

JAMES F. PASTOR, PH.D., J.D., C.P.P.



PROFESSIONAL SUMMARY

In his distinctive and well-regarded career, Dr. Pastor brings over four decades of diverse and substantive experience in policing, public safety, security, and legal issues.

His broad range of experience goes to boardrooms, courtrooms, classrooms, and streets. He developed a unique sense of risk and liability management, heightened by an astute perspective of geo-political trends through his doctorate training in *Public Policy Analysis* and from studying terrorism and extremism for several decades. He is also an accomplished author and gifted, passionate speaker.

Dr. Pastor's expertise is divided into six separate, but related areas of expertise outlined below:

Legal Counsel	Expert Witness/Subject Matter Expert
Risk Management/Security	Teaching/Instructional
Public Safety/Homeland Security	Publications/Media

EDUCATION

Ph.D., Public Policy Analysis

University of Illinois at Chicago, Illinois, December 2001

Dissertation: *Assessing the Functional & Constitutional Implications of Private Security Patrols on Public Streets*

J.D., Juris Doctor

The John Marshall Law School, Chicago, Illinois, August 1989

M.A., Criminal Justice

University of Illinois at Chicago, Illinois, March 1988

Thesis: *A Critical Analysis of Terrorism*

B.S., Law Enforcement Administration and Sociology

Western Illinois University, Macomb, Illinois, June 1980

AREAS OF EXPERTISE

Legal Counsel: Bar Admittance: *Illinois*, May 1990; *Ohio*, October 2012.

Unique perspective in legal matters with deep and broad experience representing several security firms, two police unions, and multiple corporations.

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Corporate/Legal Counsel experiences include:

- Counsel related to public safety and security laws, duties, protocols, and regulations to corporations, police agencies, security firms, associations, and litigation attorneys.
- Substantive experience in contracts, policy development, due diligence, administrative proceedings, civil rights/employment discrimination litigation, and labor negotiations.
- Extensive involvement in internal disciplinary and policy matters, including analysis of investigative files in criminal, internal complaints, and *use of force* cases.
- Represented both policing agency and police officers in disciplinary matters and provided counsel to investigative units and corporations relative to active internal disciplinary cases.
- Secured insurance and risk management protections, and drafted security policies, protocols, and programs for multiple corporations.

Transactional experiences include:

- Negotiated labor agreements involving police contracts with eight political entities pursuant to authority vested through the Illinois Labor Board.
- Negotiated and drafted thousands of contracts plus developed/drafted scores of policies.

Litigation experiences include:

- Conducted approximately 700 depositions in federal, state, and administrative cases.
- Conducted twenty trials in state courts, police commissions & the Illinois Labor Board.
- Litigated the following appeals:
 - *Sharon Siwek v. Police Board of the City of Chicago, et al.*, Appellate Court of Illinois, First Judicial District, No. 05-3273.
 - *Sean Morrissy v. City of Oak Forest, et al.*, Appellate Court of Illinois, First Judicial District, No. 98-189.
 - *In Re Marriage of Schauer*, Appellate Court of Illinois, Third Judicial District, No. 98-180.

Legal positions include:

- **Securitas Technology Corporation:** *Legal Counsel*, Naples, FL, 2020 - Present
- **Restored Church of God:** *General Counsel-Director of Risk Management & Security*, Wadsworth, OH, 2011-2020
- **SecureLaw Ltd.,** *Security Expert & Security Consultant*, Chicago, IL, 2001-2011
- **Pastor Law Offices:** *Security & Public Safety Attorney*, Chicago, Illinois, 1995-2005
- **Office of International Criminal Justice/Security Programs, U.I.C.,** *Legal Advisor/Senior Consultant*, 1995-1996
- **SecurityLink:** *Legal Counsel/Operational Auditor*, Oak Brook, IL, 1993-1995
- **Joseph V. Roddy & Associates:** *Associate Attorney*, Chicago, IL, 1992-1993
- **Chicago Police Department:** *Assistant Department Advocate*, 1990-1992

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Risk Management/Security:

Decades of experience with security policies and protocols, security technologies, and risk management techniques geared to reduce liability exposure and enhance protective environment.

Significant projects include:

- **Restored Church of God- Risk Management & Security Project**
Key decision maker with security vendors, insurance brokers, contractors, and government officials to construct and protect a 105-acre corporate and residential campus. Security elements of the project included access controls, cameras, and fire/burglary alarm technologies plus comprehensive Security Policy & Procedure Manual, implementation of private streets and gates, developed and delivered security training programs and protocols relating to corporate-residential campus.
- **Kraft Foods Inc.-Food Defense Program**
Researched and developed comprehensive analysis of existing laws, regulations, and guidelines for the protection of the food supply chain. Work product entailed researching governmental agencies in the US, Canada, Europe, UN, WHO, and other international bodies to assess current requirements and recommended guidelines. Developed matrix, charts, and strategy planning guides for presentation to the Food Defense Committee. Conducted a comprehensive gap analysis to assess legal, policy and operational exposures in the food supply chain. Worked with security and business units to develop and implement Food Defense Plan.
- **ADT Security Services- Food Defense Program**
Researched and developed comprehensive matrix, charts and supporting reference materials designed to support sales staff in the development of a Food Defense lateral market. This work product represented cutting-edge application of the existing laws, regulations, and guidelines as they relate to the security of food from *farm to fork*.
- **Chicago Olympic Fundraising Event**
Performed security consulting services with event management during significant fundraising event for Chicago's Olympic proposal.
- **City of Aurora, IL- Security Survey & Analysis**
Conducted extensive security surveys of city hall and another facility housing multiple use tenants, including a police district, special service school, community center, and an employment agency.
- **Keystone Steel & Wire Company, Peoria, IL- Security Survey & Analysis**
Conducted extensive security survey of facility and surrounding environment plus drafted security policy manual for security operations and functions.

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- **New Jersey Mall & Related Environments- Security Liability Report:**
Researched and drafted security liability report for the Meadowlands Xanadu project.

Professional Presentations: Representative sample included: Society of Human Resource Professionals (SHRP), ASIS International (ASIS), Midwest Security Conference (MSC), National Petrochemical & Refiners Association (NPR), Ronald McDonald House Charities, City of Chicago, ADT, IOMA, Strafford Publications, SecureWorld Expo, and many others.

Sampling of presentation themes and subjects include:

- Workplace Security
- Food Defense- From A to Z in the Defense of the Supply Chain
- Negotiating Security Services Contracts—Liability, Best Practices & Benchmarks
- Security Case Law & Liability
- Guns in the Workplace—Legal, Policy & Training Issues
- Turning Security Threat into Competitive Weapon
- Legal Issues in Private Security
- Premises Liability Considerations

Public Safety/Homeland Security:

Having served in one of the top tactical policing units in the country coupled with studying the dynamics and methods of terrorism for decades, Dr. Pastor brings an intuitive sense of the legal, social, political, and operational implications of crime, terrorism, and extremist violence.

Significant work and projects include:

- **Chicago Police Department:**
 - **Tactical Police Officer, Gang Crime Enforcement Unit, 1985-1990**
Tactical police officer in one of the country's top tactical units, provided proactive tactical law enforcement directed at gang activities, focusing on drug and weapons violations in high crime areas.

Participated in numerous joint enforcement operations with the F.B.I., A.T.F., and Illinois State Police, including execution of search warrants at the "El Rukn" fort and in other large-scale gang crime initiatives.
 - **Patrol Officer, 21st District, 1983-1985**
- **Cook County Department of Homeland Security & Emergency Management**
Conducted security camera assessment and related specifications pursuant to the *Urban Area Security Initiative*. The assessment focused on homeland security threats, legal exposures, and overall vulnerabilities at the Richard J. Daley Center in Chicago.

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- **Indiana Intelligence Fusion Center- Terrorism & Intelligence Training**
Developed and delivered multiple three-day training curriculum for police officers assigned to the Indiana Intelligence Fusion Center.
- **Illinois Institute of Technology-Public Safety/Private Police Research**
Conducted research of Public Safety services provided by private security firm to the college community. Research involved interviews, document analysis, ride-along, and survey data designed to assess the functions and viability of the privatization arrangement.
- **San Francisco Patrol Special Police**
Contracted with Patrol Special Police Association to provide legal and operational guidance relating to their patrol functions. Services included a presentation before the San Francisco Police Commission.

Professional Certifications:

- **Certified Protection Professional (CPP)** certified by ASIS International. Considered the gold standard in the security industry.
- **Critical Incident Protocol: Community Emergency Networking Team**
Community facilitation training funded by the U.S. Department of Homeland Security and delivered by Michigan State University designed to build public-private partnerships for joint critical incident management utilizing an “all hazards” approach.
- **State & Local Anti-Terrorism Training Program (SLATT)**
Train the Trainer Certification sponsored by the Bureau of Justice Assistance (BJA). This twenty-hour training program was designed to enable the certified instructor to deliver anti-terrorism training programs to law enforcement and security personnel.
- **Terrorism Awareness & Response Academy (TARA)**
Certification related to the detection, prevention, and response to acts of terror and other domestic emergencies. This thirty-two-hour training program was designed by the United States Department of Homeland Security and the Chicago Police Department.

Professional Presentations: Representative sample includes International Association of Chiefs of Police (IACP), American Society of Criminology, Association of Threat Assessment Professionals (ATAP), ASIS International, Illinois Law Enforcement Alarm System (ILEAS), Illinois Association of Chiefs of Police, Midwest Security Association, Abbott Laboratories, Missouri Governor’s Conference, and many others.

Sampling of presentation themes and subjects include:

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- Police Use of Force/Liability
- Domestic Terrorism & Extremism: Implications for Security & Law Enforcement
- Terrorism & Public Safety Policing
- Extremism: Assessments & Implications
- Terrorism & Workplace Security

Expert Witness/Subject Matter Expert:

Dr. Pastor has been recognized and certified as an expert in public safety, policing, and security methods by both federal and state courts along with subject matter expert contracts with the U.S. Department of Justice & U.S. Department of Homeland Security.

A complete listing of cases is available upon request.

Teaching/Instructional:

Calumet College of St. Joseph, Public Safety/Law Enforcement Department Associate Professor, June 2002-January 2012

Developed & delivered classes to active police officers and management personnel, including:

- *Terrorism: Ideologies, Tactics & Countermeasures (PSA 525- Graduate Class, PSM 311)*
- *Public Safety Laws & Operational Implications (PSA 537- Graduate Class, PSM 417)*
- *Labor Negotiations and Arbitration (LEA 535- Graduate Class)*
- *Civil Rights & Civil Liability (LEA 530- Graduate Class)*

International Law Enforcement Academy Adjunct Instructor, March 2008- June 2010

State Department sponsored training conducted at Roswell, NM for police officials from agencies throughout the world. Instruction focused on *Security Technologies*.

Northwestern University- Center for Public Safety- Staff & Command Adjunct Faculty, July, 2003-2005

Legal Instructor to police management in *Civil Liability, Search & Seizure, and Employment Law*.

Webster University, Security Management Department Adjunct Faculty, July 1995- 2004

Legal Issues in Security Management to police officers, security management, and military personnel.

Calumet College of St. Joseph, Public Safety Administration-Curriculum Development
Developed highly regarded graduate level *Public Safety Administration* program including substantial market research, benchmarking, curriculum design, and related structural components. Proven success with students at all levels, including high ranking police officials, private security personnel, federal agents, and supervisory and line level police officers.

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Publications/ Media:

Book Author:

You Say You Want a Revolution: A Compelling & Cautionary Tale of What Lies Ahead, Defiance Press & Publishing (2022), ISBN-10 #195593729X, ISBN-13 #978-1955937290.

Terrorism & Public Safety Policing: Implications for the Obama Presidency, Taylor & Francis, (2009), ISBN # 978-1-4398-1580-9.

Security Law and Methods, Butterworth-Heinemann (2006), ISBN # 0-7506-7994-8.

The Privatization of Police in America: An Analysis and Case Study, McFarland & Company (2003), ISBN # 0-7864-1574-6.

“Private Policing within Public Environments,” *Protection of Assets (POA) Manual*, (2007) Manual is considered the “bible” of the security industry published by ASIS International.

Oxford University Press- *Privatization of Policing Bibliography*
Comprehensive, annotated Bibliography on Privatization of Policing. Reference guide is designed to be the most authoritative source for materials and publications on private policing.

Book Reviewer:

Homeland Security: Legal and Policy Issues
Joe D. Whitley and Lynne K. Zusman, editors, published by the American Bar Association.
Book reviewed in *Security Management*, July 2011.

Private Security & the Law
Charles Nemeth, published by Elsevier/Butterworth-Heinemann.
Contracted with Elsevier/Butterworth-Heinemann to review book (4th edition) and draft critique.

The Law of Emergencies
Nan D. Hunter, published by Elsevier/Butterworth-Heinemann.
Book reviewed in *Security Management*, October 2010.

Community-Oriented Policing: A Systematic Approach to Policing
Contracted with Pearson-Prentice Hall to review book (4th edition) and draft critique.

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Media Accounts:

Interviewed by media in the security industry and commercial media, a representative sample includes:

FOX News (National)
Washington Business Journal
The Arizona Republic
The Oregonian
Lee Enterprises

WTTW-TV Chicago Tonight
NBC- Chicago
CBS-2 Chicago
Security Management
Security Director's Report

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