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Objective

To devote myself to serving the needs of both plaintiff or defense counsel in assisting the trier of fact to understand the subject matter that is sufficiently beyond the common experience.
To use my 28 years of law enforcement experience and 20+ years as a court recognized expert in the area of Police Practices, Police Policies, Drug Interdiction, Criminal Interdiction, K-9 use, Body Language/Statement Analysis, Interview/Interrogation, Police Pursuits, and 4th Amendment Searches, among other Police Practice topics.

Professional Summary

Experienced OHP Captain/Troop Commander, Criminal and Drug Interdiction Training Instructor and University Adjunct Professor. I have over 26 years of experience in the design, development and implementation of law enforcement drug/criminal interdiction, K-9 use and courtroom testimony programs that have been taught at the state, federal and local law enforcement levels. I have extensive experience in teaching and developing the aforementioned programs but more importantly I have actually put these skills to work in the field as an actual working State Trooper/Criminal Interdiction and K-9 operator. Not only have I designed and taught courtroom testimony classes and curriculum I have also testified on numerous occasions in state and federal court both in preliminary hearings and jury trials including murder trials. As an expert witness I will provide an objective and unbiased opinion to the court in relation to matters that are within my field of expertise.

Work Experience

CAPTAIN
Oklahoma Highway Patrol - Troop YE,YB,YC

01/2011 -PRESENT
Oklahoma City, OK

- Command largest turnpike system in state consisting of a staff of 34 troopers and one administrative assistant
- Implemented NIMS compliance measures and compliance officer
- Conducted largest Special Emphasis in Turnpike history on July 29, 2011
- LT's and secretary trained in ICS
- Morale and activity at record high

CAPTAIN
Oklahoma Highway Patrol - Troop A

09/2007 – 01/2011
Oklahoma City, OK

- Responsible for managing resources and operations for largest troop in the state consisting of seven supervisors, 68 uniformed personnel, four support staff, and 12 Communications Officers
- Implemented Criminal Interdiction/DUI teams within the troop. Since October 2007 members have seized approximately 725 lbs of marijuana, 90 pounds of cocaine, 2.5 pounds of meth, 6 pounds of ice and over \$527,000 in cash. They have also arrested 5 wanted persons, recovered 4 stolen vehicles and seized 17 firearms. All of this was accomplished while members continued to take routine calls and had no access to specialized equipment or drug K-9's
- Streamlined Troop A processes to better utilize and manage resources. Implemented employee surveys and an anonymous bottom up appraisal system for supervisors. No employee issues or grievances occurred and troop morale was at an all-time high
- While assuming Troop Commander responsibilities at Troop A, statistics show fatalities down over 9%, seatbelt usage increased by 12% and overall activity up by more than 30%
- Rewrote Troop A SOP manual to bring into compliance with OHP policy and state statute
- Implemented ICS training

CAPTAIN
Oklahoma Highway Patrol - Troop YB

02/2007 - 09/2007
Oklahoma City, OK

- Commanded largest turnpike system in state consisting of a staff of 34 troopers and one administrative assistant
- Implemented Criminal Interdiction/DUI teams resulting in an increase in DUI and felony arrest of over 600%
- First Turnpike Commander to implement special emphasis on turnpike in conjunction with local DA's
- Wrote Troop SOP for Troops YA, YB and YE
- Troop morale and activity at an all-time high

LIEUTENANT
Oklahoma Highway Patrol - Troop A

09/2005 - 01/2007
Oklahoma City, OK

- Assigned as sole hoot shift supervisor. Responsible for managing and overseeing the day to day duties of troopers under my direct supervision as well as all troopers working during that shift. Ensured assigned duties were carried out and policies and procedures were followed
- Investigated and completed required reports on over 90% of all TVI's, Signal 83's, etc. that occurred during my tenure in this position at Troop A
- Investigated and completed reports on four OHP shooting incidents (one fatal)
- Designated as troop "Special Investigator" and assigned duties investigating all potentially high liability investigations
- First supervisor at Troop A to implement e-mail system used to notify subordinates of pertinent information. System is currently being used by many supervisors at Troop A

TROOPER
Oklahoma Highway Patrol - Troop SO

1996 - 2005
Oklahoma City, OK

- 4x Interdictor of the Year
- Certified K-9 Handler
- Seized in excess of \$20,000,000 in cash and drugs
 - Cocaine - \$6.4M
 - Marijuana - \$5.4M
 - Methamphetamine - \$4.2M
 - Heroin - \$2M
 - Cash - \$2.7M
- Instructed virtually every interdiction course taught during this period
- Testified as expert witness in the areas of body language, statement analysis and concealed compartments in vehicles

TROOPER
Oklahoma Highway Patrol - Troop K

1995 - 1996
Stillwater, OK

- Led Troop in DUI's and felony drug arrests
- Won Troop Commanders Award for DUI's and felony drug arrests
- Ran defensive tactics class on personal time at residence

Civilian Education

MASTERS OF BUSINESS MANAGEMENT - ORGANIZATIONAL LEADERSHIP
Southern Nazarene University

2007 - 2009
Bethany, OK

- Honor Graduate - 4.0 GPA
- Member - Delta mu Delta (Highest national recognition a business student can earn. Only awarded to top 10% of business students nationwide)
- Graduated Summa Cum Laude

BACHELOR OF SCIENCE - ORGANIZATIONAL LEADERSHIP
Southern Nazarene University

2006 - 2007
Bethany, OK

- Voted Class Representative by fellow classmates
- Received Distinguished Achievement Award as voted on by instructors and students and given to outstanding student in class (only awarded to one student in each class)
- 3.9 GPA
- Transitioned from Social Sciences and Criminal Justice background to Organizational Leadership in order to expand my knowledge and background in human resources and business management to prepare for advanced leadership roles

- Social Studies
- Dean's Honor Roll
- Class Representative

Law Enforcement Education

- CLEET Certification - Basic CLEET Academy 1993
- Received "Top Gun" award and voted class representative and spokesman by classmates
- 48th OHP Academy - 1995
- CLEET Advanced Certification
- COOP Program Manager
- ICS Incident Command Certification
- Served as IC for three major tornadoes and one hazardous material train derailment
- Advanced Incident Command for Highway Incidents
- DEA/FBI Federal Instructor School
- Advanced Statement Analysis Training - Mark McLish, US Marshall Service
- Advanced Body Language, Interview, and Interrogation Training - Steve Rhodes
- Certified K-9 Handler
- EMT First Responder Certified
- University of Missouri NASI Driver Examination certified
- Money Laundering Investigation certified
- HazMat First Responder certified
- Controlled drug delivery certified
- USDOT North American Standard CMV Inspection certified
- Certified in all levels of Desert Snow Interdiction
- TRACs certified

The courses listed represent only a partial list of the law enforcement education received. A complete listing can be supplied upon request.

Related Education

Masters level courses in:

- Organizational Communication
- Organizational Behavior
- Human Resource Management and Administration
- Ethics and Management
- Strategic Management
- Strategic Human Resource Management
- Finance
- Financial and Retirement Planning

Significant Achievements

- DIAP Federal Interdiction Instructor
- TAC Officer - 51st and 52nd Academies
- Elected class representative and class spokesman for 2004 Leadership Academy by fellow classmates
- Instructed body language, statement analysis, and criminal interdiction courses in all academies since the 49th
- Interdiction videos and reports used for training and the model for procedures currently used by several agencies including Canadian County S.O., Edmond Police Department and OBN
- Leadership Academy instructor. Instruct courses in Management Philosophy, Disciplinary Actions (including how to avoid grievances) and proper use of supervisory logbook
- As CPT on Turnpike, made two significant seizures of cash and drugs consisting of over 40lbs of marijuana and \$65,000.00 cash
- Designated as Strategic National Stockpile Commander for entire metro area
- Responsible for changing the culture at Troop A from that of a dreaded assignment to one that is now in demand. This is evidenced by the number of transfer requests shown on the transfer database and the number of individuals interested in transferring or promoting to the vacant lieutenant position
- Organized the largest special emphasis in Troop A history which involved assistance from Troop Z, Oklahoma County Sheriff's Office and local law enforcement personnel and resulted in 71 custodial arrests, including 16 DUI's, nine felony warrants and 12 drug violations
- Organized two special emphasis projects while assigned as Troop Commander over the Turner Turnpike. One special emphasis resulted in 31 arrests, 15 of which were for DUI, but was stopped after 90 minutes due to severe thunderstorms. The second utilized 18 troopers and ended with an average of 21 contacts per trooper
- Successfully managed Troop A with no XO, new administrative personnel and a manpower shortage of both supervisors and troopers
- SNU Adjunct Professor - Instruct courses in Criminal Justice, Human Resources Administration and Organizational Leadership
- SNU guest speaker for Masters level Strategic Human Resource Management Course

Awards Received

- Oklahoma Turnpike Authority Award for Outstanding Performance
- *Awarded for outstanding achievement after only four months as Troop Commander*
- DIAP Instructor of the Year
- 8x Criminal Interdiction Award winner
- 4x Interdictor of the Year
- 2x Interdiction Team of the Year
- Commissioners Award for Interdiction
- DEA/DIAP National Criminal Interdiction Instructor
- DEA Distinguished Achievement Award
- 2007 SNU Distinguished Student Award (voted on by instructors and classmates and given to one student per class)
- DIAP Outstanding Achievement Award (only two given for state of Oklahoma)

Skills

- Extensive knowledge of human resource management
- Excellent planning and organizational skills
- Strong analytical and problem-solving skills
- Outstanding leadership, training and motivational skills
- Ability to manage multiple projects simultaneously
- Trained Financial Planner
- NRA Firearms Instructor
- Trained Retirement Planner Specialist
- Trained in Teaching at LE and University level
- Strong attention to detail
- Expert in body language, interview/interrogation and statement analysis.
- Expert in Police Practices
- Expert in Criminal/Drug Interdiction
- Expert in use of Patrol K-9's
- Expert in Police Policy and Pursuits
- Expert in 4th Amendment Searches
- Expert in Racial Profiling
- Expert in Law Enforcement Discrimination, Retaliation and Failure to Promote