

# ***CURRICULUM VITAE***



***Gary T. Klugiewicz***

***January 20, 2011***

## **SUMMARY:**

Experience, expertise and communication skills are the criteria by which a defensive tactics instructor should be judged. Gary T. Klugiewicz is recognized as one of the nation's leading control systems analysts specializing in the Use of Force.

Gary Klugiewicz combines a unique blend of physical expertise, teaching know-how and most importantly the communication skills necessary to translate the complex physiological, psychological and ethical concepts into understandable terms.

Gary Klugiewicz has spent over twenty-five years as a line officer, supervisor and finally a control systems designer. Gary Klugiewicz serves as a defensive tactics consultant for numerous police and correctional agencies throughout the United States. He has developed a correctional training program for the State of Wisconsin.

Gary Klugiewicz's ability to create realistic training programs is without equal. His programs are based on the "guided discovery" concept that allows participants to discover the training concepts in order to reinforce learning principles. In addition, his programs stress professional communication skills and incorporate verbalization skills into every aspect of these training programs. Utilizing the most advanced protective equipment, his students are able to "test" the techniques they learn in their actual working environment. Patrol Officers respond to bar fights, domestic disturbances and traffic stops. Correctional officers perform high level simulations in cell blocks. Tactical Officers deal with High Risk Entries. Security Officers respond to realistic emergencies. Mental Health Professionals are trained to interact with their patients utilizing a team approach with a primary outcome of doing what is in the best interest of the patient's stabilization / recovery.

Gary Klugiewicz has channeled all his energies into the development of a control system and use of force model that addresses the special needs of American law enforcement personnel. Coming from a law enforcement background, he is best able to address the complex forces at work within our nation's police, correctional, military, security, and mental health organizations.

**PERSONAL DATA:**

**ADDRESS:** 4011 South 90th Street  
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**E-mail Address:** [gklugiewicz@cs.com](mailto:gklugiewicz@cs.com)

**Website Address:** [www.acmisystems.net](http://www.acmisystems.net)

**PLACE OF BIRTH:** Milwaukee, Wisconsin

**DATE OF BIRTH:** April 19, 1951

**MARITAL STATUS:** Married  
Three (3) children

**EDUCATION:**

**DIPLOMA:** South Division High School

**AA:** Milwaukee Area Technical College  
(Police Science)

**BS:** University of Wisconsin (Sociology)

**DIPLOMA:** F.B.I. National Academy

**CERTIFICATION:** American Society for Law Enforcement  
Training -- Certified Law Enforcement  
Trainer (CLET)

**PRESENT EMPLOYMENT:**

Employed by PoliceOne as a Use-of-Force subject matter expert, researcher, program developer, and training specialist. PoliceOne's mission is to provide officers with information and resources that make them better able to protect their communities and stay safer on the streets. This is done by providing a secure, trusted and reliable online environment for the exchange of information between officers and departments worldwide, by working with premier trade publications to provide cutting-edge information through print channels and by providing on-site officer survival training.

Under the umbrella of PoliceOne Training Network, he is the Director of the Active Countermeasures Instructional (ACMi®) Systems a defensive tactics training company specializing in providing tactical communication, personal safety, and subject control training to police, correctional, military, security, and mental health professionals. Consulting services are available to provide solutions to workplace challenges and the development of special programs. Righteous use-of-force law enforcement officer defense expert witness services are available.

**EXPERT WITNESS  
EXPERIENCE:**

Kenosha Police and Fire Commission  
Kenosha, Wisconsin

Police and Fire Commission Decision Appeal  
Rock County Circuit Court - Branch 3  
Janesville, Wisconsin

Milwaukee County House of Correction  
Internal Investigation  
Franklin, Wisconsin

Bauman versus Waukesha County Technical College  
Waukesha County Circuit Court  
Waukesha, Wisconsin

Janick versus J.L. Lopez, et al. -  
Federal Court for the Eastern District of Wisconsin  
Milwaukee, Wisconsin

Nordness versus Terry Brink, et al. -  
Federal Court for the Western District of Wisconsin  
Madison, Wisconsin

Jones versus Willis, et al  
Waukesha County Circuit Court  
Waukesha, Wisconsin

Fitzpatrick versus Delhi Charter Township  
Igham County Circuit Court  
Lansing, Michigan

Green County, WI Arbitration Hearing  
Wisconsin Employment Relations Commission  
Menomonee, Wisconsin

Paradinovich and Parks versus Milwaukee County, et al  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Candelario Lopez, et al. versus City of San Diego, et al.  
Federal Court for the Southern District of California  
San Diego, California

Leonard Young Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

David Hood Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

**EXPERT WITNESS EXPERIENCE CONTINUED ...**

Willie Seviars, et al. v. City of Lawrence, et al.  
Federal Court for the District of Kansas  
Lawrence, Kansas

Saldana v. Weitzel  
Federal Court for the Eastern District of Wisconsin  
Milwaukee, Wisconsin

State of Wisconsin v. Jeffrey Buske  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Tommie G. Bell Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Demetrick Moore Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Calvin Harrington Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Estate of Kendall Pritchett v. James Johnson  
Wayne County Circuit Court  
Detroit, Michigan

Donald Woods v. Daniel Westfield, et al  
Federal Court for the Western District of Wisconsin  
Madison, Wisconsin

George Zakula Inquest  
Milwaukee County Circuit Court  
Milwaukee, Wisconsin

Travis Herbert v. Deputy Mathis, et al  
Federal court for the Eastern District of Wisconsin  
Milwaukee, Wisconsin

Walter F. Pagel Inquest  
Winnebago County Circuit Court  
Oshkosh, Wisconsin

State of Wisconsin v. Shannon G. Schwersenska  
Waushara County Circuit Court  
Wautoma, Wisconsin

**EXPERT WITNESS EXPERIENCE CONTINUED ...**

Robert Rohrback v. Jorey Bailey & City of Iowa City  
USDC, District Court for the Southern District of Iowa  
No. 3:04-CV-70083  
LACV064930  
Iowa

Michael Garrison v. William Porch, et al  
USDC, District of New Jersey  
Docket No. 1:04-cv-1114  
New Jersey

Joyce Wilder v. Scott Ohrt and Black Hawk County, Iowa  
Iowa District Court for Black Hawk County  
Case No. LACV095184  
Black Hawk County Law No. LACV095184  
Iowa

Brian Portwood v. Brian Reinhard, et al  
USDC, District Court for the Southern District of Iowa  
Civil No. 05-134  
Iowa

Ricky Stephens v. City of Butler, AL, et al  
USDC, District Court for the Northern District of Alabama  
Civil Action No. 1:05-563-CG-C  
Case No. 606-cv-01644  
Alabama

Kevin Saunders v. Ronald Mosher  
USDC for the Middle District of Florida  
Case No. 2:04-CV-353-FtM-33SPC  
Florida

US V. Teel, Gaston, Evans, and Stolze  
USDC, District Court for the Southern District of Mississippi  
Case 1:06-cr-00079-LG-JMR  
Mississippi

Sergeant Gary Elbe Arbitration Hearing  
Department of Corrections  
Alaska

Wendy Wilson v. City of Lafayette, CO, et al  
USDC, District Court for the District of Colorado  
Civil Action No. 07-cv-01844-EWN-KLM  
Colorado

**EXPERT WITNESS EXPERIENCE CONTINUED ...**

Dawn Shimko v. Rusk County et al  
Western District of Wisconsin  
Case no. 08-414  
Wisconsin

Burlington County Corrections v. Officer Jermane Carter  
OAL Docket No. CSVYN 00726-2009S  
New Jersey

## CONSULTING EXPERIENCE:

### RECENT TRAINING CONTRACTS

2011	Wisconsin Department of Corrections Principles of Subject Control (POSC®) Agency Trainer Instructor Training Agency Wide Agency Trainer Instructor Training
2011	Wheaton Franciscan Healthcare Principles of Subject Control (POSC®) Instructor Update Region Wide Instructor Training
2010	Wisconsin Department of Corrections Tactical Communications for the Correctional Professional Instructor Training Agency Wide Instructor Training
2010	Colorado Mental Health Institute - Pueblo RIPP Restraints Instructor Training Agency Wide Instructor Training
2010	Milwaukee County Sheriff's Office Defensive & Arrest Tactics (DAAT) Instructor Training State Wide Instructor Training
2009	Edmonton, Canada Police Service Applied Tactical Communications for Academy Staff Members Agency Wide Specialized Training
2009	Orange County, FL Corrections Tactical Communications for Correctional Professionals Instructor Training Facility Wide Instructor Training
2009	Michigan Municipal RISK Management Authority Use of Force Manager Training State Wide Risk Management Training
2009	Milwaukee County Sheriff's Office Training Academy Correctional Emergency Response Team (CERT®) Instructor Training State Wide Instructor Training
2008	Milwaukee County Sheriff's Office Training Academy Defensive and Arrest Tactics (DAAT) Instructor Training Program State Wide Instructor Training
2008	Milwaukee County Sheriff's Office Training Academy Principles of Subject Control (POSC®) Instructor Training Program State Wide Instructor Training
2008	Colorado Mental Health Institute – Pueblo Interventions for Patients with Challenging Behaviors Facility Wide Instructor Training



## RECENT TRAINING CONTRACTS CONTINUED ...

2008	Northern Virginia Criminal Justice Training Academy Tactical Communication for the Correctional Professional Basic Training Basic Correctional Staff Training
2008	Wheaton Franciscan Health Care Interventions for Patients with Challenging Behaviors Instructor Training Regional Instructor Training
2008	Iowa Department of Natural Resources Tactical Weapon Control Instructor Training Agency Wide Instructor Training
2008	Milwaukee County Sheriff's Office Training Academy Use-of-Force Manager Training State Wide Force Management Training
2008	Milwaukee Academy Interventions for Patients with Challenging Behaviors Training Treatment Supervisor and Line Staff Inservice Training
2007	Wisconsin Law Enforcement Training & Standards Board Certification Correctional Professional Communication Skills for Non POSC® Instructors State Wide Instructor Training
2007	West Palm Beach, FL Police Department Use-of-Force Manager Training Program Agency Wide Management Training
2007	Northeast Wisconsin Technical College Tactical Communication Instructor Training National Verbal Judo Institute Instructor Training
2006	Kennedy Space Center Active Countermeasures Tactical Instructor National Defensive Tactics Training Program
2005	West Palm Beach, FL Police Department Simulation Instructor Development Training Regional Defensive Tactics Instructor Training Program
2005	Milwaukee County Behavioral Health Division STAR Tactic: Team Stabilization Training Staff / Consumer Agency wide Instructor Certification Training Program
2005	Milwaukee County Sheriff's Office Training Academy Defensive & Arrest Tactics (DAAT) Training Program State of Wisconsin Instructor Certification Training Program

## RECENT TRAINING CONTRACTS CONTINUED ...

2005	Sioux City, IA Regional Training Center Active Countermeasures System of Unarmed Blocking and Striking Techniques Regional Instructor Certification Training Program
2005	Indian River, FL Community College Cell Extraction & Control Systems Training Program Regional Instructor Certification Training Program
2005	Covenant Healthcare Interventions for Patients with Challenging Behaviors Training Program Agency wide Instructor Certification Training Program
2004	Palm Beach, FL Community College Professional Communication Skills Training Program Regional Instructor Certification Training Program
2005	Michigan Department of Corrections Cell Extraction & Control Systems Training Program Statewide Agency Instructor Certification Training Program
2004	U.S. Attorney's Office for the Western of District of Indiana Survival American Style Seminar District wide Gun Violence Abatement Training
2004	Milwaukee County, WI Behavioral Health Division Interventions for Patients with Challenging Behaviors Training Program Staff / Consumer Agency Wide Instructor Certification Training Program
2004	St. Michael's Hospital Communicating in Crisis Hospital Facilitators Presentation Hospital Wide New Patient & Visitor Policy Implementation Training
2003	Palm Beach, FL Community College Active Countermeasures Tactical Instructor Training Program Regional Instructor Certification Training Program
2003	Sioux City, Iowa Police Regional Training Academy Professional Communication Skills Instructor Certification Program Regional Instructor Certification Training Program
2003	Covenant Health Plan located in Milwaukee, Wisconsin Principles of Subject Control (Security Personnel) Training Program Instructor Certification Training Program
2003	Sioux City, Iowa Police Regional Training Academy Active Countermeasures Instructor Certification Program Regional Instructor Certification Training Program

## RECENT TRAINING CONTRACTS CONTINUED ...

2003	Fairfax County, VA Criminal Justice Academy Use-of-Force Manager Training Program Regional Instructor Certification Training Program
2002	Heckler & Koch, International Training Division Active Countermeasures (Dynamic Entry Training) Training Program Tactical Team Instructor Certification Training Program
2002	State of Wisconsin Law Enforcement Training & Standards Bureau Northeast Wisconsin Technical College Principles of Subject Control / Correctional Emergency Response Team Stateside Jail Officer Instructor Training
2002	RIPP Restraint Training Systems Las Vegas, Nevada RIPP Restraint Master Instructor Training Program Master Instructor / Agency Trainer Certification Training Program
2002	Mendota Mental Health Institute Madison, Wisconsin Professional Communication Skills and Intervention Option Continuum Training Instructor Certification Training Program
2002	County of Maui, Hawaii Police Department Maui, Hawaii Crowd Management Training Series Combined Instructor, Squad & Team Leader, and Management Training
2001	State of Wisconsin Department of Corrections Oshkosh, Wisconsin Comprehensive Agency Trainer Certification Program
2000	Winnebago Mental Health Institute Winnebago, Wisconsin Crisis Prevention & Management: High Level Control Tactics Instructor Certification Training Program
1997	Federal Bureau of Prisons Heckler & Koch Headquarters -- Sterling, Virginia Correctional Tactical Team Training Bureau Instructor Training Program
1997	Wisconsin Association of Family and Childcare Agencies Norris Center -- Mukwonago, Wisconsin Principles of Subject Control (Childcare Institutions) Instructor Certification Training Program

**PROFESSIONAL EXPERIENCE:**

MILWAUKEE COUNTY HOUSE OF CORRECTION		(1976)	
MILWAUKEE COUNTY SHERIFF'S DEPARTMENT		(1978)	
1978	Deputy Sheriff I	Training Academy Detention Process	
1979		Patrol Detention	
1984	Sergeant	Detention	Third Shift Second Shift
1987		Training	Day Shift
1989		Airport Training	Second Shift Day Shift
1991	Lieutenant	Training Support Services Patrol	Day Shift Day Shift Second Shift
1992 - 1994		Stadium Security	Various Shifts
1993 - 2000		Detention Services C.E.R.T. Team Commander Special Management Team Supervisor	Various Shifts
1997	Captain	Detention Services	Various Shifts
2000	Captain	Communications & Highway Safety Bureau	First Shift
2001	Captain	Retired from the Milwaukee County Sheriff's Department with twenty-five (25) years of service to Milwaukee County	
2001- 2003	Director of Training for RedMan Protective Equipment, a division of Macho Products, Inc. located in Sebastian, Florida		
2003 - 2005	Director of Training for Fox Valley Technical College's Tactical Training Division (TTD), a national tactical training initiative headquartered in Appleton, Wisconsin. The TTD provides law enforcement, corrections, mental health, military, and private security personnel with planning, training, and other technical expertise under their three (3) divisions. The Divisions consist of ACMi® Systems that provides a wide range of defensive tactics and instructor development training programs, RedMan® Training Division provides Crowd Management and other specialized training programs, and Team One Network that provided tactical and firearms training programs.		

## PROFESSIONAL EXPERIENCE CONTINUED ...

2005 – 2006 ACMi Systems partnering with Team One Network and Northeast Wisconsin Technical College provides defensive tactics instructor training to the nation’s police, corrections, military, security, and mental health agencies.

2006 – Present Employed by PoliceOne as a Use-of-Force subject matter expert, researcher, program developer, and training specialist.

RISC Management System of Defensive Tactic (1982)  
Mechanics of Arrest and Baton Certified Instructor

FBI Defensive Tactics Certified Instructor (1983)

Justice System Training Association Certified Instructor:

Principles of Control (1983)  
Cooperative Subject Control (1983)  
Pressure Point Control Tactics (1984)  
Handgun Retention (1984)  
Lateral Vascular Neck Restraint (1984)  
Expandable Baton (1984)  
Uncooperative Subject Control (1984)  
Physical Conditioning (1984)  
Verbalization Skills (1984)

Justice System Training Association National Seminar:

Indianapolis, Indiana (1984)  
New Orleans, Louisiana (1985)  
Milwaukee, Wisconsin (1986)  
Orlando, Florida (1987)  
Tampa, Florida (1989)

Two (2) Week First Line Supervisor School (1984)  
Emergency Preparedness Planning Training Program (1985)  
Vicarious Liability Seminar (1985)  
FBI Certified Fitness Instructor (1986)  
First Line Supervisor Training Program (1986)  
Shotgun Instructor Training Program (1986)

American Society of Law Enforcement Trainers International Training Conference:

Kansas City, Missouri (1989)  
San Diego, California (1990)  
Palm Beach Gardens, Florida (1991)  
Milwaukee, Wisconsin (1992)  
Reno, Nevada (1993)  
Washington, D.C. (1994)  
Anchorage, Alaska (1995)  
Grapevine, Texas (1996)

## PROFESSIONAL EXPERIENCE CONTINUED ...

Buffalo, New York	(1997)
Mobile, Alabama	(1998)
Albuquerque, New Mexico	(1999)
Richmond, Virginia	(2000)
Orlando, Florida	(2001)
Anchorage, Alaska	(2002)
Ontario, California	(2003)
St. Louis, Missouri	(2004)
Jacksonville, Florida	(2005)
Albuquerque, New Mexico	(2006)
Nonviolent Crisis Intervention Instructor	(1989)
American Jail Association National Conference	(1990)
Heckler & Koch Tactical Team Training	(1990)
International Association of Law Enforcement Firearm Instructors Annual Training Conference:	
Mesa, Arizona	(1991)
Tampa, Florida	(1992)
Reno, Nevada	(1993)
Orlando, Florida	(1994)
Amarillo, Texas	(1995)
Mesa, Arizona	(1996)
Columbia, Missouri	(1997)
Reno, Nevada	(2001)
San Diego, California	(2002)
Orlando, Florida	(2003)
Dayton, Ohio	(2004)
Reno, Nevada	(2005)
West Palm Beach, Florida	(2009)
Crisis Prevention Institute's International Training Conference:	
Milwaukee, Wisconsin	(1991)
Milwaukee, Wisconsin	(1992)
Interpersonal Communication Skills Training	(1992)
Managing the Officer Involved Shooting	(1993)
Dealing with Sexual Harassment Issues	(1993)
Wisconsin L.E.S.B. Oleoresin Capsicum (O.C.) Aerosol Spray Instructor-Trainer Certification Training Program	(1993)
Wisconsin L.E.S.B. Correctional Emergency Response Team (C.E.R.T.) Instructor Certification Training Program	(1993)

## PROFESSIONAL EXPERIENCE CONTINUED ...

Illinois Tactical Officer's Association (I.T.O.A.) Annual Training Conference:	
Oak Park, Illinois	(1994)
Oak Park, Illinois	(1995)
Oak Park, Illinois	(1996)
Verbal Judo (Tactical Communication) Instructor Training Program	(1994)
Cross-Cultural Strategies for Managers Training Program	(1995)
Verbal Judo (Tactical Communication) Instructor Training Update	(1995)
Domestic Abuse Training for Manager	(1995)
Wisconsin Law Enforcement Training Officer's Association Conference	
Oshkosh, Wisconsin	(1995)
Manitowoc, Wisconsin	(1996)
Eau Claire, Wisconsin	(2002)
Fond Du Lac, Wisconsin	(2007)
Manitowoc, Wisconsin	(2009)
Sudden Custody Death Syndrome Instructor Certification Training Program	(1996)
Providing Assistance to the Deaf & Hearing Impaired	(1997)
D.A.A.T. "Train the Trainer" Instructor Update	(1997)
Communication, Crisis Intervention, and Mediation Skill Development Training	(1997)
Instinctive Control Instructor Training	(1997)
Milwaukee County Mental Health Center's Recovering from Psychosis (Mental Health Provider's Orientation) Training	(1997)
Waukesha Mediation Center's Basic Mediation Training Program	(1998)
The Medical - Psychiatric Nursing Consultation Service's Pre-crisis Intervention Preparation and Crisis Intervention Strategies	(1998)
Milwaukee County Sheriff's Department Supervisory Inservice Training	(1998)
R.I.T.E. Training Projectile Simulation Training	(1998)
The Bullet Proof Mind: Psychological Preparation for Combat, Killing, and Death	(1998)

## PROFESSIONAL EXPERIENCE CONTINUED ...

National Association of Field Training Officers Conference	
Eau Claire, Wisconsin	(1998)
Eau Claire, Wisconsin	(1999)
Executive Communication Training Program	(1998)
Tidewater Academy Scenario Based Instruction Training	(1999)
Mental Health in Corrections Symposium	(1999)
Defensive & Arrest Tactics Instructor Update Training	(1999)
Wisconsin Law Enforcement Training Officers Association Conference	(1999)
How to Negotiate Your Success Management Training	(1999)
Communicating with Tact & Diplomacy Management Training	(1999)
Verbal Judo Instructor Update Training	(1999)
Communicating with Tact & Diplomacy Management Training (Repeat)	(2000)
Milwaukee County Executive Leadership Series Training	(2000)
Defensive & Arrest Tactics Instructor Update Training	(2001)
Mobile Field Force Crowd Management Instructor Training	(2001)
Simunition FX Marking Cartridge Training Supervisor & Safety Training	(2001)
Principles of Subject Control (POSC) Instructor Update Training	(2002)
Defense and Arrest Tactics Instructor Update Training	(2002)
Verbal Judo Update	(2002)
Simunition FX Marking Cartridge Training Supervisor & Safety Training Update	(2003)
State of Wisconsin LESB POSC® Instructor Conference	(2003)
SAGE International Ordinance Instructor Certification Training Program	(2003)
Purposeful Teaching” Instructor Development Training	(2003)
Living the 7 Habits of Highly Effective People in Difficult Economic Times	(2004)
“Team One Network Adjunct Instructor Training”	(2004)



**PROFESSIONAL EXPERIENCE CONTINUED ...**

Verbal Judo Instructor Training – March 2005	(2005)
Verbal Judo Instructor Training – July 2005	(2005)
TASER Instructor Certification Training	(2005)
Team One Network Adjunct Instructor Training	(2005)
Verbal Judo Instructor Training – January 2006	(2006)
Verbal Judo Supervisor Training – February 2006	(2006)
Wisconsin Unified Tactics Instructor Update	(2006)
Reality Based Training Instructor	(2006)
Team One Network Adjunct Instructor Training	(2006)
Combined Tactical Systems (CTS) Distraction Device Instructor	(2006)
Excited Delirium and Custody Death Training	(2006)
TASER Instructor Recertification Class	(2007)
Wrap Restraint Instructor Training	(2007)
WI LESB POSC Instructor Update Training	(2007)
Team One Network Instructor Conference	(2007)
Verbal Judo Institute Instructor Conference	(2007)
CVMIC Excited Delirium Training Program	(2007)
Gordon Graham Correctional Risk Management Training	(2007)
International Law Enforcement Educators and Trainers Association Conferences	
Chicago Conference	(2007)
Chicago Conference	(2008)
Chicago Conference	(2009)
Chicago Conference	(2010)
Midwest Tactical Officers Association Conference	
Ft. McCoy Conference	(2007)
Ft. McCoy Conference	(2008)
Ft. McCoy Conference	(2009)
Institute for the Prevention of In Custody Death Conference	(2007)

**PROFESSIONAL EXPERIENCE CONTINUED ...**

Wisconsin LESB Unified Tactics Instructor Update	(2008)
Team One Network Instructor Conference	(2008)
Team One Network Instructor Conference	(2009)
Force Science Research Center (FSRC) Researcher Training	(2009)
	(2010)
Team One Network Instructor Conference	(2010)

## RECENT PUBLICATIONS:

www.CorrectionsOne.com, columnist, Tactical Tips writer, and editorial contributor	(2007 – Present)
<u>www.PoliceOne.com</u> columnist, Tactical Tips writer, and editorial contributor	(2005 – Present)
“Basic Verbal Judo (Tactical Communication)” Training Manual with Bob Willis	(2006)
“Correctional Professional Communication Skills Training Manual”	(2004)
“Cell Extraction & Control System Training Manual”	(2004)
“Use-of-Force Manager Training Manual” with David Young	(2003)
“P.O.S.C. Training Manual”	(2002)
“C.E.R.T. Training Manual”	(2002)
“Professional Communication Skills Training Program Manual”	(2001)
“RIPP Restraints Instructor Training Program Manual”	(2000)
“RedMan Simulation Instructor Training Program Manual”	(2000)
"Basic Crisis Intervention Tactics Lesson Plan”	(1998)
"Defensive and Arrest Tactics Instructor Training Program Instructor Manual"	(1997)
"Correctional Emergency Response Team (C.E.R.T.) Team Training Manual"	(1993)
"Weapon Control Instructor Training Manual"	(1992)
"Defensive and Arrest Tactics Basic Program Instructor Manual"	(1992)
"Active Countermeasures (Dynamic Entry Training) Basic Program Instructor's Manual"	(1991)
"Principles of Subject Control (Public Service Employees) Training Manual"	(1990)
"Principles of Subject Control (Correctional Personnel) Training Manual"	(1989)
"Active Countermeasures: Unarmed Blocking and Striking Techniques Training Manual"	(1989)

## **TECHNICAL ASSISTANCE PROVIDED:**

“Parent’s Managing Bully Program” – Assisted with the development, filming, and writing of a parent’s resource for keeping their children safe from bullies. (2010)

“PoliceOne RedMan Training Articles” – developed a series of twelve articles for marketing RedMan Protective Gear by showing how it can be used to enhance training. (2009)

“Autism Spectrum Disorders: A Special Needs Subject Response Guide for Police Officers” – assisted Joel Lashley with the development of this law enforcement resource pamphlet (2009)

“Verbal Judo for Martial Artist – Children Video Series” – production and development of a Verbal Judo training program for children (2009)

“Principles of Subject Control Instructor Update” – consultation with the Wisconsin LESB POSC® Advisory Committee to develop a one day instructor update (2007)  
(2008)

“Building Ethical Behavior: Trying to Do the Right Thing” Training Program – consultation with Karen Spencer on the development of a correctional ethics training program. (2007)

Blood Lesson book development – consultation with Chuck Remsberg and Scott Buhrmaster in the development of a officer survival text (2007)

www.CorrectionsOne.com website development – consultation in the development and implementation of a corrections news, product, and training website (2006)

PoliceOne Website ILEETA Training Tips – Designed, planning and design of a web based instructor training tip program. (2006)

2006 Wisconsin Unified Tactics Instructor Update – Assisted with the planning, design, and implementation of this state wide instructor update training program. (2006)

Purposeful Teaching Instructor Development and Correctional Building Ethical Behavior Instructor Development Training Programs – Assisted Karen Spencer, Ph.D. with the design, development, and implementation of these Purposeful Development Associates training programs (2006)

CorrectionsOne website – Assisted with the design and development of this correctional issues focused website. (2006)

Verbal Judo Training Program – in cooperation with James G. Smith and Bob Willis assisted with refinement of their training curriculum to include PowerPoint, video editing, script development, and simulation instructor development strategies. (2006)

Winchester Expandable Baton – assisted Enforcement Technology Group, Inc. (ETGI) with the development of a new expandable baton. (2005)

AirSoft Training Weapons – assisted with the development of safety equipment, safety protocols, training programs for this training projectile weapon system. (2005)

“Survival American Style Seminar” – assisted with the development of a national survival seminar series for PoliceOne.com. (2005)

## **TECHNICAL ASSISTANCE PROVIDED CONTINUED ...**

Force Science™ Research Center – Member of this non-profit, university based center’s National Advisory Board whose purpose is to conduct ground-breaking research that brings scientific insight, rigor, and documentation to the training, judgement, and interactions of highly stressful, lethal force encounters. (2004)

“Interventions for Patients with Challenging Behaviors” Program Development – assisted a staff work group with the development of a communication skills program for the Milwaukee County, Wisconsin Behavioral Health Division. (2003)

Team One Network – provide defensive tactics consultation to this national tactical training organization (2003)

Winchester Baton Product Videotape – Provide technical assistance in the development of a product video featuring the Winchester Baton (2003)

PoliceOne.com Tactical Advisory Board – Provide technical assistance in providing responses to inquiry from members of this Law Enforcement Internet Site in the areas of training, tactics, and equipment. (2003)

State of Wisconsin’s LESB 2004 POSC® Instructor Development Program – chaired the sub-committee tasked with developing an Integrated Use-of-Force Simulation Training Program for the 2004 – 2005 jail officer defensive tactics update. (2003)

“Center for the Study of Performance in Extreme Encounters” Advisory Committee – provide technical assistance to the “Lethal Force Center” located at Minnesota State University – Mankato. (2003)

Fox Valley Technical College’s Tactical Training Division, a national police, corrections, mental health, military, and private security personnel tactical training program – provide technical expertise to develop the program’s infra-structure, curriculum, and personnel development (2003)

SIMUNITION® Supervisor Training Recertification Training Program – provided expertise in the development of the curriculum for their first ever recertification process that incorporated empty hand control tactics into their Deadly Force Decision Making training munitions training program. (2003)

State of Wisconsin Law Enforcement Training and Standards Bureau’s Principles of Subject Control (POSC®) Instructor Conference – served on the committee that designed the curriculum for this first every statewide correctional instructor conference. (2003)

PoliceOne.com Tactical Advisory Committee – provide technical expertise on police and correctional defensive tactics training, tactics, and equipment issues to inquiries from their readership. (2002)

TREXPO Vendor Advisory Committee – provide recommendations on vendor issues to the TREXPO Trade Show Management. (2002)

Excalibur International’s INSIDE THE WALLS™ Seminar Series, an national correctional defensive tactics presentation – provided material to the seminar in the areas of emergency response, Tactical Communication, Team Defense Tactics, and disturbance response equipment selection. (2002)

## TECHNICAL ASSISTANCE CONTINUED ...

The RedMan® Training Division, a national defensive tactics training unit was transitioned from Macho Products located in Sebastian, Florida to the Fox Valley Technical College located in Appleton, Wisconsin – project leader in the coordination of this process that occurred without disruption of training with an expansion of services. (2002)

“Partners in Healthcare Security – project leader in the development of Emergency Room Staff Training at St. Joseph’s Regional Medical Center located in Milwaukee, Wisconsin. (2002)

Principles of Subject Control (POSC) Instructor Update – project leader in the development of the two (2) day jail officer defensive tactics update that included for the first time a Resource Material CD. (2002)

AirSafe® Airline Safety Training Program – Training Curriculum Director for a new defensive training program designed to promote airline safety by combining planning, communication, and Team Defense® Concepts the utilize flight attendants as team leaders and passengers as response team members for dealing with disruptive passengers. (2002)

RedMan® Integrated Use of Force Instructor Certification Program -- project leader in the development of a program to train defensive tactics instructor in how to utilize protective equipment in creating safe, realistic, dynamic, integrated use of force simulation training programs. (2002)

State of Wisconsin Department of Justice Law Enforcement Training & Standards Bureau -- designed Principles of Subject Control Instructor Update Program (2002)

Heckler & Koch (H&K) International Training Division – project leader in developing specialized instructor training programs that deal with “Delivering Lethal Force during Crowd Management Operations Training” and “Tactical Operations for Correctional Special Operations Response Teams Training” (2002)

RIPP Restraints® Master Instructor Training Program – assisted in the creation of a national Master Instructor Training Program that deals with the application of soft restraints to Police, Correctional, Mental Health, and Security Needs. (2001)

State of Wisconsin Principles of Subject Control (POSC) Advisory Committee (2001)

RedMan® Training Division – serves as the Director of Training for an international defensive tactics training institution that provides instructor training, as well as line staff, team leader, and command staff training for Police Mobile Field Force Training, Correctional Disturbance Response Training, and specialized law enforcement training needs. (2001)

Law Enforcement Television Network (L.E.T.N.) correctional training video tapes -- technical advisor for Star Tactic Training , Disengagement Training, and Professional Communication Skills training. (1999)

State of Wisconsin Professional Communication Skills Advisory Committee (1997)

Law Enforcement Television Network (L.E.T.N.) Correctional Emergency Response Team (C.E.R.T.) Video Tapes -- technical advisor for cell extraction & large team baton formation training. (1996)

"Surviving Edged Weapons" - a knife assault defense training video tape directed by Dennis Anderson for Calibre Press, Inc. (1988)

**TECHNICAL ASSISTANCE CONTINUED ...**

State of Wisconsin Defensive & Arrest Tactics (DAAT) Tactical Advisory Committee (1987)

The Tactical Edge: SURVIVING High Risk Patrol -- an officer survival textbook by Charles Remsberg for Calibre Press, Inc. (1985)

## **PROFESSIONAL PRESENTATIONS:**

- 2010 “Benefits and Risks of Verbalization During Deadly Force Encounters – presented at the Team One Network Instructor’s Conference in Fredericksburg, Virginia
- 2010 “Applied Tactical Communication” – presented to the International Association of Law Enforcement Educators and Trainers Association (ILEETA) in Chicago, Illinois
- 2009 “Benefits and Risks of Verbalization During Deadly Force Encounters” – presented at the International Association of Firearms Instructors (IALEFI) Conference in West Palm Beach, Florida
- 2009 “Tactical Communication Isolation Exercises” – presented at the Wisconsin Law Enforcement Training Officers Association (LETOA) Training Conference in Wausau, Wisconsin
- 2009 “Verbal Judo: Tactical Communications for the Streets” – presented at the International Law Enforcement and Educators Trainers Conference in Chicago, Illinois
- 2009 “Tactical Communication for the Correctional Professional” – presented to the Wisconsin Jail Association in Eau Claire, Wisconsin
- 2009 “Tactical Communication for the Educational Professional” – presented to the Intermediate District 287 outside of Minneapolis, Minnesota.
- 2008 “Prisoner Transportation” and “Mini Team Training” – presented to the Mid West Tactical Officers Association Annual Conference in Ft. McCoy, Wisconsin
- 2008 “Isolation Drill Training” - presented to the International Law Enforcement Educators and Trainers Association Conference in Chicago, Illinois
- 2007 “Emergency Stabilization” - presented to the International Law Enforcement Educators and Trainers Association Conference in Chicago, Illinois
- 2007 “Team Stabilization” and “Cell Extraction ” – presented to the Mid West Tactical Officers Association Annual Conference in Ft. McCoy, Wisconsin
- 2006 “Combat Verbalization” – presented to the International Law Enforcement Educators and Trainers Association Conference in Chicago, Illinois.
- 2006 “Verbal Judo: Yesterday, Today, and Tomorrow” – presented to the American Society of Law Enforcement Trainers Conference in Albuquerque, New Mexico.
- 2005 “Simulation Instructor Development” – provided at the International Law Enforcement Educator and Trainer Association Conference in Chicago, Illinois.
- 2005 “Use of Physical Force in a Litigious Society” Panel Discussion – presented to the American Society of Law Enforcement Trainers Conference in Jacksonville, Florida.
- 2005 “Teaching Psychomotor Skills to Non Athletes” – presented to the American Society of Law Enforcement Trainers Conference in Jacksonville, Florida.



## PROFESSIONAL PRESENTATIONS CONTINUED ...

- 2004 “Teaching Integrated Use-of-Force Simulation Training Programs” – provided to the International Associations of Law Enforcement Firearms Instructors Annual Training Conference in Dayton, Ohio
- 2004 “Cell Extraction Training”, Team Stabilization Tactics”, “RedMan XP Suit Demonstrator Orientation” – provided at the Mock Prison Riot Conference in Moundsville, West Virginia
- 2004 “Professional Communication Skills” - provided to the International Law Enforcement Educators and Trainers Association Training Conference in Chicago, Illinois.
- 2004 “Integrating Weapons into Defensive Tactics Training” – provided at the TRESPO West Conference in Long Beach, California.
- 2004 “Survival American Style” – provided as a Law Enforcement Inservice at Fox Valley Technical College in Appleton, Wisconsin.
- 2004 “Using Physical Force in a Litigious Society” – provided to the Wisconsin Sheriff & Deputy Sheriffs Association Conference in Wisconsin Dells, Wisconsin.
- 2004 “Patrol Officer: Drawn Handgun Subject Control Training” – provided to the American Society for Law Enforcement Training Conference in St. Louis, Missouri
- 2004 “Use of Physical Force in a Litigious Society” Panel Discussion – Hosted a panel discussion at the American Society of Law Enforcement Training Conference in St. Louis, Missouri
- 2003 “Patrol Officer: Drawn Handgun Subject Control Training” – provided to the TRESPO East Training Conference in Chantilly, Virginia.
- 2003 “Integrated Use-of-Force Simulation Training” – provided to the Wisconsin Law Enforcement Training Officers Training Conference in Cable, Wisconsin.
- 2003 “RedMan® XP Suit Demonstrator Orientation Training and First Line Response® DRS Riot Suit Orientation Training – provided at the Mock Prison Riot Conference in Moundsville, West Virginia.2003 “Active Countermeasures Revisited: an Instructor Update” – presented at the first annual National Criminal Justice Training Council’s Conference in Chicago, Illinois.
- 2003 “Evaluation / Investigations of Use-of-Force Incidents”, “Soft Restraints”, and “Specialized Unit Small Area Stabilization Tactics” – presented at the first Wisconsin LESB POSC® Instructor Conference in Wausau, Wisconsin.
- 2003 “Conducting Integrated Use-of-Force Simulation Training Programs” – presented at the Sixteenth Annual American Society for Law Enforcement Training in Ontario, California
- 2002 “Tactical Team Development: Developing Tactical Simulations” presented at the H&K International Training Division Range located in Sterling, Virginia.

## PROFESSIONAL PRESENTATIONS CONTINUED ...

- 2002 "Staying Alive During Firearm Simulation Training: Conducting Safe, Realist Firearm Training Projectile Programs -- A Panel Discussion" presented with Joe Collins (NTOA), Randy Clifton (Simunitions), Manny Kapelsohn (IALEFI), and John T. Meyers, Jr. (H&K) at the International Association of Law Enforcement Firearms Instructor's Annual Training Conference in San Diego, California.
- 2002 "Verbal Judo: Tactical Communication" assisted George Thompson, PhD. with a presentation to the staff of the Florence Correctional Institution located in Florence, Colorado.
- 2002 "Delivering Deadly Force in a Crowd Management Environment" -- co-presented with David Young at the TREXPO East Training Conference in Los Angeles, California.
- 2002 "Riot Control Tactics: Baton Formations for Violent Crowd Control Situations" -- presented at the 15<sup>th</sup> Annual American Society for Law Enforcement Training Conference in Anchorage Alaska.
- 2001 "The Star Tactic: A Five (5) Officer Take Up" -- presented as a training program at the 14<sup>th</sup> annual American Society for Law Enforcement Training Conference in Orlando, Florida.
- 2000 "Survival American Style" -- presented as the final program at the Heckler & Koch International Training Division's Annual Law Enforcement Conference in Sterling, Virginia.
- 2000 "Key Concepts for the Use of Force by Wisconsin Law Enforcement Officers" -- a series of presentations to the State of Wisconsin Unified Tactical Instructors for their annual update training
- 1999 "Effectively Managing Inmates and Their Mental Illnesses Using The Special Management Team Philosophy and Model" -- presented at the Ninth Annual Mental Health In Corrections Symposium in Kansas City, Missouri.
- 1999 "Active Countermeasures (Dynamic Entry Tactics) for Tactical Teams" -- presented at the Wisconsin Association of S.W.A.T. Personnel Conference in Oconomowoc, Wisconsin.
- 1999 "Professional Communication Skills: the Foundation of Officer Safety" -- presented as a training program at the 12th Annual American Society of Law Enforcement Trainers Conference in Albuquerque, New Mexico.
- 1998 "Responding to Major Correctional Emergencies" -- presented as a training program at the Wisconsin National Association of Field Training Officers Training Conference in Eau Claire, Wisconsin
- 1997 "Dynamic Handgun Retention Simulation Training" -- presented as an instructor training program at the International Association of Law Enforcement Firearms Instructor's Annual Training Conference Columbia, Missouri.
- 1997 "Active Countermeasures Instructor Update" -- presented as a training program at the Ninth Annual American Society of Law Enforcement Trainers Conference in Buffalo, New York.

## PROFESSIONAL PRESENTATIONS CONTINUED ...

- 1996 "RIPP Restraints Training" and "Correctional Emergency Response Team (C.E.R.T.) Training" -- presented at the Wisconsin Law Enforcement Training Officer's Association Annual Training Conference in Manitowoc, Wisconsin.
- 1996 "Dealing with the Mentally Ill Offender" -- a training program presented with Valerie Ranft, MSW for the Wisconsin Department of Corrections continuing education program
- 1996 "Active Countermeasures (Dynamic Entry Training) Program" -- presented as a regional instructor training program for the International Association of Law Enforcement Firearms Instructors, Inc. in Frankfurt, Germany.
- 1996 "Structural Simulation Development" -- presented as a training program at the 9<sup>th</sup> annual American Society of Law Enforcement Trainers Conference in Grapevine, Texas
- 1995 "Tactical Weapon Control Instructor Update" -- an instructor update presented to the Wisconsin Law Enforcement Training Officer's Association's Annual Conference in Stevens Point, Wisconsin
- 1995 "Unified Tactical Training" -- a Roundtable Discussion presented at the State of Wisconsin's Attorney General's Conference in cooperation with the Law Enforcement Training and Standards Bureau and members of the Unified Tactical Training Committee.
- 1995 "Federal Criminal Civil Rights Actions Under 18 U.S.C. 241 and 242: Rodney King Revisited" -- a Roundtable Discussion presented at the Academy of Criminal Justice Sciences Annual Meeting in Boston, MA with Attorney Joseph E. Scuro, Jr. and Roger M. Solomon, Ph.D.
- 1994 "Edged Weapons: Tactical Weapon Control Training" -- presented to the Illinois Tactical Officer's Association Annual Training Conference in Oak Park, Illinois.
- 1994 "Suicide Prevention: Defensive Tactics" -- presented to a Wisconsin Correctional Association's Training Workshop in Oshkosh, Wisconsin.
- 1993 "Development of the Use of Force Instructor Concept" - presented at the International Association of Law Enforcement Instructors Annual Training Conference in Reno, Nevada
- 1992 State of Wisconsin Defensive and Arrest Tactics (DAAT) Instructor Update -- an instructor update presented to all DAAT Instructor that provided a comprehensive weapons control program that addressed the issues of weapon awareness, weapon assault avoidance, weapon retention, and defenses against weapons assaults for the three most common weapon assaults, i.e. firearm, knife, and club.
- 1992 "Critical Incident Management" -- presented to the Sixth Annual Crisis Prevention Institute's International Instructor's Conference in Milwaukee, Wisconsin.
- 1991 "Crisis Intervention Documentation and Evaluation" presented at the National Crisis Prevention Institute's Fifth Annual International Instructor's Conference in Milwaukee, Wisconsin

**PROFESSIONAL PRESENTATIONS CONTINUED ...**

- 1990 "Principles of Subject Control (Public Service Employees)" presented to the Milwaukee Teachers Educational Association's Annual Conference.
- 1989 "Street Survival II: The Tactical Edge Seminar Series" presented to numerous training sites throughout the United States and Canada.
- 1987 "Training Injury Liability Management" presented at the Wisconsin Law Enforcement Training Officer's Association Annual Conference.
- 1987 "Control Tactics for the Smaller Officer" presented at the International Association of Woman Police National Conference in New York City.
- 1986 "Unarmed Control Tactics" presented to the FBI's Instructor Forum on Defensive Tactics in Quantico, Virginia.
- 1986 "Street Survival: The Tactical Edge Seminar Series" presented to numerous training sites throughout the United States and Canada.
- 1984 "The Proper Use of Force by Police and Citizen Complaint Procedures" presented to the State of Wisconsin's Legislative Committee on Police Use of Force in Milwaukee, WI.

**MONOGRAPHS:**

"Effectively Managing Inmates and Their Mental Illnesses Using the Special Management Team Philosophy and Model" -- presented at the Ninth Annual Mental Health In Corrections Symposium in Kansas City, Missouri.

## **JOURNAL ARTICLES:**

- 2005 "Simulation Training: Get Off on the Right Foot" – an article for LAW OFFICER Magazine authored with Gary Monreal
- 2005 "Combat Verbalization" – an article for LAW OFFICER Magazine
- 2005 "Verbal Judo: Yesterday, Today, and Tomorrow" – an article for ASLET TRAINER Magazine
- 2005 "Torture Testing: Selecting Handgun Holsters" – an article for POLICE Magazine co-authored with Dave Young
- 2004 "Think Before You Run" – an article in POLICE Magazine co-authored with James G. Smith
- 2003 "O.C. Spray: Hot Shots" – an article in POLICE Magazine co-authored with Dave Young.
- 2002 "Cell Entry Tactics: Liability Management through Innovative Program Implementation" – an article in the PRISON REVIEW INTERNATIONAL Magazine
- 2002 "Reaction Time: Firearm Tactics to Quickly Stabilize Events" – an article in POLICE Magazine.
- 2001 "Tactical Operations: Avoiding Weapon Control Problems" -- an article in the A.S.L.E.T. LAW ENFORCEMENT TRAINER.
- 2000 "The STAR Tactic: A Five Officer Take (down) Up" -- an article in the A.S.L.E.T. LAW ENFORCEMENT TRAINER.
- 1995 "The Seven Levels of Simulation" -- an article in the REDMAN REPORT, a newsletter produced by RedMan Products, Inc., a division of Macho Products, Inc.
- 1994 "Use of Force Training in Jails" -- a two part series written with Marty Drapkin in THE A.J.A. (THE AMERICAN JAIL ASSOCIATION) MAGAZINE
- 1992 "An Introduction to Defensive Tactics" -- an article published in Total Survival, a publication edited by Ed Nowicki.
- 1991 "The Disturbance Resolution Model: Responding to Correctional Emergencies" – an article in THE A.S.L.E.T. JOURNAL
- 1989 "Use of Force in the Jail Setting" -- written as a Jail Operational Bulletin (JOB) for the American Jail Association, Inc. with Marty Drapkin and Kevin Parsons, PhD.
- 1989 "Training Injury Liability Management" written with James G. Smith, Robert C. Willis, and Tim Powers for THE A.S.L.E.T. JOURNAL.
- 1988 "Foot Pursuit Training" – an article in THE A.S.L.E.T. JOURNAL.
- 1986 "Defenses Against Edged Weapons" – an article in THE PSDI MEMORANDUM.
- 1986 "Restrictions on the Use of Force in a Correctional Setting" – an article in THE PSDI MEMORANDUM

**JOURNAL ARTICLES CONTINUED ...**

- 1985 "Viable Defensive Tactics Systems" – an article in the POLICE WORK MAGAZINE.
- 1984 "The Defensive Tactics Instructor as a Confrontational Specialist" – an article in THE PSDI MEMORANDUM
- 1983 "Pad Subduing Techniques - Subduing the Violent Individual" – an article in THE PSDI MEMORANDUM

**RESEARCH GRANTS:**

2004 Michigan Commission on Law Enforcement Standards (MCOLES) Department of Corrections  
Defensive Tactics Training Programs



## **PROFESSIONAL ORGANIZATIONS:**

Academy of Criminal Justice Sciences

American Correctional Association, Inc

American Jail Association, Inc.

Association of S.W.A.T. Personnel -- Wisconsin, Ltd

F.B.I. National Academy Associates, Inc.

Illinois Tactical Officers Association, Inc

International Association of Law Enforcement Firearm Instructors, Inc

International Association of Women Police, Inc

International Law Enforcement Educators and Trainers Association, Inc

Midwest Tactical Officers Association

National Sheriff's Association, Inc

State of Wisconsin's Law Enforcement Training and Standards Bureau Defensive and Arrest Tactics (Police Personnel) Advisory Committee

State of Wisconsin's Law Enforcement Training and Standards Bureau Principles of Subject Control (Correctional Personnel) Advisory Committee

Wisconsin's Law Enforcement Training Officers Association, Inc

Wisconsin Sheriff and Deputy Sheriff Association, Inc

**LICENSES:**

State of Wisconsin Correctional Officer -- Retired	(1976)
State of Wisconsin Police Officer -- Retired	(1978)
State of Wisconsin Defensive Tactics Instructor	(1982)
State of Massachusetts Defensive Tactics Instructor	(1985)
State of Wisconsin Defensive Tactics Instructor Trainer (Police Officer Training)	(1986)
State of Wisconsin Defensive Tactics Instructor Trainer (Jail Officer Training)	(1987)
State of Wisconsin Defensive Tactics Instructor Trainer (Correctional Personnel)	(1989)
State of Wisconsin Defensive Tactics Instructor Trainer (Oleoresin Capsicum (O.C.) Aerosol Spray)	(1993)
State of Wisconsin Defensive Tactics Instructor Trainer (Correctional Emergency Response Team)	(1993)
State of Wisconsin Defensive Tactics Instructor Trainer (Professional Communication Skills)	(2004)
State of Wisconsin Defensive Tactics Instructor Trainer (Correctional Professional Communication Skills)	(2006)

**OFFICES / POSITIONS HELD IN PROFESSIONAL ORGANIZATIONS:**

- Member of the Wisconsin Jail Association Board of Directors (2009 – Present)
- Member of the Wisconsin Law Enforcement Training Officers Association’s marketing advisory Committee (2006 to Present)
- Member of the Mankato State University “Force Science Research Center” Advisory Board (2004 – Present)
- Member of the International Association of Law Enforcement Firearms Instructor’s Training Safety Committee (2004 – Present)
- Member of the International Association of Law Enforcement Firearms Instructor’s Scenario Based Training Guidelines Development Committee (2000 – 2002)
- Member of the American Society for Law Enforcement Training “Certified Law Enforcement Trainer (CLET) Advisory Committee (2002 – 2006)
- Member of the Board of Directors of the American Society of Law Enforcement Trainers, Inc. -- a 6,000 member Law Enforcement training organization. (1992 – 2003)
- Chair of the Board of Directors
  - Member of the Executive Committee
  - Member of the Finance Committee
  - Member Personnel Committee
- Member of the Wisconsin Law Enforcement Training Officers Association’s Marketing Committee (1996 – Present)

## **AWARDS:**

“Certificate of Thanks” Award – Presented by the Milwaukee County Sheriff’s Office for generous continued partnership with the Sheriff’s Office in helping us train, educate, and develop our law enforcement and correctional personnel. (2010)

“In Grateful Appreciation for Your Outstanding Service and Leadership” Award for twelve years of service on the Board of Directors of the American Society for Law Enforcement Training Organization (2003)

“Leadership Award” – presented by the Milwaukee County Combined Giving Campaign Committee for his efforts in supporting the efforts of the committee to raise employee giving within Milwaukee County (2001)

“Certificate of Appreciation” – presented by the Attorney General of the State of Wisconsin for conducting a series of Unified Tactics Instructor Training Updates (2000)

"Trainer of the Year" Award -- presented by the Wisconsin Law Enforcement Training Officer's Association (1995)

"Officer of the Year" Award -- presented by Attorney General of the State of Wisconsin (1989)

"Trainer of the Year" Award -- presented by Fitness Institute for Police, Fire and Rescue (1989)

"Third Degree Black Belt -- presented by World Oyama Karate Organization, Inc (1983)

**COMMUNITY SERVICE:**

Combined Giving Campaign – Sheriff’s Department Coordinator	(2000 – 2001)
Special Olympics -- Law Enforcement Athletics Awards Programs	(1998 - 2001)
Milwaukee Christian Center, Inc. -- a United Way Community Service Agency	
Board of Directors	(1988 - 1995)
Volunteer Worker	(1976 - 1986)