

## Curriculum Vitae

### **Chief Chet Epperson (Ret.) MBA**

AGR Police Practice Group, LLC  
Chicagoland Area

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### **Summary of Expertise**

38 years as a police professional. 33 years as an active law enforcement officer and 10 of those years as chief of police. Past 4 years as a police practice consultant providing court-appointed expertise in police agency Federal District Court Consent Decrees. Expert in applying Constitutional Standards, State Law, policy, and practice to police incidents. Instructs courses on police use of force, internal affairs, and discipline. Frequently perform police management assessments on staffing, operations, policy, auditing, investigations, and training. Experience includes deposition and trial testimony. Areas of police practice expertise include:

- Police officer-involved shootings
- Use of force
- Excessive use of force
- Jail Use of Force
- Standard of Care
- Internal Affairs
- Supervision
- Training
- Practice & Policy
- Discipline
- Mental Health
- Auditing
- Staffing Analysis

### **Employment**

AGR Police Practice Group, LLC

*Founder and co-principal: 2015-present*

- United States Federal District Court – Appointed Monitor
  - Appointed to the Federal U.S. District Court Consent Decree Monitoring Team of the U.S. Virgin Islands and New Orleans Police Departments.
  - Work with a team of court–appointed professionals in assessing compliance with Consent Decree requirements.

- Specific duties of monitoring team are a police practices expert with focus on police use of force, police complaints, shootings, training, auditing and other standards of Constitutional Policing practices and procedures.
- Police Practice Consultant
  - Police practice and policy consultant, expert witness, and speaker on oversight of police practices.
  - Specialized focus on assessment of police use of force, officer-involved shootings, conducting investigations of police misconduct, policy review, analysis of data, audits of internal affairs, review of police reports.
  - Trainer on reporting, investigating, and review of police use of force. Provide organizational management assessment for police departments relating to operational staffing analysis, 911 Centers, data management, investigations, and support services.

Rockford Police Department, Rockford II  
1985 - 2015

- Appointed Chief of Police on April 10, 2006. More than 35 years of progressive police experience in law enforcement community policing, police reforms, and contemporary policing practices. Experience in every rank of the organization: deputy chief, lieutenant, sergeant, patrol officer, and police cadet. Assignments include operations, personnel, administration, compliance, and technological advancement.
- Worked closely with the Mayor, City Council, City Staff, community, and numerous outside law enforcement agencies in a collaborative method to address crime reduction.
- Awarded initial Accreditation on Commission on Law Enforcement Agencies (CALEA) in 2009. Re-Accreditation in 2011 and 2014. Comply with over 450 policing standards, such as personnel, operations, risk management, evidence & property, staff development, use of force and racial profiling.
- Implemented a Constitutional Policing Force Accountability Management process – policy, training, audits, mediation, open complaint process, and reviews of force incidents. Used contemporary technology to monitor and track agency uses of force. Police use of force incidents and excessive force complaints dramatically reduced over the years as chief of police.
- Led effective organizational reform and community policing efforts, which has increased public trust and confidence. Organizational changes made without outside litigation and court-ordered direction. Implemented a Police Chief's Advisory Board, Youth Police Academy, Police-Clergy Dialogue and Citizen's Police Academy to engage the community in effective problem-solving, strengthened relationships and transparency.
- Implemented an Early Intervention System to monitor police-related performance and risk management issues.
- Provided leadership in the implementation of the Winnebago County – Boone County Integrity Task Force. Task Force purpose is to provide a neutral third-party investigation of officer-involved shootings, serious uses of force, and other investigations warranting an independent investigation.

- Led in the formation and implementation of the Winnebago County Violent Crime Task Force. Task Force comprised of Federal, State, and Local Law Enforcement Agencies and concentrates on intelligence, investigations, street-level enforcement, and public review of work. Public Quarterly meetings provided to Chief Elected Officials and the public.
- Implemented a COMPSTAT process for crime deployment and accountability and effectively used crime analysis for operational, tactical, and strategic decision making.
- Implemented National Incident Based Crime Reporting (NIBRS) process and reported crime data directly to the FBI.

Lake Forest Police Department, Lake Forest, IL  
1983 – 1985

- Attended basic law enforcement training at the Chicago Police Academy.
- Employed as a patrol officer and provided first-responder responsibilities. Cross-trained as a firefighter.

Rockford Police Department, Rockford IL  
1981 - 1983

- Employed a police cadet and assigned to various areas of the department – crime scene processing, investigations, evidence room, investigations, crime prevention, and administration.

**Education**

**MBA, 1999.** Public Administration  
Rockford University - Rockford, Illinois

**B.S., 1991.** Sociology/ Anthropology  
Rockford University - Rockford, Illinois

**Executive Education**

Shooting Incident Reconstruction/ San Diego, CA – 2019

- 40-hour program course providing the skills necessary to analyze and reconstruct shooting incidents.
- Students instructed to recognize and properly document the unique attributes of a shooting scene.
- Through a series of classes, laboratories and practical exercises, students exposed to interpret the dynamic relationship between the scene, evidence, and victim(s) injuries. The methodology and techniques needed to properly analyze and reconstruct the scene are emphasized. Students instructed to apply these skills to determine position of shooter(s), victim(s), and critical evidence, and to determine sequence of events.

American For Effective Law Enforcement/ Chicago, Illinois - 2018

- Certified Litigation Specialist (CLS) designation for non-lawyers

- Recognized achievement for augmented professional background in attendance of several police and jail litigation related courses over a period of one year.

#### Force Science Analysis Certification - 2014

- Attended as police chief to learn and assess the instructional materials and processes from those who use influences of human behavior in use of force encounters.

#### Illinois Law Enforcement Training & Standards Board/ Bloomington, IL - 2005

- Police Executive Role in the 21<sup>st</sup> Century
- 200-hour program based on executive managerial skills for senior-level command personnel.

#### Northwestern University School of Police Staff & Command/ Evanston, IL - 2000

- 400-hour program based on leadership skills for the middle police manager and those assuming increased responsibilities in administrative staff of line command positions.

### **Teaching Experience**

#### Illinois Training & Standards Board – Executive Institute – 2013-2015

- Instructed for the Police Executive Role 21<sup>st</sup> Century and Supervisory Leadership in areas of use of force management, discipline, mentoring, and coaching.

#### Judson University – Elgin, Illinois – 2000 - 2015

- Instructed for over 15 years in graduate mentor organizational leadership program and criminal justice management programs.

### **Presentations Provided at Conferences/ Training**

1. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation.* Illinois Municipal League Conference. September 2019.
2. *A Practitioner's View of Police De-escalation and the Impact on Communities.* International Conference on Conflict Resolution Education. April 2019.
3. *How to Prevent, Avoid, & Maneuver Around Police Civil Litigation.* Illinois Association Chiefs of Police Spring Training. April 2019.
4. *Police Internal Affairs.* North East Multi-Regional Training. May 2019.
5. *Organizational Accountability – Use of Force Management for Executive Leadership.* Illinois Municipal League. Illinois Municipal League Conference. September 2017.
6. *Organizational Accountability – Use of Force Management for Executive Leadership.* Illinois Association Chiefs of Police. Oak Brook IL – August 2016; Peoria IL – August 2016; Fairview Heights IL – September 2016; Crystal Lake IL – December 2016.
7. *Pastor, Policeman Team Up to Teach Peace.* Juniata College, Huntingdon, PA. March 2016.

### **Professional Associations**

1. Americans For Effective Law Enforcement (AELE) –
  - President – September 2019 to Present
  - Secretary – 2016 – 2019
  - Board of Director – 2010 – Present
2. Illinois Chief’s Association – Life - time Member 2000 - Present
3. International Association Chiefs of Police – Member 2006 - Present
4. Human & Civil Rights Sub Committee Member
5. National Association Civilian Oversight – 2010 - Present
6. Police Executive Research Forum (PERF) – Member – 2003 - Present

### **Awards**

1. Certified Adjunct Faculty Educator - 2012
2. Illinois Association Law Enforcement Executive of the Year Award - 2010
3. Judson University – Alpha Sigma Lambda - 2009
4. Sons of the American Revolution Officer of the Year Award - 2002
5. Rockford Optimist Club Officer of the Year Award - 1986

### **Volunteer/ Unpaid Appointment**

International Association Chiefs of Police – June 2017 to Present  
Policy Working Group

- Assist the International Association Chiefs of Police in Policy Development. Work and collaborate with National and International police executives and attorneys in the development of new and enhancing current IACP policy and position papers impacting police agencies across the world. Assisted with the development revision and September 2019 - *Voluntary Contacts, Investigatory Detentions, Pat-Downs, and Arrests.*

Illinois Attorney Registration & Disciplinary Commission – 2015 to Present

- Appointed by the Illinois Supreme Court as a Hearing Board Member for the Attorney Registration & Disciplinary Commission. Hearing Board Member responsibilities are hearing complaints filed with the Commission. Board Members make findings of fact and law, with a recommendation for discipline, dismissal of complaint, or non-disciplinary disposition.