

CURRICULUM VITAE:

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EMPLOYMENT EXPERIENCE:

2017 – Present: EXPERT WITNESS, DT SWEENEY CONSULTING, LLC

- Expert witness/consultant on policing issues including pursuits, training, SWAT, use of force, early intervention, liability, complaints, EEO, human resources, performance reviews, etc. I have assisted attorneys 31 different times. I have experience with 11 defense cases and 20 plaintiff cases, 6 depositions and 1 case involving trial testimony.

2022 – Present: ADJUNCT FACULTY, NORTHWESTERN UNIVERSITY

- Faculty, Northwestern University School of Police Staff and Command. I teach a variety of police executive disciplines to police leaders across the U.S. Topics include Training, Employee Relations, Leadership, Decision-making, Performance Appraisals, Media Relations, Public Speaking, etc.

2021 – 2022: LIEUTENANT, OREGON STATE UNIVERSITY POLICE DEPARTMENT

- 2nd in command, overseeing sergeants, officers and public safety officers as we developed a brand-new police department to serve the students, faculty and staff at Oregon State University. I supervised and trained all employees in all areas of policing, force, procedures, etc.

2019 – 2021: WATCH COMMANDER, SEATTLE POLICE DEPARTMENT NORTH PRECINCT

- Supervised 8 sergeants and 60 officers. I was responsible for all patrol activities of my personnel in the SPD North Precinct, a community of 235,000 people. I coordinated and directed staff during routine and emergency responses. I conducted use of force, collision, complaint and pursuit reviews for my staff.

2016 – 2019: FORCE INVESTIGATION LIEUTENANT, EAST PRECINCT

- Responsible for analysis of officer's use force during arrests. I gathered evidence from reports, statements, photos, recordings, and in-car video (ICV). I evaluated the officer's legal authority and

lawful purpose when detaining suspects. I formed opinions on whether or not the officer made proper efforts at de-escalation prior to use of force.

- Precinct compliance lieutenant, responsible for tracking and following up on all personnel reporting to mandatory training.

2005 – 2021: TRAINING CADRE, SEATTLE POLICE DEPARTMENT

- I have trained thousands of SPD employees from all ranks in the following disciplines: Equal Employment Opportunity (EEO), Performance Reviews for Employees, Early Intervention for Police Officers, Early Intervention for Police Supervisors, Effective Supervision of Police Personnel, Tactical De-Escalation, Care Under Fire, Integrated Tactics and Use of Force, Active Shooter/Rapid-Intervention, Crisis Intervention Training, Post-Academy Training for New Officers, Taser Instructor, CPR Instructor, Emergency Vehicle Operations Course, & Legal Standards for Police.
- In addition, I have trained and/or demonstrated training tactics to personnel from the Department of Justice as well as other local and federal police departments in Crisis Intervention, Tactical De-escalation and Use of Force.

2015 – 2016: OPERATIONS LIEUTENANT, NORTH PRECINCT

- Responsible for reviewing officer's use force during arrests.
- Analyzed and reviewed pursuits, collisions, and complaints of misconduct.
- Supervised the Community Police Team (CPT) and Anti-Crime Team (ACT).
- Oversaw precinct budgeting and assignments for personnel working emphasis patrols in the North Precinct. Reduced precinct overtime costs by identifying extraneous activity.
- Responsible for staffing the precinct's 3 patrol shifts.
- Served as Acting Captain, in charge of the precinct.
- Completed regular analysis of precinct crime trends and reported to the Chief's data driven police plan (SEASTAT). Deployed personnel to high-crime areas.
- Frequently met with the community to speak about North Precinct policing issues.

2014 – 2015: PATROL SERGEANT, SPD NORTH PRECINCT

- Guided, directed, motivated and trained a patrol squad of 6 – 12 officers.
- Analyzed and reviewed use of force by officers in the field.
- Responsible for squad's response to 911 emergency and routine calls (assault, robbery, theft, burglary, alarms, collisions, etc.).

2010 – 2014: SERGEANT - SPD SWAT

- Responsible for tactical response to hostage situations, barricaded persons, high-risk search warrants, riot control, and other high-risk 911 calls.
- Provided dignitary protection for heads of state and other high profile political figures.
- Supervised 6-24 officers at a time during full-team callouts to high profile incidents.
- Led a group of subject matter experts and published the SPD SWAT Manual.
- Created a tracking database for all SWAT callouts, training, and qualifications.
- Provided administrative response to public disclosure requests.

2005 – 2010: DETECTIVE SERGEANT – SPD HUMAN RESOURCES

- Equal Employment Opportunity (EEO) Investigator: I handled complaints of misconduct based on race, creed, color, national origin, age, sexual orientation, etc. I also investigated allegations of sexual harassment. I handled a high caseload, which I investigated with the utmost care and confidentiality. Advised commanders of all ranks on investigations. 300 hours of training. Completed 60 cases.
- Early Intervention Coordinator: Led the implementation of a new program within the police department, designed to identify and assist officers potentially involved in at risk behavior, either professionally or in their personal life. Designed assistance to officers in need of training, counseling, mentoring, and intervention. System Administrator and Analyst for On-Target Performance Tracking System.
- Performance Review Coordinator: Coordinated and tracked all performance reviews within SPD. I trained supervisors on creating excellent performance reviews for their employees. I was the system administrator for our performance review software. I created databases and reports designed to track and improve performance review compliance from supervisors.

2005 – 2022: MEDIATOR, KING COUNTY ADR and OREGON FEDERAL EXECUTIVE BOARD

- Trained mediator, specializing in conflict resolution in the workplace.
- I successfully use my negotiation skills in order for differing parties to air grievances and begin the healing process which leads to increased work productivity.
- Identify both differences and similarities in power structure, race, sex and equality in order to promote effective communication and cooperation between parties.
- Mediated workplace conflicts, landlord/tenant issues, labor conflict and Human Resources complaints.

2003 – 2005: DETECTIVE SERGEANT – SPD INTERNAL INVESTIGATIONS SECTION

- Internal Investigator responsible for handling complaints of misconduct made against police personnel.
- Handled approximately 60 Internal Investigations, including some of the most complex and sensitive investigations within SPD. Able to reprioritize with competing work demands.
- Managed time and workload with minimal supervision.
- Practiced confidentiality and thoroughness while interacting with a diverse group of people of all ranks.

2001 – 2003: PATROL SERGEANT – SPD WEST PRECINCT

- Responsible for leading, motivating and training a group of patrol officers, responsible for 911 calls in the downtown precinct.
- Supervised and reviewed officer's uses of force, arrests, reports, and other calls for service.
- On Friday and Saturday nights, I was responsible for the downtown nightlife scene and all assorted disturbances, fights, shots fired, etc.
- Worked with bar owners/operators in order to reduce the level of nightlife violence.

1999 – 2000: SPECIAL DEPLOYMENT OFFICER

- Designed, implemented and staffed SPD's Millennium Plan for New Year's Eve 1999 (Y2K), the largest force deployment in SPD's history.
- Developed numerous staffing plans for special events in the city (parades, marathons, protests, sporting events, etc.).
- "Movie Officer" for SPD. I worked with film and TV producers and the Washington State Film Commission on promoting and supervising filming in the City of Seattle. I hired and supervised off-duty officers, enforced filming permits and handled billing invoices.

1998 – 1999: DUI ENFORCEMENT OFFICER, SPD TRAFFIC SECTION

- Handled 500 DUI arrests and thousands more traffic stops involving drinking and driving.
- MADD Officer of the Year, 1998.
- Self-motivated and dedicated to arresting drunk drivers, issuing citations and working special events.
- Participated in safety task force meetings and emphasis.
- Conducted a "drinking lab" for other officers and the City Attorney's Office in order to increase the City's ability to detect and prosecute motorists who drink and drive.
- Demonstrated history of excellent written reports and expert courtroom testimony.

1994 – 1997: FIELD TRAINING OFFICER

- Responsible for guiding, directing, teaching and training new officers on how to become an effective police officer.
- I completed daily and weekly evaluations of my probationary officers, designed to encourage and motivate, while correcting behavior in need of improvement.

1987 – 1997: POLICE OFFICER, SEATTLE POLICE DEPARTMENT

- Responsible for detecting and deterring criminal activity in the North and West Precincts.
- Handled 911 calls for service, including felony and misdemeanor investigations, collisions, mental health issues, community service, and other miscellaneous calls.

1983-1987: SECURITY OFFICER, SEATTLE PACIFIC UNIVERSITY

- Lead supervisor, responsible for detecting and deterring criminal activity on campus.
- Conducted safety and security assessments for university buildings.

EXPERT WITNESS CASES:

<u>Date</u>	<u>Consultation</u>	<u>Case Name</u>	<u>Case Number</u>	<u>Court</u>
1. 10/2017	Deposition-Defendant	Skyler Morrison v. Seattle School District	NO. 18-2-00464-1 SEA	Washington State Court of Appeals
2. 11/2017	Arbitration – Defendant	Zachary Smalls v. USAA	003254247-040	Arbitrator’s Office
3. 11/2017	Case Review - Defendant	Estate of Jessica Ortega v. Pierce County	17-2-11836-8	Superior Court for the State of Washington, in and for the county of Pierce
4. 11/2020	Case Review – Plaintiff	Ghodsee v. City of Kent	20-2-09383-1 SEA	Superior Court for the State of Washington, in and for the county of King
5. 3/2021	Case Review – Defendant	Steven Morse v. Oregon Patrol Service	19CV35949	Circuit Court of the State of Oregon for County of Multnomah
6. 4/2021	Deposition – Plaintiff	Estate of Kenneth Woody v. Big Horn County	2016 MT-180	Supreme Court for the State of Montana
7. 7/2021	Deposition – Plaintiff	Estate of Delafuente v. City of Nampa	CV14-20-01023	Idaho District Court, 3rd District
8. 8/2021	Written Declaration – Plaintiff	Alexsey Predybaylo v. Sacramento County	2:19-CV-01243-MCE-CKD	United States District Court, Eastern District of California
9. 8/2021	Case Review – Plaintiff	Hempel v. City of Grass Valley		
10. 10/2021	Written Declaration – Plaintiff	Estate of Gabriel Strickland v. Nevada County	2:21-CV-000175-MCE-AC	United States District Court, Eastern District of California
11. 12/2021	Deposition – Plaintiff	Richmond v. Spokane County	2:21-CV-00129-SMJ	United States District Court,

				Eastern District of Washington
12. 1/2022	Written Declaration – Plaintiff	Estate of Nicholas Rapp v. King County	3:21-CV-05800	U.S. District Court, Western District of WA at Tacoma
13. 4/2022	Case Review – Plaintiff	Sanchez V. City of Eugene	6:21-cv-00142-MC	U.S. District Court, State of Oregon Eugene Division
14. 4/2022	Case Review – Plaintiff	Ramirez v. City of Chandler		U.S. District Court for the Eastern District of California
15. 4/2022	Case Review – Plaintiff	Hartman v. State of Arizona		
16. 5/2022	Deposition – Plaintiff	O’Brien v. City of Chicago	20-CV-2260	U.S. District Court, Northern District of Illinois, Eastern Division
17. 7/2022	Expert Report - Defendant	Thompson v. City of Fairbanks	4FA-21-02496 C	Superior Court for the State of Alaska, Fourth Judicial District at Fairbanks
18. 7/2022	Expert Report – Plaintiff	Perkins v. City of Des Moines	4:21-cv-00248-RGE-HCA	U.S. District Court for the Southern District of Iowa, Central Division
19. 7/2022	Deposition – Plaintiff	Irving v. City of Raleigh	5:22:V-068-BO	U.S. District Court for Eastern District of North Carolina
20. 8/2022	Expert Report - Plaintiff	Reid v. West Virginia State Police	#2:21-cv-00647	U.S. District Court for the Southern District of West Virginia at Charleston.
21. 9/2022	Case Review – Plaintiff	Estate of Hennefer v. Yuba County		
22. 10/2022	Expert Report – Defendant	Payne v. City of Tukwila	22-2-06475-7 KNT	Superior Court of the State of Washington in the County of King

23. 12/2022	Trial Testimony – Plaintiff	Estate of Delafuente v. City of Nampa	CV14-20-01023	Idaho District Court, 3rd District
24. 1/2023	Case Review – Defendant	State of Idaho v. George Dixon	2022-216528	Idaho Superior Court
25. 1/2023	Case Review – Defendant	Estate of Killsnight v. United States	4:22-cv-00018-BMM-JTJ	U.S. District Court for the District of Montana, Great Falls Division
26. 2/2023	Preliminary Expert Report - Defendant	Estate of Justin Schaffer v. Thurston County		Tort claim against Thurston County
27. 3/2023	Expert Report - Defendant	Jen-Baptiste Yamindi and Mickiesha Gordon v. Cameron Osmer and WSP	2:22-cv-00961-LK Matter #10956640	US District Court for the Western District of Washington
28. 4/2023	Expert Opinion - Plaintiff	Estate of Jones v. Franklin Co., et al.	4:22-cv-05138-SAB	U.S. District Court Eastern District of Washington
29. 8/2023	Preliminary Review – Plaintiff	Rebekah Fitzgerald v. Yellowstone Co.	DV 56-2023-0011	Montana 13 th District Court, Yellowstone County
30. 9/2023	Deposition – Plaintiff	Hartmann v. State of Arizona	CV2022-010880	Arizona Superior Court, County of Maricopa
31. 10/2023	Expert Report – Defendant	Henry v. City of Tacoma	3:22-CV-05523-LK	U.S. District Court, Western District of Washington
32. 11/2023	Expert Review – Plaintiff	Estate of Manzanares v. 3 Denver PD Officers	2023-CV-31683	District Court, City and County of Denver, State of CO
33. 11/2023	Expert Review – Defendant	State of Nevada v. Robert Telles	C-22-368935-1 Dept. XII	District Court Clark County, Nevada
34. 12/2023	Expert Review – Plaintiff	Estate of Su v. City of Seattle		
35. 12/2023	Expert Review – Defendant	Stallone v. Roberts, Whidbey Animals Improvement	23-2-00285-1	Superior Court State of WA, Island County

36. 1/2024	Expert Review - Plaintiff	Foss v. Alspach, et al.	2:22-CV-01728-JHC	U.S. District Court, Western District of Washington
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EDUCATION:

- Master of Public Policy, Oregon State University, 2023.
- Bachelor of Arts - Law, Societies, and Justice, University of Washington, 2004.
- Associate in Arts - Police Sciences, Shoreline Community College, 2002.
- Graduated from Northwestern School of Police Staff and Command, 2021.

ARTICLES:

- *The Need for Police De-Escalation*. The Defense News, published by Washington Defense Trial Lawyers Association, Fall 2021.
- *The Effects of Restrictive Police Pursuit Policies in Washington State*. Published by Oregon State University, EMPP Defense - 2023.

PROFESSIONAL ASSOCIATIONS:

- Member of National Tactical Officers Association.
- Member of International Association of Police Chiefs
- Member of International Association of Campus Law Enforcement