

PROFESSIONAL EXPERIENCE

2022 to Present **Robson Forensic, Inc.**
Associate

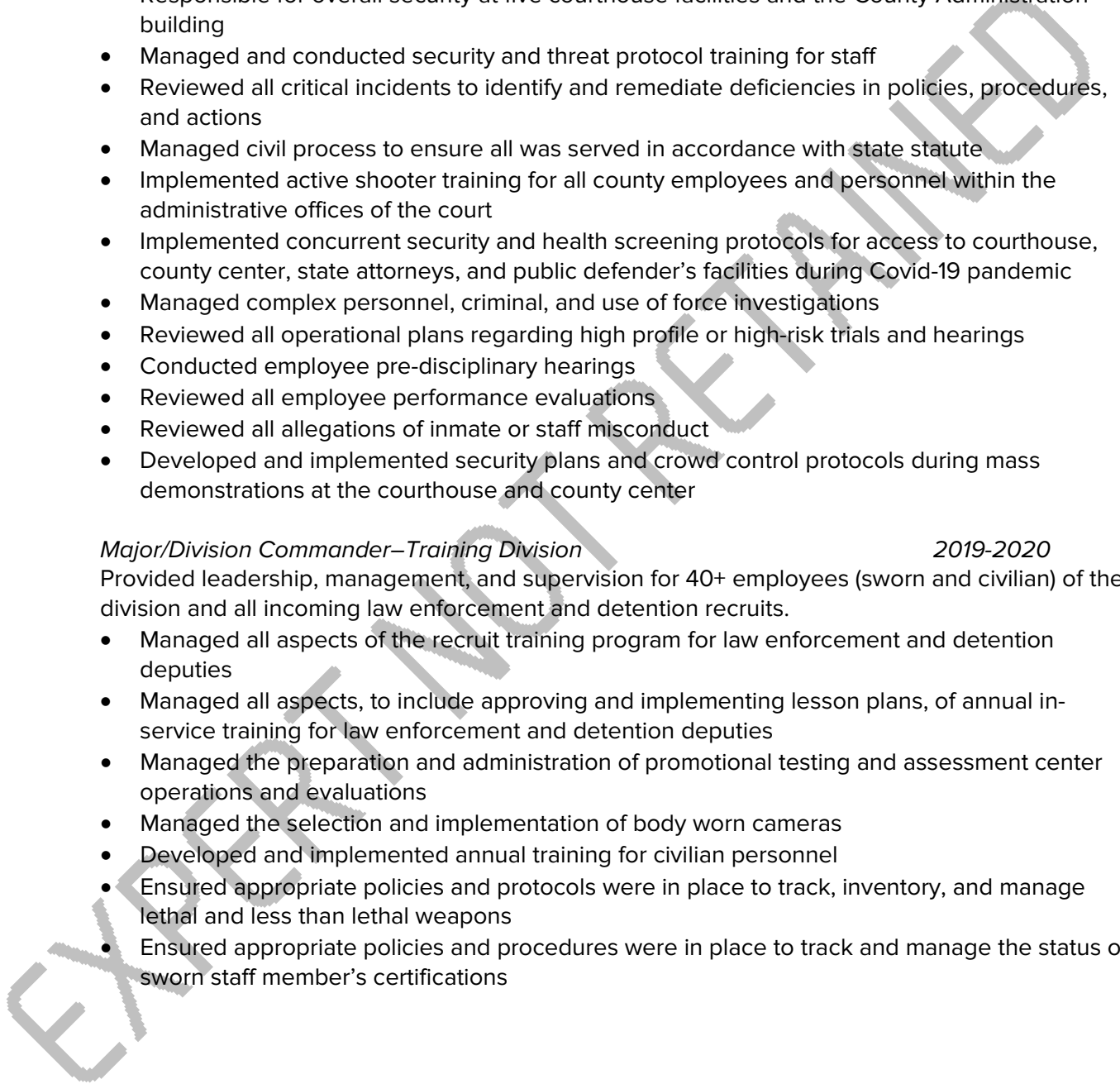
Provide technical investigations, analysis, reports, and testimony toward the resolution of personal injury litigation and failure analysis related to police practices and corrections and jail related incidents. Police, corrections, and jail procedures expertise includes duties and responsibilities of correctional officers/detention deputies, supervisors, correctional facilities, and jails including:

- Use of force
- In-custody Death: suicide, restraint asphyxia, withdrawal, overdose, trauma
- Inmate medical assessments: physical, mental health, detoxification
- Prisoner transportation - state and federal prisoners
- Emergency vehicle operation
- Jail security
- Observation of inmates
- Search protocols: inmate, cell or building, vehicle
- Inmate classification
 - General population
 - Restrictive housing: disciplinary, administrative
 - Gender classification
 - Adult and juvenile
 - Inmate worker (Trusty)
- Restraint procedures
- Internal investigations
- Policies and procedures
- Law enforcement and Detention training
- Field training protocols
- Jail inspections and consulting
- Firearms
- Less lethal weapons: Taser, O.C.
- Premises security: courthouse and office buildings, operational plans, access control, surveillance
- Food service
- Hiring practices

EXPERT NOT RETAINED

PAUL M. ADEE
Police Practices, Security, and Corrections Expert

- 1991 to 2021 **Hillsborough County Sheriff's Office**
- Major/Division Commander – Court Operations Division* 2019 & 2020-2021
- Provided leadership, management, and supervision for as many as 200 employees (sworn and civilian) and contractors.
- Responsible for overall security at five courthouse facilities and the County Administration building
 - Managed and conducted security and threat protocol training for staff
 - Reviewed all critical incidents to identify and remediate deficiencies in policies, procedures, and actions
 - Managed civil process to ensure all was served in accordance with state statute
 - Implemented active shooter training for all county employees and personnel within the administrative offices of the court
 - Implemented concurrent security and health screening protocols for access to courthouse, county center, state attorneys, and public defender's facilities during Covid-19 pandemic
 - Managed complex personnel, criminal, and use of force investigations
 - Reviewed all operational plans regarding high profile or high-risk trials and hearings
 - Conducted employee pre-disciplinary hearings
 - Reviewed all employee performance evaluations
 - Reviewed all allegations of inmate or staff misconduct
 - Developed and implemented security plans and crowd control protocols during mass demonstrations at the courthouse and county center
- Major/Division Commander–Training Division* 2019-2020
- Provided leadership, management, and supervision for 40+ employees (sworn and civilian) of the division and all incoming law enforcement and detention recruits.
- Managed all aspects of the recruit training program for law enforcement and detention deputies
 - Managed all aspects, to include approving and implementing lesson plans, of annual in-service training for law enforcement and detention deputies
 - Managed the preparation and administration of promotional testing and assessment center operations and evaluations
 - Managed the selection and implementation of body worn cameras
 - Developed and implemented annual training for civilian personnel
 - Ensured appropriate policies and protocols were in place to track, inventory, and manage lethal and less than lethal weapons
 - Ensured appropriate policies and procedures were in place to track and manage the status of sworn staff member's certifications



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Major / Division Commander – Jail Division 2

2018-2019

Provided leadership, management, and supervision for 300+ employees (sworn and civilian).

- Developed and implemented policies to ensure the safe, secure, efficient, and effective day-to-day operations of the Falkenburg Road Jail which housed up to 3,300 inmates
- Reviewed use of force investigations to ensure compliance with agency policies
- Conducted after action debriefings for line level and supervisory staff related to use of force and other significant events
- Reviewed allegations of inmate or staff misconduct
- Assumed deputy job responsibilities including conducting facility operations while maintaining contact with inmate population

Major/Division Commander – Jail Division 1

2017-2018

Provided leadership, management, and supervision for 225+ employees (sworn and civilian).

- Developed and implemented policies to ensure the safe, secure, efficient, and effective day-to-day operations of the Orient Road Jail which housed up to 1,700 inmates
- Reviewed use of force investigations to ensure compliance with agency policies
- Conducted employee pre-disciplinary hearings
- Conducted after action debriefings for line level and supervisory staff related to use of force and other significant events
- Assumed deputy job responsibilities including conducting facility operations while maintaining contact with inmate population

Major / Division Commander – Jail Division 3 (Support Services)

2013-2017

Provided leadership, management, and supervision for 200+ employees and contractors.

- Identified quality of care issues with a primary medical care provider
- Drafted Request for Proposal (RFP) for comprehensive inmate healthcare
- Evaluated, selected, negotiated with, and managed \$24 million dollar budget and agreement for medical vendor that provided comprehensive inmate healthcare
- Reviewed electronic medical records and databases to ensure vendor compliance with agreement, policies, and provider's orders
- Investigated inmate deaths and other instances of potential litigation involving inmate medical care and correctional operations
- Ensured National Commission on Correctional Health Care (NCCHC) standards were met by medical vendor
- Implemented protocols for detoxing new inmates to minimize potential health risks
- Identified and implemented enhanced staffing of the mental health team and medical staff
- Managed \$3+ million food service agreement and vendor which was responsible for producing over 3.25 million meals annually
- Managed in-house laundry facility that laundered more than 2 million pounds of laundry annually
- Managed inmate commissary agreement
- Managed inmate telecommunications and visitation agreement from an operational standpoint

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- Managed the transportation of our inmates throughout the state of Florida, to include court hearings, medical appointments, and transfers to other jurisdictions (90k inmates and 500k miles travelled annually)
- Reviewed use of force investigations to ensure compliance with agency policies
- Reviewed and approved security clearances for contract staff

Captain/Deputy Division Commander – Jail Division 2

2010-2013

- Provided leadership, management, and direct supervision to 13 direct reports and indirect supervision to a total staff of 450 employees.
- Responsible for the day-to-day operations of the Falkenburg Road Jail which housed up to 3,300 inmates
- Developed and implemented processes to ensure staff adherence to policies and procedures
- Analyzed systems to evaluate and improve operational efficiency
- Developed and implemented new processes to provide direct support to staff members following critical incidents
- Assumed deputy job responsibilities including conducting facility operations while maintaining contact with inmate population
- Reviewed use of force investigations to ensure compliance with agency policies
- Reviewed all incident reports
- Reviewed allegations of inmate or staff misconduct

Lieutenant/Bureau Commander–Judicial Protection Bureau

2009-2010

Provided leadership, management, and supervision for 125 employees.

- Ensured each courtroom had the appropriate staffing levels
- Conducted and reviewed use of force investigations to ensure compliance with agency policies
- Conducted and reviewed allegations of inmate or staff misconduct
- Conducted security assessments
- Developed security protocols for courtroom and staff
- Recommended building modifications to enhance security
- Developed and conducted courtroom security training
- Managed all aspects of inmate and prisoner movement
- Supervised personnel during critical incidents
- Developed proposal for Sheriff's Office to take over courthouse and county center security
- Led transition of courthouse and county center security to Sheriff's Office

Lieutenant/Section Commander – Transportation Section

2008-2009

Provided leadership, management, and supervision for 60 employees.

- Conducted and reviewed use of force investigations to ensure compliance with agency policies
- Managed a fleet of more than 50 vehicles
- Developed operational plans for transportation of high-risk inmates
- Provided vision and direction to ensure safe, efficient, and secure transport of inmates
- Reviewed and updated policies and procedures regarding transportation of inmates

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- Developed and implemented strategic plan with County Code Enforcement Director to provide manpower for Sheriff's Jail Work Crew Program for county clean-up projects
- Reviewed traffic crash investigations
- Prepared and reviewed employee performance evaluations for direct report and indirect report employees

Lieutenant/Shift Commander – Jail Division 2

2007-2008

Provided leadership, management, and supervision for 115 employees at the Falkenburg Road Jail.

- Conducted and reviewed use of force investigations to ensure compliance with agency policies
- Conducted and reviewed allegations of inmate or staff misconduct
- Supervised staff for adherence to agency policies and procedures
- Supervised inmates for adherence to established rules and regulations
- Served as facility Field Training Coordinator overseeing the field training program
- Reviewed all field training reports
- Developed remedial training plans for trainees and tenured employees
- Reviewed inmate disciplinary sanctions
- Reviewed incident reports
- Provided training, guidance, and direction to staff
- Supervised personnel during critical incidents
- Conducted debriefings and training for personnel after critical incidents
- Conducted inspections of jail facilities, personnel, and inmates
- Ensured facility was properly staffed

Sergeant/Detention Training Coordinator – Training Division

2005-2007

Provided leadership, management, and supervision for 6 employees.

- Developed, reviewed, and approved instructor lesson plans for sworn and civilian employees
- Provided instruction to students
- Instructor certifications – general topics, firearms, Taser
- Developed training schedules for 1,700 sworn and civilian employees
- Conducted supervisory oversight of instructors for quality assurance purposes
- Conducted investigations of alleged staff misconduct
- Prepared employee performance evaluations
- Conducted supervisory oversight (1:1) for an employee enrolled in the Performance Improvement Program
- Provided guidance to civilian support personnel regarding adequacy and importance of maintaining accurate training records

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Sergeant/Squad Supervisor – Jail Division 1

2001-2005

Provided leadership, management, and supervision for 15 employees.

- Conducted and reviewed use of force investigations to ensure compliance with agency policies
- Provided direct supervision and support to subordinate personnel
- Conducted investigations of alleged inmate or staff misconduct
- Conducted facility and personnel inspections
- Conducted inmate disciplinary hearings
- Responded to inmate complaints and grievances
- Implemented and monitored employee staffing levels
- Supervised personnel during critical incidents
- Provided coaching and counseling to employees and inmates
- Supervised inmate headcounts
- Provided input regarding inmate classification
- Conducted daily rounds of all inmates living areas under my command
- Conducted jail inspections throughout the state of Florida
- Served as a Field Training Supervisor
- Reviewed field training reports
- Developed remedial training plans

Corporal/Assistant Squad Supervisor – Jail Division 1

1996-2001

Provided leadership, management, and supervision for 8 employees; and assisted the squad supervisor.

- Conducted use of force investigations to ensure compliance with agency policies
- Provided direct supervision and support to subordinate personnel
- Conducted investigations of alleged inmate or staff misconduct
- Conducted facility and personnel inspections
- Conducted inmate disciplinary hearings
- Responded to inmate complaints and grievances
- Supervised personnel during critical incidents
- Provided coaching and counseling to employees and inmates
- Supervised inmate headcounts
- Conducted daily rounds of all inmates living areas under my command
- Served as a Field Training Supervisor
- Developed remedial training plans
- Provided input regarding inmate classification
- Conducted jail inspections throughout the state of Florida

Deputy - Jail Division 1

1991-1996

Provided direct supervision for 72 inmates within the inmate living area (pod).

- Provided security within pod
- Conducted cell, bunk, and pod inspections
- Conducted inmate feeding and laundry exchange
- Distributed inmate canteen
- Distributed inmate mail (personal and legal)
- Supervised medication distribution
- Provided answers to questions and complaints
- Provided hygiene items and cleaning supplies
- Investigated inmate misconduct
- Provided input regarding inmate classification

1995 to **United States Marshalls Service**

1999 *Part-time Guard*

Provided armed/unarmed security for Deputy United States Marshall's while transporting prisoners and providing supervision of same while attending court proceedings.

1990 **American Red Cross Homeless Shelter**

Security Guard

Ensured the safety and security of staff members and 75 residents.

- Proactively addressed potential security issues
- Enforced shelter rules
- Resolved conflict
- Deterred criminal activity
- Conducted searches

1989 to **Kmart/Sears**

1990 *Loss Prevention Specialist*

Responsible for enforcing loss prevention policies and procedures to safeguard company assets, minimize theft and reduce shortages and fraud. Monitored inventory and conducted audits and investigations.

1988 to **Winnebago County Sheriff's Office**

1990 *Correctional Officer*

Responsible for the day-to-day care, custody, and control of up to 350 inmates.

- Maintained strict adherence to all rules and regulations
- Provided inmate meals, clothing, bedding, toiletries
- Inspected inmate living areas
- Investigated inmate misconduct
- Completed incident reports
- Restrained inmates when necessary and appropriate

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- 1984 to 1988 **United States Navy – USS Puget Sound**
Watch Section Supervisor (E4)
Managed the radio communications on the USS Puget Sound for my squad/shift. Held Top Secret Security clearance. Supervised and cultivated a team of up to six sailors ranking from E1 to E4. Honorably discharged.
- Recognized with a Meritorious Unit Commendation and two Sea Service Ribbons, and Good Conduct Award

PROFESSIONAL CREDENTIALS

Certified Correctional Officer, Florida
Certified Correctional Health Professional, National Commission on Correctional Health Care
Certified Corrections Manager, American Correctional Association

EDUCATION

B.A., Criminal Justice, Saint Leo University, Saint Leo, Florida, 2011

CONTINUING EDUCATION

American Correctional Association 2023 Winter Conference, January 2023

- Current Drug Trends: National Threat Assessment
 - Ohio's Quality Assurance of Transportation Practices: Basics Approach in Evaluating Transportation Protocols and Best Practices
 - The Crossroads of Criminal Justice, Academia and Medicine: How Three Professions Intersect to Reduce Recidivism of Incarceration
 - Continuum of Care in the Virginia Department of Corrections to Reduce Placement of Vulnerable Population in RHU
 - Beyond Good and Evil: Inside the Mind of the Psychopath
 - Tracking Sentinel Events Online and Reporting Daily Call Using Online Sentinel Event Log
- Virtual Winter Conference on Correctional Health Care, December 2022
- Prostate Cancer Update for Corrections
 - A Winning Record: Exploring the Role of Medical Records in Litigation
 - Improve Patient Engagement and Utilization through Cultural Responsiveness
 - Safety and Security in the Dental Clinic
 - Building Resiliency to Cope with Occupational Stress
 - The Care and Management of Transgender, Gender-Dysphoric, and Intersex People
 - Culture Shift: Establishing a Near Miss Reporting System in a Major Correctional Facility
 - The Connection Between Human Trafficking and Corrections: Effective Interventions
 - Suicide Prevention

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Leadership Challenges During the 2020 Civil Unrest in Portland, FLETC, 2021
Recognizing Head Injuries in Infants & Children, Florida Department of Law Enforcement, 2021
Rescue Task Force, Hillsborough County Sheriff's Office, 2020
Helping Employees Through Crisis, Hillsborough County Sheriff's Office, 2020
Duty to Act, Hillsborough County Sheriff's Office, 2020
Personal Protective Equipment, Hillsborough County Sheriff's Office, 2020
Suicide Awareness, Hillsborough County Sheriff's Office, 2020
Human Trafficking, Florida Department of Law Enforcement, 2020
Narcan Roll Call for Law Enforcement, Hillsborough County Sheriff's Office, 2019
Saving Lives by Understanding the Threat, Hillsborough County Sheriff's Office, 2019
Suicide by Cop, Police Executive Research Forum, 2019
Tourniquet Application Review, Hillsborough County Sheriff's Office, 2019
Autism and Law Enforcement, Hillsborough County Sheriff's Office, 2019
Autism, Hillsborough County Sheriff's Office, 2017
Diabetic Emergency and Officer Response, Hillsborough County Sheriff's Office, 2016
Physiological Response Dynamics Training, Hillsborough County Sheriff's Office, 2016
One Breath: The importance of Recognizing Agonal & Other Breathing Problems, Institute for the Prevention of In-custody Deaths Inc., 2016
Ethics, Hillsborough County Sheriff's Office, 2013
Discriminatory Profiling & Traffic Stops, Hillsborough County Sheriff's Office, 2013
Mentally Ill & Ethics Video, Hillsborough County Sheriff's Office, 2011
Field Force Command and Planning for Executives, FEMA, 2011
First Responder, Hillsborough County Sheriff's Office, 2010
Court Security, Public Agency Training Council, 20 hours, 2010
Physical Security, Hillsborough County Sheriff's Office, 2009
Command Officer's Development Course, University of Louisville, Southern Police Institute, 400 hours, 2008
Taser M26 Advanced and X26 Instructor, Hillsborough Community College, 2007
Human Trafficking, Florida Coalition Against Human Trafficking, 2007
The Bulletproof Mind, St. Petersburg College, 2006
Instructor Workshop, Hillsborough Community College, 2006
Terrorism: The Israeli Experience, Hillsborough County Sheriff's Office, 2006
The Middle Eastern Mindset, Hillsborough County Sheriff's Office, 2006
Use of Force, Hillsborough County Sheriff's Office, 2005
Agency Instructor Certification, St. Petersburg College, 2006
Taser X26, Hillsborough County Sheriff's Office, 2006
CMS Instructor Techniques, Hillsborough Community College, 80 hours, 2005
Criminal Justice Instructor's Conference, Florida Department of Law Enforcement, 2005
ICS 100 Incident Command System Introduction, FEMA, 2005
ICS 700 National Incident Management System (NIMS) Introduction, FEMA, 2005
Building and Maintaining a Sound Behavioral Climate, Hillsborough Community College, 2005

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Special FTO Liabilities, University of North Florida, 2004
AED, Hillsborough County Sheriff's Office, 2004
Leadership Training, Hillsborough County Sheriff's Office, 2003
Florida Jail Services Inspector, Florida Association of Counties, 2003
Positive Leadership, Hillsborough County Sheriff's Office, 2002
Terrorism Operational Response, St. Petersburg College, 2002
Hepatitis, Law Enforcement Training Network, 2002
Mental Preparedness, Law Enforcement Training Network, 2002
Sexual Misconduct, Law Enforcement Training Network, 2002
Sexual Abuse, Hillsborough County Sheriff's Office, 2002
Professionalism, Law Enforcement Training Network, 2001
Basic First Aid Parts 1 & 2, Law Enforcement Training Network, 2000
Cultural Diversity Parts 1,2,3 & 5, Law Enforcement Training Network, 2000
Sexual Harassment 1, Law Enforcement Training Network, 2000, 2001
Florida Jail Inspector, Florida Association of Counties, 40 hours, 1998
Career Development Middle Management, Hillsborough County Sheriff's Office, 1998
Bloodborne Pathogens, Hillsborough County Sheriff's Office, 1997, 1999, 2000, 2001, 2013
First Aid, Hillsborough County Sheriff's Office, 1997, 2000
Domestic Violence, Hillsborough County Sheriff's Office, 1996, 2004
Jail Field Training Officer, Hillsborough County Sheriff's Office, 1995
Oleoresin Capsicum (OC) Certification, Hillsborough County Sheriff's Office, 1995, 2005
Fire, Safety and Sanitation Officer, Hillsborough County Sheriff's Office, 1995
Defensive Tactics, Hillsborough County Sheriff's Office, 1994, 1995, 1997, 1999, 2000, 2001, 2002, 2004, 2005
CPR, Hillsborough County Sheriff's Office, 1994, 1997, 1999, 2001, 2003, 2004
Human Diversity, Hillsborough County Sheriff's Office, 1993, 1994, 1998, 2000, 2004, 2007
Line Supervision, Hillsborough County Sheriff's Office, 1992
Jail Suicide Prevention, Northwest Illinois Criminal Justice Commission, 1990
FBI State Certified Firearms Instructor, Northwest Illinois Criminal Justice Commission, 1989
Report Writing, Northwest Illinois Criminal Justice Commission, 1989
Self Defense Refresher, Northwest Illinois Criminal Justice Commission, 1988
AIDS Info Seminar, Northwest Illinois Criminal Justice Commission, 1988

PROFESSIONAL MEMBERSHIPS

American Correctional Association, member
ASIS International, member
International Association of Police Chiefs, member
American Jail Association, member
Optimist Club of Tampa, member