

# SCOTT MEADORS

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I have over 29 years in experience in law enforcement all with the Stockton Police Department. I have worked numerous assignments from Officer through the rank of Captain. I have extensive experience around leadership, Procedural Justice and Implicit Bias Training, Drug Awareness and Identification, Employee Misconduct and Sexual Harassment Hostile Work Environment Investigations, Gun Violence Intervention Strategies, Community Partnerships, Reconciliation and Trust Building. In these roles I have developed, led, and managed trainers and long term training strategies.

## EXPERIENCE

### **AUGUST 2019-PRESENT**

#### **OWNER SCOTT MEADORS AND ASSOCIATES, INC**

Owner and operator of Scott Meadors and Associates, Inc. This is a business focused on training police agencies on Procedural Justice, Implicit Bias, Trust Building with communities, Sexual Harassment and Hostile Work Environment, and Drug Awareness Training.

### **DECEMBER 2017 – AUGUST 23, 2019**

#### **CAPTAIN, STOCKTON POLICE DEPARTMENT SPECIAL OPERATIONS**

Command level responsibility for the Division within the Stockton Police Department that has the primary role of community engagement and trust building. Division consisted of approximately 100 personnel from Lieutenant through Professional Staff.

Between 2014 and 2019 I developed and led the Stockton Police Departments efforts as part of the National Initiative for Building Community Trust and Justice. This was a nationwide effort involving five other cities to build trust, train on Procedural Justice, Implicit Bias, and Reconciliation with communities that have low trust with law enforcement. In that capacity I developed, led and trained trainers both locally and nationally on the concepts.

- Command level responsibility for contracts with Housing and Urban Development, Regional Transit District, and Special Contracted Services.

- Division responsibilities included Traffic Section, Strategic Community Police Officers, School Resource Officers, Community Police Officers, Community Service Officers, and Professional Staff within the Division.
- Primary Command level responsibility for trust building with communities in Stockton
- Command Responsibility for Continuum of Care
- Command Responsibility for Law Enforcement assisted Diversion (LEAD)
- Command Responsibility for Homeless Outreach Programs
- Command Responsibility for homeless encampment clean up organized with city and community partners.

## **JANUARY 2016-PRESENT**

### **LEAD TRAINER POST PRINCIPLED POLICING**

Lead trainer for Post State of California teaching Principled Policing and Procedural Justice. Develop training for three training sites responsible for police agencies throughout California.

Lead classes for officers as well as executive level classes with a focus on organizational justice and internal working environments.

## **JANUARY 2014 – DECEMBER 2017**

### **CAPTAIN, STOCKTON POLICE DEPARTMENT INVESTIGATIONS DIVISION**

Command level responsibility for approximately 100 personnel from Lieutenant through Professional staff which has the primary focus on investigating all crimes (felony and misdemeanor) within the City of Stockton. Led the gun violence intervention strategy (Ceasefire) that focused on reducing gun violence and outreach with at risk gang members. As the Captain of the Division I had responsibility for long term goals of the Division and Command of long term investigative strategies to reduce crime and build trust in communities.

- Robbery Homicide-Crimes Against Persons
- Property Crimes, and Child Abuse-Sexual Assault Section
- Gang and Vice Unit
- ATF-FBI-Marshals Task Forces
- Metro County Wide Narcotics Unit
- Ceasefire Gun Violence Reduction Unit

## **DECEMBER 2011-JANUARY 2014**

### **CAPTAIN, STOCKTON POLICE DEPARTMENT FIELD OPERATIONS DIVISION**

Commanded the Field Operations Division which has the primary responsibility of day to day operations of the Police Department. The Division consisted of approximately 220 personnel from the rank of Lieutenant through Professional Staff. Responsibilities included:

- Deployment strategies for Field Operations Personnel
- Command oversight of major emergency incidents
- Long term strategies for personnel development
- Command level management over personnel decisions to include awards, discipline, performance improvement plans, and mentoring

## **DECEMBER 2009-DECEMBER 2011**

### **LIEUTENANT, STOCKTON POLICE DEPARTMENT FIELD OPERATIONS**

Responsible for management of patrol shifts and day to day operations of the department after hours. Responsibilities included:

- Management of the Explosive Ordinance Team
- Drug Recognition Officer Program.

## **AUGUST 1989-DECEMBER 2009**

### **SERGEANT, STOCKTON POLICE DEPARTMENT**

As a Sergeant I had direct responsibility for officers assigned to my Unit or Patrol Shift. Supervision responsibility for crimes in progress and critical incidents. This included investigating allegations of misconduct by sworn and professional staff. Worked the following assignments as a Sergeant:

- Field Operations
- Narcotics Unit Supervisor
- Internal Affairs
- Impact Violent Crime Task Force
- Explosive Ordinance Detail Sergeant

## **JANUARY 1991-AUGUST 1999**

### **OFFICER, STOCKTON POLICE DEPARTMENT**

Assigned as a patrol officer with primary responsibility of responding to and investigating crimes in progress. Initial patrol response to critical incidents and events impacting the community. As a police officer I worked in assignments that included training new police officers, investigating narcotic related crimes, and violent crime reduction. The following assignments were worked:

- Field Operations-Patrol

- Field Training Officer
- Community Police Officer
- Sector One Officer
- Narcotics Detective

## **EDUCATION**

### **DECEMBER 2015**

#### **BACHELOR OF SCIENCE CRIMINAL JUSTICE, CALIFORNIA COAST UNIVERSITY**

#### **COMMAND COLLEGE GRADUATE-POST CLASS 56**

The California Post Command College is a 14-month program designed to prepare law enforcement leaders of today for the challenges of the future. The program focuses on:

- Development of strategic foresight needed to influence the future direction law enforcement organizations
- Strategies to identify emerging issues and provide a proactive response
- Trend analysis via the steep model (sociological, technological, economic, environmental, political)
- Methods and benefits of stakeholder engagement and information sharing to address pending community needs
- Procedural Justice and the impact of social systems on a global society

## **SKILLS AND TRAINING EXPERIENCE**

- Facilitation
- Training-Training management
- Leadership-Leadership Development
- Community Engagement
- Internal Affairs Investigations
- Bias Based Complaints
- Curriculum design
- Class Development
- Trust Building
- Collaborations
- Staff Development and Engagement
- Sexual Harassment Investigations
- Hostile Work Environment Investigations

## **PRIMARY AREAS OF INSTRUCTIONAL EXPERTISE ARE BELOW:**

- Procedural Justice and Implicit Bias
- Trust Building and Reconciliation
- Gun violence reduction strategies
- Community partnerships and transparency
- Integrated trainings with community members and law enforcement
- Narcotics investigations and management
- Drug Recognition Expert
- Community Policing
- Data driven strategies to guide an organization
- Workplace Sexual Harassment Training
- Communication Skills
- Patrol tactics and procedures
- Emergency response and mitigation
- EOD Respose

## **CALIFORNIA POST PRINCIPLED POLICING**

I am currently one of the lead trainers for the State of California Principled Policing Training. That training includes Procedural Justice and Implicit Bias Training. I have led and developed train the trainer classes to teach police trainers on how to teach the concepts and facilitate classes. I have also evaluated trainers to determine their capacity to teach for the state.

I have trained no less than 250 police agencies and over 15000 police officers in the concepts of Procedural Justice and Implicit Bias.

## **SAMPLE OF AGENCIES TRAINED AND WORKED WITH OUTSIDE CALIFORNIA ON PROCEDURAL JUSTICE/IMPLICIT BIAS TRAINING**

Little Rock Police Department-Arkansas  
St. louis Police Department  
New York Police Department  
Fort Worth Police Department  
Minneapolis Police Department  
Pittsburgh Police Department  
Geary Police Department  
Birmingham Alabama Police Department  
Albany Police Department-New York

Colorado Springs Police Department  
Kansas City Police Department  
Schenectady Police Department New York  
Department of Criminal Justice Services New York-Train the Trainer for State of New  
York agencies  
Salem Police Department  
Tacoma Police Department  
Fort Myers, Fla Police Department  
Farmington New Mexico Police Department  
Louisville Police Department  
Baltimore Police Department  
Fairfax County Police Department  
Louisville Police Department  
Texas A&M University