



Michael W. Kmiecik II, Owner  
Sheepdog Guardian Consulting, LLC  
www.sheepdogguardian.com

### **Education**

Certified Force Science® Analyst, Force Science® Institute, July 2022.

### **Honors and Awards**

- (2003-2023) 12 Employee of the Month Recognitions, awarded by the Bartlett Police Department.
- (2003-2023) 71 Complimentary Letters received by citizens and outside agencies.
- (2003-2023) 52 Recognition of Exemplary Performance, awarded by the Bartlett Police Department.
- (2023) Bartlett Police Meritorious Service Award, awarded by the Bartlett Police Department.
- (2021) Nomination Police Officer of the Year, Bartlett Police Department.
- (2021) Commendation Award, awarded by the Bartlett Police Department.
- (2016) Honorable Unit Shift Citation, awarded by the Bartlett Police Department for assistance efforts during emergency call for service.
- (2015) Honorable Unit Shift Citation, awarded by the Bartlett Police Department for assistance efforts during emergency call for service.
- (2014) Honorable Unit Shift Citation, awarded by the Bartlett Police Department for assistance efforts during emergency call for service.
- (1999-2014) 3 Achievement Awards, awarded by the Illinois Department of Transportation.
- (2013) Bartlett Police Department Life Saving Award, awarded by the Bartlett Police Department for providing life saving measures during an emergency call for service.
- (2012) Cook County Sheriff Award of Merit, presented by Cook County Sheriff Tom Dart.



- (2011) Bartlett Police Officer of the Year, awarded by the Bartlett Police Department.
- (2011) Bartlett Police Meritorious Service Award, awarded by the Bartlett Police Department.
- (2011) Honorable Unit Shift Citation, awarded by the Bartlett Police Department for assistance efforts during emergency call for service.
- (2006) Service Recognition Award, awarded by the Illinois D.A.R.E. Officer's Association.

### **Professional Experience**

- (2022-Present) Co-developed 8-hour course curriculum *Patrol Tactics: Rapid Deployment Course* for the Bartlett Police Department approved and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022-Present) Co-developed 8-hour course curriculum *Pistol Skills Course* for the Bartlett Police Department approved and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022-Present) Developed 3-hour course curriculum *Less-lethal Operator Re-certification Course* for the Bartlett Police Department approved and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022-Present) Developed 3-hour course curriculum *AXON TASER Energy Weapon Re-certification Course* for the Bartlett Police Department, approved and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022-Present) Developed 8-hour course curriculum *Canine Legal Updates Course Missouri: Agency, Administrator, Supervisor & Trainer liability*, certified by the Missouri Peace Officers Standards and Training.
- (2021–Present) Developed 16-hour course curriculum *Canine Legal Updates Course Wisconsin: Patrol Dog and Narcotic-contraband Detection*, for the Waukesha Technical College.



- (2020-Present) Developed 16-hour course curriculum *Canine Legal Updates Course Missouri: Patrol Dog and Narcotic-contraband Detection*, certified by the Missouri Peace Officers Standards and Training.
- (2020-Present) Developed 16-hour course curriculum *Canine Legal Updates Illinois: Patrol Dog and Narcotic-contraband Detection*, for Mobile Training Unit #13 – East Central Mobile Law Enforcement Training, approved as a certified course by the Illinois Law Enforcement Training and Standards Board.
- (2020-Present) Indiana Law Enforcement Training Provider, certified through the Indiana Law Enforcement Academy, 16-hour course curriculum for *Canine Legal Updates Course Indiana: Patrol Dog and Narcotic-contraband Detection* and 8-hour course curriculum for *Canine Legal Updates Indiana: Agency, Administrator, Supervisor & Trainer Liability*.
- 2019-Present) Developed Courses approved by various state law enforcement training boards and commissions:
- Arkansas Commission on Law Enforcement Standards and Training (CLEST)
    - Canine Legal Updates Arkansas: Patrol Dog and Narcotic-contraband Detection Dog (Course Number 21-234)
  - Illinois Law Enforcement Training and Standards Board (ILETSB)
    - Canine Legal Updates Illinois: Patrol Dog and Narcotic-contraband Detection Dog (MTU13)
    - High Risk Traffic Stops (MTU3)
    - Patrol Tactics: Rapid Deployment (MTU3)
    - Pistol Skills (MTU3)
    - Less Lethal Operators Requalification (MTU3)
    - AXON TASER Energy Weapon Re-certification (MTU3)
  - Indiana Law Enforcement Training Provider
    - Canine Legal Updates Indiana: Patrol Dog and Narcotic-contraband Detection Dog
    - Canine Legal Updates Indiana: Agency, Administrator, Supervisor and Trainer Liability
  - Louisiana Peace Officer Standards and Training (POST) (Eligible Credit)



- Canine Legal Updates Louisiana: Patrol Dog and Narcotic-contraband Detection Dog
- Michigan Commission on Law Enforcement (MCOLES)
  - Canine Legal Updates Michigan: Patrol Dog and Narcotic-contraband Detection Dog
  - Canine Legal Updates Michigan: Agency, Administrator, Supervisor and Trainer Liability
- Missouri Peace Officer Standards and Training (POST)
  - Canine Legal Updates Missouri: Patrol Dog and Narcotic-contraband Detection Dog
  - Canine Legal Updates Missouri: Agency, Administrator, Supervisor and Trainer Liability
- Pennsylvania Municipal Officers' Education and Training Commission (MPOETC)
  - Canine Legal Updates Pennsylvania: Patrol Dog and Narcotic-contraband Detection Dog (CLEE ID Number 1791)
  - Canine Legal Updates Pennsylvania: Agency, Administrator, Supervisor and Trainer Liability (CLEE ID number 1792)
- Texas Commission on Law Enforcement Standards (TCOLES) (Eligible Credit)
  - Canine Legal Updates Texas: Patrol Dog and Narcotic-contraband Detection Dog
  - Canine Legal Updates Texas: Agency, Administrator, Supervisor and Trainer Liability

- (2019-Present)      Developed 8-hour course curriculum *Canine Legal Updates Course Alabama: Patrol Dog and Narcotic-contraband Detection*.
- (2019-Present)      Owner/Operator Sheepdog Guardian Consulting Canine Legal Updates website, [www.sheepdogguardian.com](http://www.sheepdogguardian.com)
- (2019-Present)      Committee Member, Illinois Tactical Officer's Association K9 Committee (Subgroup: Patrol K9).
- (2018-Present)      Owner/CEO and Lead Trainer, Sheepdog Guardian Consulting, LLC 459 Sundance Drive, Bartlett, Illinois 60103.
- (1999-Present)      Police Officer, Village of Bartlett, 228 S. Main Street, Bartlett, Illinois 60103.



- (2023) Developed 8-hour course curriculum, *Canine Legal Updates Pennsylvania: Agency, Administrator, Supervisor & Trainer Liability*, for the Lehigh Township (Pennsylvania) Police Department, approved by for Continuing Law Enforcement Education Credit through the Pennsylvania Municipal Police Officers' Education & Training Commission.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Pennsylvania: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the Lehigh Township (Pennsylvania) Police Department, approved by for Continuing Law Enforcement Education Credit through the Pennsylvania Municipal Police Officers' Education & Training Commission.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Ohio: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the Marion (Ohio) Police Department.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Wisconsin: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the Manitowoc County (Wisconsin) Sheriff's Office.
- (2023) Developed 8-hour course curriculum, *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability*, for the Georgetown (Texas) Police Department, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, for the Georgetown (Texas) Police Department, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2023) Developed 8-hour course curriculum, *New Recruit Use of Force: Physical Skills*, for the Bartlett Police Department.
- (2023) Developed 8-hour course curriculum, *Use of Force Review*, for the Northern Illinois Police Alarm System.
- (2023) Developed 2-hour course curriculum, *Canine Legal Updates: Patrol Dogs*, for the Hold the Line K9 Conference, Pittsburg, Pennsylvania.



- (2023) Co-developed 8-hour course curriculum, *High-risk Traffic Stops*, for the Bartlett Police Department, approved by the Northeast Multi-Regional Training and certified by the Illinois Law Enforcement Training and Standards Board.
- (2023) Developed 8-hour course curriculum, *Canine Legal Updates National Parks Services: Patrol Dogs, Narcotic-contraband Detection Dogs & Explosive Detection Dogs*, for the United States Department of the Interior – National Parks Service.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Arkansas: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the North Little Rock (Arkansas) and the Jonesboro (Arkansas) Police Departments.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, for the Baytown (Texas) Police Department, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2023) Developed 8-hour course curriculum, *Canine Legal Updates Wisconsin: Narcotic-contraband Detection Dogs*, for the Wisconsin State Patrol.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates California: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the Redding (California) Police Department.
- (2023) Developed 16-hour course curriculum, *Canine Legal Updates Wisconsin: Patrol Dogs and Narcotic-contraband Detection Dogs*, for the Steven's Point (Wisconsin) Police Department.
- (2023) Developed 8-hour course curriculum, *Use of Force & Physical Skills*, for the Bartlett Police Department.
- (2023) Developed 1-hour roll call course curriculum, *Perimeter-containment and Pedestrian Stops*, for the Bartlett Police Department.
- (2023) Developed 2-hour course curriculum, *Canine Legal Update: Patrol Dog* for the California Narcotic Canine Association Conference.



- (2022) Developed 8-hour course curriculum *Bartlett Police Department New Recruit AXON TASER® Energy Weapon Certification Course*, Bartlett Police Department.
- 2022) Developed 8-hour course curriculum, *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability*, Sam Huston University, Huntsville, Texas, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2022) Developed 16-hour course curriculum, *Canine Legal Updates Texas: Patrol Dog and Narcotic-contraband Detection Dog*, Sam Huston University, Huntsville, Texas, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates North Carolina: Patrol Dog and Narcotic-contraband Detection Dog*, for the Wilmington (North Carolina) Police Department and the United States Police Canine Association Region II.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Massachusetts: Patrol Dog and Explosive Detection Dog*, for the Mansfield (Massachusetts) Police Department.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates Illinois: Search and Rescue*, for the Illinois Search and Rescue Council.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates Kansas/Missouri: Patrol Dog*, for the National Police Canine Association.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates California: Patrol Dog and Narcotic-contraband Detection Dog*, for the Contra Costa County (California) Sheriff's Office.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates California: Search and Rescue*, for the Yuba County Sheriff's Office.
- (2022) Co-developed 8-hour course curriculum *Patrol Tactics: Rapid Deployment*, for the Bartlett Police Department, approved by the Northeast Multi-Regional Training and certified by the Illinois Law Enforcement Training and Standards Board.



- (2022) Developed 1-hour course curriculum *K9 Operations*, for the Northern Illinois Police Alarm System Mobile Field Force.
- (2022) Developed 1-hour course curriculum *Use of Force*, for the Northern Illinois Police Alarm System Mobile Field Force.
- (2022) Co-developed 8-hour course curriculum *Pistol Skills*, for the Bartlett Police Department, approved by the Northeast Multi-Regional Training and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Georgia: Patrol Dog and Narcotic-contraband Detection Dog*, for the Roswell (Georgia) Police Department.
- (2022) Developed 3-hour course curriculum *Less Lethal Operators Requalification*, for the Bartlett Police Department, approved by the Northeast Multi-Regional Training and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022) Developed 3-hour course curriculum *Axon TASER Energy Weapon Re-certification*, for the Bartlett Police Department, approved by the Northeast Multi-Regional Training and certified by the Illinois Law Enforcement Training and Standards Board.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates: Conservation Dogs* for the Conservation Canine Officers Association.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates South Carolina: Patrol Dog and Narcotic-contraband Detection Dog*, for the Edgefield County (South Carolina) Sheriff's Office.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Colorado: Patrol Dog and Narcotic-contraband Detection Dog*, for the Broomfield (Colorado) Police Department.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates Florida: Agency, Administrator, Supervisor & Trainer Liability*, for the Palm Beach County (Florida) Sheriff's Office.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Florida: Patrol Dog, Narcotic-contraband Detection Dog and*





*Explosive Detection Dog*, for the Palm Beach County (Florida) Sheriff's Office.

- (2022) Developed 8-hour course curriculum *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability* eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2022) Developed 2-hour presentation *Canine Legal Update: Narcotic-contraband Detection Dog*, for the Blueline K9 Training Conference.
- (2022) Developed 8-hour course curriculum *Saginaw Chippewa Indian Tribe: Search & Seizure* for the Saginaw Chippewa Indian Tribal Police.
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Louisiana: Patrol and Narcotic-contraband Detection*, eligible for Louisiana Peace Officer Standards and Training Council (P.O.S.T.).
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates Idaho: Search and Rescue/Human Remains Detection*.
- (2022) Developed 8-hour course curriculum *Use of Force: Physical Skills Training 2022* for the Bartlett Police Department.
- (2022) Developed 8-hour course curriculum *Canine Legal Updates Michigan: Agency, Administrator, Supervisor & Trainer Liability*, certified by the Michigan Commission On Law Enforcement Standards (MCOLES).
- (2022) Developed 16-hour course curriculum *Canine Legal Updates Michigan: Patrol and Narcotic-contraband Detection*, certified by the Michigan Commission On Law Enforcement (MCOLES).
- (2021) Developed 8-hour course curriculum *New Recruit Use of Force: Physical Skills Scenarios* for the Bartlett Police Department.



- (2021) Developed 16-hour course curriculum *New Recruit Use of Force: Physical Skills* for the Bartlett Police Department.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates New Hampshire: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 8-hour course curriculum *In-house Less-Lethal Certification*.
- (2021) Developed 4-hour course curriculum *In-house Less-lethal Re-certification*.
- (2021) Developed 4-hour course curriculum *In-house AXON CEW Re-certification*.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates Colorado: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates South Carolina: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 8-hour course curriculum *Canine Legal Updates Pennsylvania: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 8-hour course curriculum *Canine Legal Updates Illinois: Agency, Administrator, Supervisor & Trainer Liability*.
- (2021) Developed 8-hour course curriculum *New Recruit AXON CEW User Certification* for the Bartlett Police Department.
- (2021) Developed 8-hour course curriculum *New Recruit Use of Force: Physical Skills* for the Bartlett Police Department.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, eligible for Texas Commission On Law Enforcement Standards (TCOLES) credit.
- (2021) Developed 8-hour course curriculum *Canine Legal Updates: Human Remains Detection*.
- (2021) Developed 4-hour course curriculum *Use of Force: SAFE-T Act Update*, for the Bartlett Police Department.



- (2021) Developed 16-hour course curriculum *Canine Legal Updates New Jersey: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 2-hour course curriculum *Canine Legal Updates: Patrol Dog*, for the Blueline K9 Training Conference.
- (2021) Developed 2-hour course curriculum *Canine Legal Updates Canine Legal Updates: Narcotic-contraband Detection Dog*, for the Blueline K9 Training Conference.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates California: Patrol and Narcotic-contraband Detection*, for D-Tac K9.
- (2021) Developed 2-hour course curriculum *Canine Legal Updates: Narcotic-contraband Detection Dog*, for the California Narcotic Canine Association.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates Illinois: Patrol Dog and Narcotic-contraband Detection*.
- (2021) Developed 8-hour course curriculum *Physical Skills: Use of Force*, for the Bartlett Police Department.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates Nevada: Patrol Dog and Narcotic-contraband Detection*.
- (2021) Developed 16-hour course curriculum *Canine Legal Updates Wisconsin: Patrol and Narcotic-contraband Detection*.
- (2021) Developed 8-hour course curriculum *Canine Legal Updates Wisconsin: Search and Rescue*.
- (2021) Developed 8-hour course curriculum *Canine Legal Updates Course National Park Services: Patrol Dog and Narcotic-contraband Detection*, for the United States Department of the Interior.
- (2021) Developed 16-hour course curriculum *Use of Force: Physical Skills for New Recruit Officers*.



- (2021) Developed 16-hour course curriculum *Canine Legal Updates Course North Carolina: Patrol Dog and Narcotic- contraband Detection*.
- (2021) Developed 16- hour course curriculum *Canine Legal Updates Course Arkansas: Patrol Dog and Narcotic-contraband Detection*, certified by the Arkansas Commission on Law Enforcement Standards and Training (Course Number 21-234).
- (2020) Developed 8-hour course curriculum *Canine Legal Update and Opinions Course: Police Service Patrol Dog and Scent-contraband Detection Dog*, certified by the Texas Commission on Law Enforcement.
- (2019-2020) Subject Matter Expert content developer for a new Narcotic-contraband legal course initiative, Illinois Law Enforcement Training & Standard Board through the Executive Institute at Western Illinois University (requirement for all Illinois Narcotic-contraband Detection Handlers).
- (2019) Developed 4-hour course curriculum *Canine Legal Updates Course Conservation Dogs and Contraband Detection*.
- (2019) Maintained & Owner of *Terry Fleck's Canine Legal Updates and Opinions* website.
- (2018) Director of Operations, Full Circle K9 Solutions, Inc., 1709 Larkspur Drive, Plainfield, Illinois 60586.
- (2017-2019) Narcotic Detection Dog Working Group, Illinois Law Enforcement Training and Standards Board.
- (2016-2018) Director of Law Resource Division, Full Circle K9 Solutions, Inc., 1709 Larkspur Drive, Plainfield, Illinois 60586.
- (2016-2018) Chairman of the Law Resource Committee, Illinois Law Enforcement Canine Association (ILLECA).
- (1995-1999) Community Service Officer, Village of Glendale Heights, 300 Civic Center Plaza, Glendale Heights, Illinois 60139.

### **Expert Witness Consulting**



- (2023) ***United States v. Smith***, 6:22-CR-00146 (E.D. Tex. 2023), prepared Expert Witness Opinion Report and provided courtroom testimony related to use of force, police service dog deployments, police service dog policy and police service dog case law.
- (2023) ***Weaver, et al. v. Decatur County, Tennessee, et al.***, 1 22-CV-01003, (W.D. Tenn.), prepared Expert Witness Opinion Report.
- (2022) ***Johnson v. McCowan, et al.***, 7:20 CV 00582 (W.D. Va. 2021), prepared Expert Witness Opinion Report, prepared Rebuttal Expert Witness Report, and gave a deposition related to use of force, patrol dog deployments, patrol dog policy.
- (2021) ***Walker v. Town of Madison, et al.***, 20-cv-599-bbc (W.D. Wis. 2021), prepared Expert Witness Opinion Report related to use of force, police service dog deployments, police service dog training and police service dog certifications.
- (2019) ***People of the State of Illinois v. Deandre Mister***, 17<sup>th</sup> Circuit Court of Boone County, Illinois, 2018CF25, consulted as a Subject Matter Expert related to narcotic-contraband detection dog deployments.
- (2016) ***Gary v. City of North Chicago, et al.***, 13 CV 8048 (N.D. Ill. 2016), prepared Expert Witness Opinion Report related to use of force, police service dog deployments, police service dog training and police service dog certifications.

### **Publications, Presentations, Teaching, and Instruction**

- (2022 – Present) WRAP Instructor, Bartlett Police Department.
- (2019-Present) Contributor to *Police K9 Radio*, podcast through D-Tac K9.
- (2019-Present) Less Lethal Instructor, Bartlett Police Department.
- (2019-Present) Contributor to the United States Police Canine Association's Canine Courier.
- (2019-Present) Certified AXON Conducted Energy Weapon Instructor (TASER X26, TASER X26P, TASER 7), AXON Inc.
- (2019-Present) When I took over for Terry Fleck (Canine Legal Updates &



Opinions), I have edited, updated, re-formatted, and/or rewrote the following Terry Fleck articles and published those edited, updated, re-formatted, and/or rewritten articles to my website [www.sheepdogguardian.com](http://www.sheepdogguardian.com).

- Accelerant Detection Dog Summary, January 2020;
- Agency Liability Issues, January 2020, September 2020, May 2023;
- Handler Compensation, January 2020, August 2020
- K-9 (Dog) Selection (Appointment), Retention and Discipline, January 2020;
- K-9 Handler Selection (Appointment), Retention and Discipline, January 2020;
- Canine Assigned Vehicles, March 2020;
- FLSA (Fair Labor Standards Act) and the K-9 Handler, January 2020;
- K9's Killed in Overheated Vehicles, January 2020;
- Police Service Dogs are not ADA (Americans with Disabilities Act) Dogs, January 2020;
- Explosive Detection Dogs Summary, January 2020, July 2020;
- Explosive Detection Dogs Case Law Summary, January 2020, June 2022;
- Human Remains Detection Overview, January 2020, September 2021;
- Basic Canine Contraband Principles, January 2020;
- Narcotic-contraband – Definitions, January 2020;
- Basic Search and Seizure Rules, December 2020;
- Canine Positive Alert and Final Response/Indication, January 2020, May 2020;
- Canine's Reliability/Training/Certification, February 2020;
- Marijuana Detection Dogs: Where do they Stand?, January 2020;
- Narcotic-contraband Detection – Money/Currency Sniffs, April 2020;
- Summer 206 – Patrol and Narcotics K-9, Lessons Learned, January 2020;
- Vehicle Detection and Narcotic-contraband Detection Dogs, February 2020;
- Accidental/Unintentional K-9 Bites – Canine Liability Settlement Agreement, January 2020;
- Accidental/Unintentional Police Service Dog Bites and Their Relationship to Fourth Amendment Liability, January 2020;



- Effects of OC (Oleoresin Capsicum) on Police Service Dogs, January 2020;
- Effects of the TASER X26 on Police Service Dogs, January 2020;
- Ground Fighting with a Police Service Dog (K-9), January 2020;
- Handgun Mounted Lights for Canine Handler, January 2020;
- Minimum Requirements for Patrol K09s, Focusing on California, January 2020;
- Patrol Dog Summary, January 2020, March 2020, January 2021;
- Patrol K-9 Legality Issues, January 2020;
- Pre-deployment Warning Announcements, January 2021;
- The Five-Court Mandates, February 2020;
- Third Party, Third Location, K-9 Warning announcements – A Safer Way to Afford an Opportunity for Peaceful Surrender; January 2020;
- Verbal Recall, Verbal Out and Verbal Off-lead Obedience for Patrol dogs; Police Dogs Are Not Deadly Force, January 2020;
- Suicidal Subject, K-9 Tracking and Person Find Report Writing Guide, January 2020; and
- Tracking/Trailing & Scent Line-up Summary, January 2020.

(2018-Present)	Lead instructor Police Service and Working Dog Law Resource Courses (Patrol, Narcotic-contraband Detection, Explosive Detection and Supervisor Liability), Sheepdog Guardian Consulting, LLC.
(2018-Present)	Bartlett Police Department In-house Use of Force Instructor, Northeast Multi-Regional Training.
(2017-Present)	Instructor, Rifle/Carbine Training, Bartlett Police Department.
(2017-Present)	Firearms Instructor, Bartlett Police Department.
(2017-Present)	Defensive Tactics Instructor, Bartlett Police Department.
(2017-Present)	MEGITTS XVT Instructor, Bartlett Police Department.
(2017-Present)	Canine Team Tactics, Canine Team Tactical Group and Bartlett Police Department.
(2016-Present)	Handcuffing Instructor, Bartlett Police Department.



- (2016-Present) Ultimate Training Munitions/Non-Lethal Training Ammunition Instructor, Bartlett Police Department.
- (2014-Present) Below 100 Trainer, Bartlett Police Department.
- (2012-Present) Use of Force Instructor, Bartlett Police Department and TOPS K9 Kennels, Grayslake, Illinois.
- (2007-Present) Authored/Prepared Canine Unit Operations Budgets, Bartlett Police Department.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Ohio: Patrol Dogs and Narcotic-contraband Detection Dogs*, Marion County, Ohio.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Wisconsin: Patrol Dogs and Narcotic-contraband Detection Dogs*, Manitowoc County Sheriff's Office, Wisconsin.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability*, Georgetown Police Department, Texas.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, Georgetown Police Department, Texas.
- (2023) Lead Instructor, Bartlett Police Department, *New Recruit Use of Force: Physical Skills*, Bartlett, Illinois.
- (2023) Lead Instructor, Northern Illinois Police Alarm System Mobile Field Force, *Use of Force Review*, Rolling Meadows, Illinois.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dogs*, Hold the Line K9 Conference, Pittsburg, Pennsylvania.
- (2023) Co-instructor, Bartlett Police Department, *High-risk Traffic Stops*, St Charles, Illinois.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates National Parks Services: Patrol Dogs, Narcotic-*





*contraband Detection Dogs & Explosive Detection Dogs, Lake Meade National Park, Nevada.*

- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Arkansas: Patrol Dogs and Narcotic-contraband Detection Dogs*, Jonesboro Police Department, Arkansas.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Arkansas: Patrol Dogs and Narcotic-contraband Detection Dogs*, North Little Rock Police Department, Arkansas.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, Baytown Police Department, Texas.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Wisconsin: Narcotic-contraband Detection Dogs*, Fort McCoy, Wisconsin.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates California: Patrol Dogs and Narcotic-contraband Detection Dogs*, Redding Police Department, California.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Wisconsin: Patrol Dogs and Narcotic-contraband Detection Dogs*, Steven's Point Police Department, Wisconsin.
- (2023) Lead Instructor, *Use of Force & Physical Skills*, for the Bartlett Police Department, Illinois.
- (2023) Lead Instructor, Bartlett Police Department, *Perimeter-containment and Pedestrian Stops*, Bartlett Police Department, Illinois.
- (2023) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog*, California Narcotic Canine Association, Sacramento, California.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability*, Sam Huston University, Huntsville, Texas.



- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Patrol Dog and Narcotic-contraband Detection Dog*, Sam Huston University, Huntsville, Texas.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates North Carolina: Patrol Dog and Narcotic-contraband Detection Dog*, Wilmington, North Carolina.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Massachusetts: Patrol Dog and Explosive Detection Dog*, North August, South Carolina.
- (2022) Assistant Instructor/Lead Safety Officer, Bartlett Police Department, *Patrol Tactics: Rapid Deployment*, St. Charles, Illinois.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Indiana: Agency, Administrator, Supervisor & Trainer Liability*, Carmel, Indiana.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Indiana: Patrol Dog and Narcotic-contraband Detection Dog*, Carmel, Indiana.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Update Kansas/Missouri: Patrol Dog*, Shawnee, Kansas.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates California: Patrol Dog and Narcotic-contraband Detection Dog*, Martinez, California.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates California: Search and Rescue*, Marysville, California.
- (2022) Assistant Instructor, Bartlett Police Department, *Pistol Skills*, Bartlett, Illinois.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Georgia: Patrol Dog and Narcotic-contraband Detection Dog*, Alpharetta, Georgia.
- (2022) Lead Instructor, Northern Illinois Police Alarm System Mobile Field Force, *K9 Operations*, Buffalo Grove, Illinois.



- (2022) Lead Instructor, Northern Illinois Police Alarm System Mobile Field Force, *Use of Force*, Buffalo Grove, Illinois.
- (2022) Assistant Instructor, Bartlett Police Department, *Less-lethal Operator Re-qualification*, Bartlett, Illinois.
- (2022) Lead Instructor, Bartlett Police Department, *AXON TASER Energy Weapons Re-certification*, Bartlett, Illinois.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Conservation Dogs*, Newry, Maine.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates South Carolina: Patrol Dog and Narcotic-contraband Detection Dog*, North August, South Carolina.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Colorado: Patrol Dog and Narcotic-contraband Detection Dog*, Broomfield, Colorado.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Florida: Agency, Administrator, Supervisor & Trainer Liability*, Palm Beach County, Florida.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Florida: Patrol Dog and Explosive Detection Dog*, Palm Beach County, Florida.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Agency, Administrator, Supervisor & Trainer Liability*, Mansfield, Texas.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Missouri: Agency, Administrator, Supervisor & Trainer Liability*, Jefferson City, Missouri.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Missouri: Patrol Dog and Narcotic-contraband Detection Dog*, Jefferson City, Missouri.



- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Update: Narcotic-contraband Detection Dog*, Blueline K9 Training Conference, Pittsburgh, Pennsylvania.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Saginaw Chippewa Indian Tribe: Search & Seizure* Mount Pleasant, Michigan.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Louisiana: Patrol and Narcotic-contraband Detection*, Jonesboro, Louisiana (Jackson Parish Sheriff's Department).
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, Conroe, Texas.
- (2022) Lead Instructor, Bartlett Police Department, *Use of Force: Physical Skills Training 2022*, Bartlett, Illinois.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Idaho: Search and Rescue/Human Remains Detection*, Boise, Idaho.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Michigan: Agency, Administrator, Supervisor & Trainer Liability*, Standish, Michigan.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Michigan: Patrol and Narcotic-contraband Detection*, Standish, Michigan.
- (2022) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates Alabama: Patrol and Narcotic-contraband Detection*, Jefferson County, Alabama.
- (2021) Lead Instructor, Bartlett Police Department *New Recruit New User AXON CEW*, Bartlett, Illinois.
- (2021) Lead Instructor, Bartlett Police Department, *New Recruit Use of Force: Physical Skills*, Bartlett, Illinois.



- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates New Hampshire: Patrol and Narcotic-contraband Detection*, Tilton, New Hampshire.
- (2021) Lead Instructor, Bartlett Police Department, *In-house Recertification Less-lethal*, Bartlett, Illinois.
- (2021) Lead Instructor, Bartlett Police Department, *In-house AXON CEW Re-certification*, Bartlett, Illinois.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Colorado: Patrol and Narcotic-contraband Detection*, Rifle, Colorado.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates South Carolina: Patrol and Narcotic-contraband Detection*, Laurens, South Carolina.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Indiana: Patrol and Narcotic-contraband Detection*, Carmel, Indiana.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Pennsylvania: Patrol and Narcotic-contraband Detection*, Lancaster, Pennsylvania.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Illinois: Agency, Administrator, Supervisor & Trainer Liability*, Winnebago County, Illinois.
- (2021) Lead Instructor, Bartlett Police Department New Recruit AXON CEW User Certification, Bartlett, Illinois Police Department.
- (2021) Lead Instructor, Bartlett Police Department New Recruit Use of Force: Physical Skills, Bartlett, Illinois Police Department.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Texas: Patrol and Narcotic-contraband Detection*, Mansfield, Texas Police Department.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates: Human Remains Detection*, Bursleson, Texas.



- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Indiana: Patrol and Narcotic-contraband Detection, Lawrence, Indiana.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates New Jersey: Patrol and Narcotic-contraband Detection, Morristown, New Jersey.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates: Patrol Dog, Blueline K9 Training Conference, St. Louis Missouri.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates: Narcotic-contraband Detection, Blueline K9 Training Conference, St. Louis, Missouri.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates California: Patrol and Narcotic-contraband Detection, D-TAC K9, Folsom, California.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Wisconsin: Patrol and Narcotic-contraband Detection, Middleton, Wisconsin.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Illinois: Patrol and Narcotic-contraband Detection, Orland Park, Illinois.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates: Narcotic-contraband Detection Dog, presented for the California Narcotic Canine Association.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Nevada: Patrol and Narcotic-contraband Detection, Washoe County Sheriff's Office, Reno, Nevada.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Illinois: Patrol and Narcotic-contraband Detection, East Central Illinois Mobile Law Enforcement Training Team (MTU 13), Mattoon, Illinois.



- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates National Parks Services: Patrol and Narcotic-contraband Detection, Lake Meade National Park, Nevada.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Wisconsin: Patrol and Narcotic-contraband Detection, Brown County Sheriff's Office, Green Bay, Wisconsin.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Wisconsin: Search and Rescue, Rhinelander, Wisconsin.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC Canine Legal Updates Wisconsin: Patrol and Narcotic-contraband Detection, Waukesha Technical College, Pewaukee, Wisconsin.
- (2021) Contributor to *Talking Scents*, podcast through Ford K9.
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Missouri: Patrol and Narcotic-contraband Detection*, Cape Girardeau (MO).
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates North Carolina: Patrol and Narcotic-contraband Detection*, Granville County (NC).
- (2021) Lead Instructor, Bartlett Police Department, *Use of Force: Physical Skills for New Recruit Officers*, Bartlett (IL).
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Arkansas: Patrol and Narcotic-contraband Detection*, Jonesboro (AR).
- (2021) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Alabama: Patrol and Narcotic-contraband Detection*, Jefferson County (AL).
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates New York: Patrol and Narcotic-contraband Detection*, Erie County (NY) Law Enforcement Training Academy.
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Indiana: Patrol and Narcotic-contraband Detection*, Delphi, Indiana.



- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates Indiana: Patrol and Narcotic-contraband Detection*, Whitestown, Indiana.
- (2020) Lead Instructor, Bartlett Police Department, MEGGITT IV/FATS Training, Bartlett, IL.
- (2020) Contributor to *Working Dog Radio*, podcast.
- (2020) Authored published article, "Vehicle Detention Time and Narcotic-contraband Detection Dogs." Fall 2020, The United States Police Canine Association Canine Courier, p7-11.
- (2020) Lead Instructor, Bartlett Police Department, Use of Force/Axon CEW Annual Re-certification, Bartlett, IL.
- (2020) Co-instructor, Bartlett Police Department, Less Lethal Operator Annual Re-certification, Bartlett, IL.
- (2020) Co-instructor, Bartlett Police Department, Use of Force/Physical Skills Training, Bartlett, IL.
- (2020) Authored published article, "Tracking/Trailing & Scent Line-up." Spring 2020, The United States Police Canine Association Canine Courier, p52-54.
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC *Canine Legal Updates: Explosive Detection Dog*, New York State Department of Homeland Security, Albany, NY.
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection/Explosive Detection Dog*, Cook County Department of Homeland Security, Cook County, IL.
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection*, League City, TX.
- (2020) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection*, Maine Criminal Justice Academy, Vassalboro, ME.





- (2019) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection*, K9s 4 COPS, Harris County, TX.
- (2019) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection*, Westbrook, ME.
- (2019) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection*, Central Alabama K9, Jefferson County, AL.
- (2019) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Patrol Dog/Narcotic-contraband Detection/Agency, Administrator, Supervisor & Trainer Liability*, Carmel, IN.
- (2019) Lead Instructor, Sheepdog Guardian Consulting, LLC, *Canine Legal Updates: Conservation Working Dog, Conservation Working Dog*, Yulee, FL.
- (2019) Co-instructor, Bartlett Police Department, Patrol Tactics, Bartlett, IL.
- (2019) Lead Instructor, Sheepdog Guardian Consulting LLC, *Canine Legal Updates: Explosive Detection Dog, Caesar's Entertainment*, Las Vegas, NV.
- (2019) Authored published article, "Pre-deployment Warning Announcements." Spring 2019, The United States Police Canine Association Canine Courier, p12-13.
- (2019) Authored published article, "The Five-Court Mandates." June/July 2019, K-9 COP Magazine, Issue 56, p60-63.
- (2019) Authored published article, "Illinois Changes Police Drug Detection Dog Certification and Enacts New Laws." February/March 2019, K-9 COP Magazine, Issue 54, p64-67.
- (2019) Assistant Instructor, Physical Skills (Defensive Tactics) Training, Bartlett Police Department.



- (2019) Lead Instructor, Physical Skills (Defensive Tactics) Training, Bartlett Police Department.
- (2018) Authored Sheepdog Guardian Consulting Police Service Dog Resource Guide: A Comprehensive Resource Guide to Police Service Dog Operations & Industry Standards for Law Enforcement Administrators, Supervisors, Trainers, Handlers; and Judges, Prosecutors & Municipal Attorneys – Volume I: PSD Basics, Operations and Industry & Agency/Supervisor Liability.
- (2018) Authored Sheepdog Guardian Consulting Police Service Dog Resource Guide: A Comprehensive Resource Guide to Police Service Dog Operations & Industry Standards for Law Enforcement Administrators, Supervisors, Trainers, Handlers; and Judges, Prosecutors & Municipal Attorneys – Volume II: Supreme Court of the United States.
- (2018) Authored Sheepdog Guardian Consulting Police Service Dog Resource Guide: A Comprehensive Resource Guide to Police Service Dog Operations & Industry Standards for Law Enforcement Administrators, Supervisors, Trainers, Handlers; and Judges, Prosecutors & Municipal Attorneys – Volume III-7: Federal Patrol/Utility Case Law United States Court of Appeals for the 7<sup>th</sup> Circuit.
- (2018) Authored Sheepdog Guardian Consulting Police Service Dog Resource Guide: A Comprehensive Resource Guide to Police Service Dog Operations & Industry Standards for Law Enforcement Administrators, Supervisors, Trainers, Handlers; and Judges, Prosecutors & Municipal Attorneys – Volume IV-7: Federal Narcotic-contraband Case Law – United States Court of Appeals for the 7<sup>th</sup> Circuit.
- (2018) Authored Sheepdog Guardian Consulting Police Service Dog Resource Guide: A Comprehensive Resource Guide to Police Service Dog Operations & Industry Standards for Law Enforcement Administrators, Supervisors, Trainers, Handlers; and Judges, Prosecutors & Municipal Attorneys – Volume V-IL: Illinois PSD Case Law & Standards.



- (2018) Lead Instructor, Sheepdog Guardian Consulting LLC, Law Resource Course IV: Patrol, Narcotic and Supervisor Liability, Du Page County (Illinois) FIAT.
- (2018) Assistant Instructor Traffic Stop Training, Bartlett Police Department.
- (2017-2018) Lead Instructor, *Police K9 Law Resource Course (Patrol and Narcotic-contraband)*, Full Circle K9 Solutions, Inc.
- (2013-2018) Authored and maintained Full Circle Illinois Canine Research Guide, for Handlers, Supervisors, and Administrators.
- (2016-2017) Assistant Evaluator, Drug Detection Dog Certification; (Bert Badertscher, Nationally Accredited Master Trainer, North American Police Work Dog Association).
- (2017) Assistant Instructor, Multi-Assault Counter-Terrorism Action Capabilities Training, Bartlett Police Department.
- (2017) Lead Instructor, *Police Service Dog 2-hour Legal Update* – Illinois Law Enforcement Canine Association.
- (2011-2016) Lead Instructor, *Use of Force, Canine Unit Operations and Canine Legal Updates*, TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Lead Safety Instructor/Assistant Instructor, Active Shooter Training, Bartlett Police Department.
- (2016) Authored, Canine Unit Expansion Proposal, Bartlett Police Department, Directed Patrol Team.
- (2016) Assistant Instructor, Canine Reality Based Scenario Training, TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Co-authored published article, “Dogs when can you use them and when can’t you use them?” May 2016 Court Smart, Volume 52, p73, Law Enforcement Training, LLC.
- (2013-2015) Lead Instructor, *Animal Abuse and Cruelty, Suburban Law Enforcement Academy*, Glen Ellyn, Illinois.
- (2010-2015) Lead Instructor, *Canine Unit Operations*, Suburban Law



Enforcement Academy, Glen Ellyn, Illinois.

- (2013) Assistant Evaluator, Drug Detection Dog Certification; Northeast Multi-regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2011) Lead Instructor, *Canine Unit Operations/Building Search Training*, Bartlett Police Department.
- (2011) Authored, K-9 Unit: Long Term Strategic Goals—Handler Permanency Proposal, Bartlett Police Department.
- (2006-2010) Assistant Instructor, High Risk Traffic Stops and Canine Unit Operations, Bartlett Police Department.
- (2005-2010) Assistant Instructor, Rapid Deployment and Canine Unit Operations, Bartlett Police Department.
- (2007) Assistant Instructor, Building Search Training and Canine Unit Operations, Bartlett Police Department.
- (2002-2004) Instructor, Drug Abuse Resistance Education (D.A.R.E) Instructor, Illinois State Police and the Bartlett Police Department.
- (2002-2004) Instructor, Operation Life Saver Presenter, Federal Railroad Administration and the Bartlett Police Department.
- (1997-1999) Field Training Officer, Glendale Heights Police Department.

#### **Law Enforcement (non-canine)**

- (2022) Certified Force Science® Analyst, Force Science® Institute, July 2022.
- (2019-Present) Certified Conducted Electrical Weapon (CEW) Instructor, Axon Training Academy.
- (2019-Present) Certified Aerosol Device Instructor, Safariland Training Academy.
- (2019-Present) Certified Less Lethal Impact Munitions Instructor, Safariland Training Academy.
- (2019-Present) Certified Chemical Munitions Instructor, Safariland Training Academy.



- (2019-Present) Certified Distraction Devices Instructor, Safariland Training Academy.
- (2018-Present) Certified Rifle/Carbine Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2018-Present) Certified Firearms Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2018-Present) Certified Field Force Operator, Department of Homeland Security and the Federal Emergency Management Agency.
- (2018-Present) Certified HFRG/PPCT Defensive Tactics Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2017-Present) Certified MEGGITT XVT Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2016-Present) Certified Handcuffing Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2012-Present) Designated Officer In Charge, Bartlett Police Department.
- (2012-Present) Certified Front-Line Supervisor, Illinois Law Enforcement Training and Standards Board and Bartlett Police Department.
- (2011-Present) Certified Use of Force Instructor, Illinois Law Enforcement Training and Standards Board and the Northeast Multi-Regional Training.
- (2003-Present) Certified Juvenile Officer, Illinois Law Enforcement Training and Standards Board and Bartlett Police Department.
- (2001-Present) Certified Basic Traffic Accident Investigator, Illinois Law Enforcement Training and Standards Board and Bartlett Police Department.
- (2001-Present) Certified Breath Alcohol Operator/PBT-Examiner, Illinois Law Enforcement Training and Standards Board, Illinois State Police, and Bartlett Police Department.



- (2001-Present) Certified Truck Weight Enforcement Specialist, Illinois Law Enforcement Training and Standards Board and Bartlett Police Department.
- (2001-Present) Certified Gang Enforcement Specialist, Illinois Law Enforcement Training and Standards Board and Bartlett Police Department.
- (1999-Present) 17 Superior Merit Ratings and 2 Exemplary Merit Ratings, Bartlett Police Department.
- (1999-Present) Certified Peace Officer/Law Enforcement Officer, Illinois Law Enforcement Training and Standards Board.
- (1995-Present) Accumulative Hours, Generalized Law Enforcement Training, 4,709.25.
- (2012) Investigation of Serious Force Incidents: Level I, Northeast Multi-Regional Training.
- (2001-2006) Field Force Operator, Northern Illinois Police Alarm System Mobile Field Force.
- (2002-2004) Crime Prevention Specialist, Bartlett Police Department.
- (2001-2002) Traffic Unit Officer, Assignment, Bartlett Police Department.
- (1997-1999) Certified Field Training Officer, Field Training Associates.
- (1995-1999) Community Service Officer, Glendale Heights Police Department.

### **Law Enforcement (canine)**

- (2022-Present) Canine Team Lieutenant, Northern Illinois Police Alarm System Mobile Force.
- (2011-Present) Canine Field Force Operator, Northern Illinois Police Alarm System Mobile Field Force.
- (2004-Present) Certified Canine Unit Handler (specialized in handling patrol dog, narcotic-contraband detection dog, and human remains detection dog), Bartlett Police Department (more than 5,707.74 hours of training).



- (2021-2022) Canine Team Sergeant, Northern Illinois Police Alarm System Mobile Force.
- (2022) Certification: Narcotic-contraband Detection, Illinois State Annual Re-qualification, Illinois Law Enforcement Training and Standards Board.
- (2022) Certification: Narcotic Detection, Chicago Police Department Canine Training Center.
- (2021) Certification: Patrol Dog and Narcotic Detection Team, North American Police Work Dog Association.
- (2021) Certification: Narcotic-contraband Detection, Illinois State Annual Re-qualification, Illinois Law Enforcement Training and Standards Board.
- (2021) Canine Human Remains Detection Search Coordinator for Missing Person, Bartlett Police Department BAPC2103060.
- (2021) Certification: Patrol Dog Certification, Chicago Police Department Canine Training Center.
- (2020) Certification: Narcotic-contraband Detection, Illinois State Annual Re-qualification, Illinois Law Enforcement Training and Standards Board.
- (2020) Certification: Patrol Dog and Narcotic Detection Team, North American Police Work Dog Association.
- (2020) Certification: Patrol Dog Certification, Chicago Police Department Canine Training Center.
- (2019) Certification: Narcotic-contraband Detection, Illinois State Annual Re-qualification, Illinois Law Enforcement Training and Standards Board.
- (2019) Certification: Patrol Dog Certification, Chicago Police Department Canine Training Center.
- (2018) Certification: Narcotic-contraband Detection, Illinois State Annual Compliance, Chicago Police Department Canine Training Center.



- (2018) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2018) Certification: Narcotic-contraband Detection, Illinois State Annual Compliance, Chicago Police Department Canine Training Center.
- (2017) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2017) Certification: Narcotic-contraband Detection, Illinois State Annual Compliance, Tri-Rivers Mobile Training Unit.
- (2017) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Professional Decoy Course, 24-Hours, North American Police Working Dog Association.
- (2016) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2016) Certification: Human Remains (Cadaver) Detection, TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Certification: Patrol Dog Team, TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Canine Course 7: Certification [Narcotics], Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2016) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2015) Canine Liability 360, 16-Hours, Tri-Rivers Regional Training, Plainfield, Illinois.





- (2015) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2015) Canine Course 7: Certification [Narcotics], Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2015) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2014) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2014) Canine Course 2: Advanced Cadaver, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2014) Canine Course 1: Basic Cadaver Land Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2014) Certified 8-Week Basic Canine Officer, 380-Hour, Illinois Law Enforcement Training and Standards Board Certified, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2013) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2013) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2013) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2012) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2012) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.



- (2012) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2012) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2011) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2011) Canine Legal Updates, Terry Fleck, Tri-Rivers Regional Training.
- (2011) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2011) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2011) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2010) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2010) Canine Liability 360, Illinois Police Work Dog Association, River Grove, Illinois.
- (2010) High Risk Search for K9 and SWAT, Illinois Tactical Officers Association, Oak Brook, Illinois.
- (2010) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2010) Perimeter Containment and Suspect Tactics, Illinois Tactical Officers Association, Oak Brook, Illinois.
- (2010) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.



- (2010) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2009) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2008) K9 Incident Debrief, Illinois Police Work Dog Association, Oak Brook, Illinois.
- (2009) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2008) Certification: Police Utility Dog Title, Patrol, and Narcotic Detection Team, North American Police Work Dog Association.
- (2008) Canine Legal Updates, Terry Fleck, Illinois Tactical Officers Association, River Grove, Illinois.
- (2008) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2007) Canine Course 5: Tracking and Article Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2007) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2007) Canine Course 1: Basic Cadaver Land Recovery, 24-Hours, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2006) Canine Course 3: Certification (Patrol Dog/Narcotics), Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.
- (2004) Use of Force for Canine Handlers, Northeast Multi-Regional Training.
- (2004) Certified 8-Week Basic Canine Officer, 380-Hour, Illinois Law Enforcement Training and Standards Board Certified, Northeast Multi-Regional Training and TOPS K9 Kennels, Grayslake, Illinois.



### **Union Representation**

- (2010-2014) Elected Chapter President (Chief-Steward). Restructured the Metropolitan Alliance of Police (MAP) Chapter 114, Bartlett Police Officer's Union, negotiated and oversaw the enforcement of the collective bargaining agreement, filed grievances and represented grievant(s), provided technical support to legal counsel during arbitration, and filed an Unfair Labor Practice before Illinois Labor Relations Board. Authored the collective bargaining chapter's constitution and bylaws, and shift steward manual.
- (2010) Elected representative (Chapter Steward).

### **Scholarly and Professional Organizations**

- (2023-Present) Honorary Member, National Police Canine Association.
- (2020-Present) Contributing Member, United States Police Canine Association.
- (2019-Present) Regular Member, Illinois Drug Enforcement Officers' Association.
- (2016-Present) Inducted lifelong member Alpha Sigma Lambda, National Honor Society for Adult Learners in Continuing Higher Education, Omega Zeta Chapter.
- (2013-Present) Regular Member, Illinois Tactical Officer's Association.
- (2008-Present) Regular Member, North American Police Work Dog Association.
- (2012-2019) Terry Fleck's Canine Legal Updates and Opinions.
- (2015-2018) Regular Member, Illinois Law Enforcement Canine Association.
- (2011-2015) Charter Member, Bartlett Police Department Round Table Team (Leadership Team).
- (2008-2011) Regular Member, Illinois Police Work Dog Association.