

# Russ Hicks

## Hicks Consulting- LLC

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### Personal Information:

- Born- 1968 Baltimore, Maryland
- Resident - Honolulu, Hawaii 1970-1996
- Resident- Washington State 1996-present
- Ethnicity- Hispanic/Caucasian

### Education:

- Kalaheo High School (Honolulu): 1987
- University of Hawaii 1987 to 1989
- Pierce Community College: 2006-2007

### Law Enforcement Employment: 30 years (retired)

- Washington State Criminal Justice Training Commission (WSCJTC)- Basic Law Enforcement Academy Assistant Commander 2019 to 2021
- WSCJTC Police Academy Instructor (TAC Officer) 2007-2021
- Fife Police Department- January 2005 to 2016
- Tukwila Police Department- 1996 to 2005
- Honolulu Police Department- 1991 to 1996

### Hicks Consulting Rates: 2021

- \$225 an hour for consultation and analysis services (travel time at 50% rate)
- \$300 an hour for depositions and courtroom testimony (including travel time)

## **Police Assignments Throughout Career:**

- Covert Undercover Narcotics Officer
- Plainclothes Narcotics Officer
- Organized Crime Drug Enforcement Task Force
- Forfeiture Detail
- Witness Protection Unit
- Internal Affairs
- Bicycle Patrol Unit
- Plainclothes officer
- Undercover Vice
- Civil Disturbance Unit
- Hostage Negotiator
- Field Training/Police Training Officer
- Supervisory assignments in uniform patrol, hostage negotiation, and covert operations
- Patrol Officer (rural and urban environments)
- Community Policing Team
- WSCJTC TAC Officer
- WSCJTC BLEA Assistant Commander

## **Police Instructor Assignments:**

- Basic Law Enforcement Academy Assistant Commander
- Police Academy Instructor (TAC Officer) WSCJTC- Domestic Violence, Criminal Law, Criminal Procedures, Use of Force, Police Liability, Patrol Tactics, Implicit Bias Instructor, Crisis Intervention Training, Blue Courage, Pursuit Driving, De-Escalation Instructor, Crisis Instructor, Patrol Tactics Instructor
- WSCJTC Equivalency Academy Manager/Instructor
- National Instructor for Georgetown Law Program; ABLE

## **Awards:**

- Highest Scholastic Award- 112 Honolulu PD Recruit Class- 1991
- M.A.D.D. Top DUI Officer 2002-2003- Tukwila PD
- Medal of Merit for Active Shooter Situation- 2005 Tukwila PD
- Fife Police Department Officer of the Year- 2005
- A.W.C.- Diversity Award 2005-2006 for Fife PD Hispanic Outreach Program
- Numerous commendations in the Honolulu PD, Tukwila PD, Fife PD, WSCJTC
- Recipient of the WSCJTC Leadership Award-2014

## **Media:**

- Actor for Fox's Television Show "America's Most Wanted" 1993 episode in Honolulu (reenactment of dynamic search warrant service)
- Featured in Honolulu magazine "H3O" for a story on my transition from Pro Surfing to the Honolulu Police Department 1994
- Cover of Law and Order Magazine Vol. 6, No. 7 June 1998
- Featured on ABC Seattle Affiliate KOMO 4 News, for a demonstration of a shooting simulator for police use- 1998
- Featured on NBC Affiliate King 5 News, while on patrol with Reporter Linda Byron for story on crime reduction on Hwy 99 in Tukwila- 1999
- Featured on German Television Show "Galileo" for a demonstration of shooting simulator and reenactment of a foot pursuit- 1999
- Wrote a published article on skateboarding and police work for the International Longboard Skateboarding Magazine- 2001
- Featured on International Skateboard Video Magazine "The Concrete Wave" for a story on life as a surfer/skateboarder along with my profession as Police Officer. 2002
- Wrote a published article in the international skateboarding magazine "The Concrete Wave" for a story on the life of former pro surfer and skateboarder that lives in Honolulu 2003
- Wrote 15 articles on various Community Policing Topics for local newspaper "The Fife Free Press"- 2005-2007
- Featured in (30) articles/segments on ABC, NBC, CBS, FOX, CNN, Washington Post, Starbucks Media, MSNBC, Wall Street Journal, NPR, Seattle Times, Spokesman Review and local radio stations regarding local and national police procedures, current controversial police events, academy training, and police liability at the WSCJTC: 2012-2021.

## **Significant Certifications:**

- Honolulu Police Academy: 1991 / 1015 hours
- Search Warrant Entry Tactics: Trained by HPD SWAT: 1992
- Honolulu Police Drug Investigator 1992
- National Police Bicycle Certification: Honolulu 1994
- Washington State Equivalency Academy: 1996
- Officer Survival: 1998
- Drug Investigator 1998
- Officer Involved Shooting Investigations: 1999
- Hostage Negotiations: FBI 2000
- Law Enforcement Survival Spanish: 2001

## Summary of Qualifications for Russ Hicks

- Field Training Officer: 2004
- Police Training Officer: 2006
- FEMA Management- Homeland Security for Domestic Violent Extremists- 2006
- Community Policing: 2006
- Crime Prevention Through Environmental Design: 2006
- Instructor Development: 2007
- WSCJTC General Instructor: 2007 to 2021
- WSCJTC Use of Force Instructor 2007 to 2021
- WSCJTC Criminal Procedures Instructor: 2007 to 2021
- WSCJTC BLEA Equivalency Instructor: 2007 to 2021
- WSCJTC Patrol Tactics Instructor: 2007 to 2021
- WSCJTC Police Problem Based Policing Certification: 2008
- WSCJTC First Line Supervision: 2008
- WSCJTC Middle Management: 2008
- CISM Group Crisis Intervention: 2008
- WSCJTC Homicide Investigator: 2009
- FEMA Field Force Operations (Riot Training): 2009
- CISM In Line of Duty Death: 2010
- WSCJTC Criminal Law Instructor: 2012 to 2021
- WSCJTC Domestic Violence Instructor 2012 to 2021
- WSCJTC Traffic Instructor: 2012 to 2021
- Trainer the Trainer certification for “The Respect Effect”: 2014
- Trainer the Trainer certification for “Blue Courage”: 2014
- WSCJTC Crisis Intervention Instructor: 2015 to 2021
- WSCJTC Pursuit Driving Instructor 2017 to 2021
- WSCJTC Active Shooter Instructor: 2017 to 2021
- 21<sup>st</sup> Century Police Leadership: 2019
- VirTra Simulation Instructor for police use of force decisions: 2019
- WSCJTC Range Safety Officer: 2020
- Georgetown Law Program- Active Bystandership for Law Enforcement (ABLE): 2020

### **Other Desirable Qualifications:**

- Outstanding record of commendations and achievement throughout career
- No disciplinary action for entire career
- Met or exceeded standards on every performance evaluation during entire career

## **Hicks Consulting Business:**

Limited liability company founded by Russ Hicks in 2010. Hicks Consulting is a highly qualified and unique company focusing on providing; courtroom expert witness, criminal justice expertise, case analysis, civil investigations, criminal defense, consulting, crisis management, and dynamic training and testing (in person and online) for private businesses, state and federal agencies, municipalities, and counties in the following areas;

- Domestic Violence
- Criminal Procedures
- Criminal Investigations
- Criminal Law
- Use of Force
- Police Investigations
- Hostage Negotiations
- Officer Involved Shootings
- Pursuit Driving
- Police Liability
- Police Tactics
- Implicit Bias
- Emotional Intelligence
- Workplace Effectiveness
- Crisis Communication
- Crisis Intervention
- De-escalation Training
- Law Enforcement Training
- Crime Prevention
- Workplace Liability
- Sexual Harassment
- Police Disciplinary Issues
- Workplace Security Analysis
- Expert Witness Testimony
- Report Writing
- Civil Case Investigator
- Crisis Management
- Crisis Response and Management
- Crisis Media Messaging and Mitigation
- Internal Investigations
- Constitutional Rights (US and Washington State)
- Firearms laws and rights (US and Washington State)

## Summary of Qualifications for Russ Hicks

- Leadership Training
- Community Outreach
- Drug and COVID Testing for MLB, NHL, MLS (contractor for Comprehensive Drug Testing)