LOCK OUT		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-26445	Plainville Police Department	06/13/2021 13:36	911 ACCIDENTAL	JAYSON COPPELLOTTI - (508) 776-1060	Cohen, Wayne - Patrolman (Badge #: 341)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-26368	Plainville Police Department	06/13/2021 00:35	911 ACCIDENTAL	Verizon Wireless - (401) 374-7669	Hodson, Scott - Patrolman (Badge #: 349)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-26316	Plainville Police Department	06/12/2021 17:56	FIRE - ALARM		Smolinsky, David - Detective (Badge #: 333)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-26314	Plainville Police Department	06/12/2021 17:52	DISABLED VEHICLE		Street, Michael - Sergeant (Badge #: 326)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-26152	Plainville Police Department	06/11/2021 18:22	911 OPEN LINE	ALEX GSPARZA - (678) 260-4100	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-25855	Plainville Police Department	06/10/2021 06:42	MOTOR VEHICLE STOP		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-25721	Plainville Police Department	06/09/2021 14:04	PARKING TRAFFIC COMPLAINT		Gallerani, Scott - Sergeant (Badge #: 323)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-25514	Plainville Police Department	06/08/2021 15:48	FOUND PROPERTY	JOSEPH PINOLN - 516 458-7443	Webber, Matthew - Patrolman (Badge #: 343)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-24933	Plainville Police Department	06/05/2021 09:39	LOST PROPERTY	Alexandra Bettencourt - 508-243-3681	Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-24863	Plainville Police Department	06/04/2021 20:38	PARKING TRAFFIC COMPLAINT		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-24862	Plainville Police Department	06/04/2021 20:33	PARKING TRAFFIC COMPLAINT		Cuddy, Michael - Patrolman (Badge #: 345)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-24443	Plainville Police Department	06/02/2021 14:29	VEHICLE LOCK OUT		Cerce, Chad - Patrolman (Badge #: 347)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-23910	Plainville Police Department	05/29/2021 18:27	MV CRASH - NO INJURY REPORTED	LAURIE GRASSO - (508) 507-0238	Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST, PLAINVILLE, MA	2021-I-00432
2021-23880	Plainville Police Department	05/29/2021 11:33	MV CRASH - NO INJURY REPORTED	SHONICA MONTEIRO - (401) 413-2841	Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE, MA	2021-I-00431
2021-23828	Plainville Police Department	05/28/2021 23:12	911 OPEN LINE	Verizon Wireless - (774) 276-2544	Fontes, Steve - Detective (Badge #: 331)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-23760	Plainville Police Department	05/28/2021 15:56	911 OPEN LINE	DERICK DICKSONWireless - (508) 983-4077	Cerce, Chad - Patrolman (Badge #: 347)	301 WASHINGTON ST, PLAINVILLE, MA	
2021-23596	Plainville Police Department	05/27/2021 17:20	911 OPEN LINE	T-MOBILE USA - (908) 404-2583	Street, Michael - Sergeant (Badge #: 326)	301 WASHINGTON ST, PLAINVILLE, MA	

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Dispatch #	Agency	Call Date	Call Type	Caller	Primary Officer	Location	Incident Report #
2020-00062501	Plainville Police Department	10/08/2020 14:24	MOTOR VEHICLE STOP		Flanagan, Ryan Q - Patrolman (Badge #: 344)	301 WASHINGTON ST, PLAINVILLE	
2020-00062088	Plainville Police Department	10/07/2020 17:23	MOTOR VEHICLE CRASH - INJURY REPORTED	KERRY FLAHERTY - 508-216-5424	Higgins, Sean - Patrolman (Badge #: 350)	301 WASHINGTON ST, PLAINVILLE	