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EMPLOYMENT EXPERIENCE:

2021 – Present: LIEUTENANT, OREGON STATE UNIVERSITY POLICE DEPARTMENT

- ◆ 2nd in command, overseeing sergeants, officers and public safety officers as we develop a brand-new police department to serve the students, faculty and staff at Oregon State University. I supervise and train all employees in all aspects of policing, force, training, etc.

2017 – Present: EXPERT WITNESS, DT SWEENEY CONSULTING, LLC

- ◆ Expert witness/consultant on policing issues including training, SWAT, use of force, early intervention, liability, complaints, EEO, human resources, performance reviews, etc.

2019 – March 2021: WATCH COMMANDER, SEATTLE POLICE DEPARTMENT NORTH PRECINCT

- ◆ Supervised 8 sergeants and 60 officers. I was responsible for all patrol activities of my personnel in the SPD North Precinct, a community of 235,000 people. I coordinated and directed staff during emergency responses. I conducted use of force reviews and supervised others.

2016 – 2019: FORCE INVESTIGATION LIEUTENANT, EAST PRECINCT

- ◆ Responsible for analysis of officer's use force during arrests. I gather evidence from reports, statements, photos, recordings, and in-car video (ICV). I evaluate the officer's legal authority and lawful purpose when detaining suspects. I form opinions on whether or not the officer made proper efforts at de-escalation prior to use of force.
- ◆ Precinct compliance lieutenant, responsible for tracking and following up on all personnel reporting to mandatory training.

2005 – 2021: TRAINING CADRE, SEATTLE POLICE DEPARTMENT

- ◆ I have trained thousands of SPD employees from all ranks in the following disciplines: Equal Employment Opportunity (EEO), Performance Reviews for Employees, Early Intervention for Police Officers, Early Intervention for Police Supervisors, Effective Supervision of Police Personnel, Tactical De-Escalation, Care Under Fire, Integrated Tactics and Use of Force, Active Shooter/Rapid-Intervention, Crisis Intervention Training, Post-Academy Training for New Officers, Taser Instructor, CPR Instructor, Emergency Vehicle Operations Course, & Legal Standards for Police.

- ◆ In addition, I have trained and/or demonstrated training tactics to personnel from the Department of Justice as well as other local and federal police departments in Crisis Intervention, Tactical De-escalation and Use of Force.

2015 – 2016: OPERATIONS LIEUTENANT, NORTH PRECINCT

- ◆ Responsible for reviewing officer's use force during arrests. (See above).
- ◆ Analyzed and reviewed pursuits, collisions, and complaints of misconduct.
- ◆ Supervised the Community Police Team (CPT) and Anti-Crime Team (ACT).
- ◆ Oversaw precinct budgeting and assignments for personnel working emphasis patrols in the North Precinct. Reduced precinct overtime costs by identifying extraneous activity.
- ◆ Responsible for staffing the precinct's 3 patrol shifts.
- ◆ Served as Acting Captain, in charge of the precinct.
- ◆ Completed regular analysis of precinct crime trends and reported to the Chief's data driven police plan (SEASTAT). Deployed personnel to high-crime areas.
- ◆ Frequently met with the community to speak about North Precinct policing issues.

2014 – 2015: PATROL SERGEANT, SPD NORTH PRECINCT

- ◆ Guided, directed, motivated and trained a patrol squad of 6 – 12 officers.
- ◆ Analyzed and reviewed use of force by officers in the field.
- ◆ Responsible for squad's response to 911 emergency and routine calls (assault, robbery, theft, burglary, alarms, collisions, etc.).

2010 – 2014: SERGEANT - SPD SWAT

- ◆ Responsible for tactical response to hostage situations, barricaded persons, high-risk search warrants, riot control, and other high-risk 911 calls.
- ◆ Provided dignitary protection for heads of state and other high profile political figures.
- ◆ Supervised 6-24 officers at a time during full-team callouts to high profile incidents.
- ◆ Led a group of subject matter experts and published the SPD SWAT Manual.
- ◆ Created a tracking database for all SWAT callouts, training, and qualifications.
- ◆ Provided administrative response to public disclosure requests.

2005 – 2010: DETECTIVE SERGEANT – SPD HUMAN RESOURCES

- ◆ Equal Employment Opportunity (EEO) Investigator: I handled complaints of misconduct based on race, creed, color, national origin, age, sexual orientation, etc. I also investigated allegations of sexual harassment. I handled a high caseload, which I investigated with the utmost care and confidentiality. Advised commanders of all ranks on investigations. 300 hours of training. Completed 40 cases.
- ◆ Early Intervention Coordinator: Led the implementation of a new program within the police department, designed to identify and assist officers potentially involved in at risk behavior, either professionally or in their personal life. Designed assistance to officers in need of training, counseling, mentoring, and intervention. System Administrator and Analyst for On-Target Performance Tracking System.

- ◆ Performance Review Coordinator: Coordinated and tracked all performance reviews within SPD. I trained supervisors on creating excellent performance reviews for their employees. I was the system administrator for our performance review software. I created databases and reports designed to track and improve performance review compliance from supervisors.

2005 – Present: MEDIATOR, KING COUNTY ADR and OREGON FEDERAL EXECUTIVE BOARD

- ◆ Trained mediator, specializing in conflict resolution in the workplace.
- ◆ I successfully use my negotiation skills in order for differing parties to air grievances and begin the healing process which leads to increased work productivity.
- ◆ Identify both differences and similarities in power structure, race, sex and equality in order to promote effective communication and cooperation between parties.
- ◆ Mediated workplace conflicts, landlord/tenant issues, labor conflict and Human Resources complaints.

2003 – 2005: DETECTIVE SERGEANT – SPD INTERNAL INVESTIGATIONS SECTION

- ◆ Internal Investigator responsible for handling complaints of misconduct made against police personnel.
- ◆ Handled approximately 60 Internal Investigations, including some of the most complex and sensitive investigations within SPD. Able to reprioritize with competing work demands.
- ◆ Managed time and workload with minimal supervision.
- ◆ Practiced confidentiality and thoroughness while interacting with a diverse group of people of all ranks.

2001 – 2003: PATROL SERGEANT – SPD WEST PRECINCT

- ◆ Responsible for leading, motivating and training a group of patrol officers, responsible for 911 calls in the downtown precinct.
- ◆ Supervised and reviewed officer's uses of force, arrests, reports, and other calls for service.
- ◆ On Friday and Saturday nights, I was responsible for the downtown nightlife scene and all assorted disturbances, fights, shots fired, etc.
- ◆ Worked with bar owners/operators in order to reduce the level of nightlife violence.

1999 – 2000: SPECIAL DEPLOYMENT OFFICER

- ◆ Designed, implemented and staffed SPD's Millennium Plan for New Year's Eve 1999 (Y2K), the largest force deployment in SPD's history.
- ◆ Developed numerous staffing plans for special events in the city (parades, marathons, protests, sporting events, etc.).
- ◆ "Movie Officer" for SPD. I worked with film and TV producers and the Washington State Film Commission on promoting and supervising filming in the City of Seattle. I hired and supervised off-duty officers, enforced filming permits and handled billing invoices.

1998 – 1999: DUI ENFORCEMENT OFFICER, SPD TRAFFIC SECTION

- ◆ Handled 500 DUI arrests and thousands more traffic stops involving drinking and driving.
- ◆ MADD Officer of the Year, 1998.

- ◆ Self-motivated and dedicated to arresting drunk drivers, issuing citations and working special events. Participated in safety task force meetings and emphasis.
- ◆ Conducted a “drinking lab” for other officers and the City Attorney’s Office in order to increase the City’s ability to detect and prosecute motorists who drink and drive.
- ◆ Demonstrated history of excellent written reports and expert courtroom testimony.

1994 – 1997: FIELD TRAINING OFFICER

- ◆ Responsible for guiding, directing, teaching and training new officers on how to become an effective police officer.
- ◆ I completed daily and weekly evaluations of my probationary officers, designed to encourage and motivate, while correcting behavior in need of improvement.

1987 – 1997: POLICE OFFICER, SEATTLE POLICE DEPARTMENT

- ◆ Responsible for detecting and deterring criminal activity in the North and West Precincts.
- ◆ Handled 911 calls for service, including felony and misdemeanor investigations, collisions, mental health issues, community service, and other miscellaneous calls.

1983-1987: SECURITY OFFICER, SEATTLE PACIFIC UNIVERSITY

- ◆ Lead supervisor, responsible for detecting and deterring criminal activity on campus.
- ◆ Assist students and staff with a variety of campus services.
- ◆ Conducted safety and security assessments for university buildings.

EXPERT WITNESS CASES:

<u>Date</u>	<u>Testimony</u>	<u>Case Name</u>	<u>Case Number</u>	<u>Court</u>
10/2017	Opinion-Defendant	Estate of Jessica Ortega v. Pierce County	17-2-118-36-8	Washington State Superior Court
10/2017	Deposition-Defendant	Skyler Morrison v. Seattle School District	NO. 18-2-00464-1 SEA	Washington State Court of Appeals
11/2017	Arbitration – Defendant	Zachary Smalls v. USAA	003254247-040	Arbitrator’s Office
3/2021	Case Review – Defendant	Steven Morse v. Oregon Patrol Service	19CV35949	Circuit Court of the State of Oregon for County of Multnomah
4/2021	Declaration – Plaintiff	Estate of Kenneth Woody v. Big Horn County	DV-2015-9	Montana 22 nd Judicial District Court, Big Horn County
7/2021	Deposition – Plaintiff	Estate of Delafuente v. City of Nampa	CV14-20-01023	Idaho District Court, 3rd District
8/2021	Declaration – Plaintiff	Alexsey Predybaylo v. Sacramento County	2:19-CV-01243-MCE-CKD	United States District Court, Eastern District of California

10/2021	Declaration – Plaintiff	Estate of Gabriel Strickland v. Nevada County	2:21-CV-000175-MCE-AC	United States District Court, Eastern District of California
12/2021	Declaration – Plaintiff	Richmond v. Spokane County	2:21-CV-00129-SMJ	United States District Court, Eastern District of Washington

- ◆ One publication: *The Need for Police De-Escalation*, The Defense News, published by Washington Defense Trial Lawyers Association, Fall 2021.

EDUCATION:

- ◆ University of Washington. B.A. in Law, Societies, and Justice, 2004.
- ◆ Shoreline Community College, Police Science Associates Degree, 2002.
- ◆ Graduated #1, Northwestern School of Police Staffing and Command, 2021.
- ◆ Extensive leadership development training classes through a variety of different curricula.
- ◆ Currently enrolled at Oregon State University – Master of Public Policy.