

# Resume

## Capt. Kenneth M. Sanders

**Home Address:**

Rodessa, LA

**Business Address:**

Rodessa, LA

Home Phone:

**CLASSIFIED**

Cell Phone:

(318) 584-9954

**PERSONAL INFORMATION**

Date of Birth: August 4, 1959

Marital status: Married, one adult daughter

Place of birth: Coushatta, LA

Height: 5' 9"

Weight: 195

Health: OK

Leisure interests: Camping, backpacking, woodcarving, canoeing & fly-fishing.

Other interests: Licensed & Ordained Baptist minister.

**EDUCATION**

Riverdale Academy, Coushatta, LA: Graduated 1977

Northwestern State University, Natchitoches, LA: August 1977 to December 1981.

Texas A&M University, College Station, TX.: January 1982 to June 1982.

Northwestern State University, Natchitoches, LA: August 1982 to December 1983.

Bossier Parish Community College, Bossier City, LA: Nov. 1985 to Nov. 1987.

**DEGREES AND GRADUATE WORK**

**Northwestern State University:**

- B.S. in Engineering Technology.
- Specialties in Metals Technology with emphasis on Manufacturing, Metallurgy, Industrial Safety, Engineering Physics, and Industrial Management.
- Graduated with top honors.

**Texas A&M University Graduate School:**

- Graduate work in Engineering Physics, Automated Manufacturing, Industrial Materials, Industrial Processes, Engineering Management, Non-Destructive Testing, and Management Decision Making. Worked as an assistant to Senior Professor of Foundry Metallurgy.

**Northwestern State University Graduate School:**

- Graduate work in Accounting, Economics, Industrial Technology, Education, and Educational Psychology. Worked as a Graduate Assistant and Instructor in Metals Technology, Engineering Drawing, and Wood Technology.

**Bossier Parish Community College:**

- Assorted courses for self-improvement such as Criminal Law, Criminal Justice, etc.

**Liberty University (Seminary):**

- Assorted courses as part of a Masters of Divinity Program (Biblical Studies).

## **CURRENT EMPLOYMENT**

Private Contractor (Self-Employed & Prior to Retirement) 1995 to Current

### Services Provided:

- **Expert Witness:** I've been retained as an expert witness in Law Enforcement Practices, Law Enforcement Training, Use of Force, Deliberate Indifference, and Graham Factors. I've been retained by the United States Attorney, Louisiana POST, FBI, and the United States Department of Justice.
- **Contract Instructor:** I continue to teach as a Subject Matter Expert:
  - **Use of Force**
  - **Law Enforcement Supervision**
  - **Instructor Development**
  - **Adult Learning**
  - **Jail & Corrections Operations**
- **Internal Auditor/Assessor/Consultant:** At the request of Law Enforcement Agencies, Jails, and Prisons, I conduct internal assessments for compliance with applicable law, policy, and standards.
- **Writer/Editor:** I write and edit new lesson plans. Revise existing lesson plans. Work within state agencies as the final editor of legal training for law enforcement academies & officers. Work with one State Court of Appeals Judge to create annual training manuals.

## **PREVIOUS EMPLOYMENT**

Caddo Parish Sheriff's Office 1985 to 2016  
505 Travis Street (Retired)  
Shreveport, La. 71101

**Job Title:** Director - Regional Law Enforcement Training Academy  
**Rank:** Captain / Division Commander  
**Job Description:** Totally responsible for all law enforcement training within a ten-parish region of Northwest Louisiana.

### **Duties:**

- Coordinate and develop all training for 10 parishes and 114 law enforcement agencies.
- Stay abreast of current trends and laws, conduct annual needs assessments, survey other agencies, and coordinate with other responsible parties and divisions.
- Train *new* personnel.
- Conduct in-service training for *existing* personnel.
- Respond to any *special needs*.
- Provide in-service training for all *current* personnel in response to mandated state and federal requirements.
- Correct deficiencies through training.
- Review Audio/Video/Written Reports. Determine if force used by Officer-Deputy was Justifiable/Reasonable. Submit written opinions stating same.

**Previous Duties:**

1. Professional Development Lieutenant - Totally responsible for all training within a Law Enforcement agency of over 900 personnel. Additional duties of Grant Writer/Monitor.
2. Training Coordinator for the 900-man agency.
3. Line Officer
4. Shift Supervisor - supervising all line officers during my shift.
5. Shift Commander - supervising all line officers, plus responsibility for all decisions made by other supervisors during my shift.
6. Supervisor over the Administrative Support Staff

**MAJOR QUALIFICATIONS & CERTIFICATIONS**

- Louisiana P.O.S.T. *Senior Master* Instructor
- F.B.I. / P.O.S.T. Certified Law Enforcement Instructor
- A.C.A. / P.O.S.T. Certified *Master* Corrections Instructor
- P.O.S.T. Certified *Master* Instructor
- A.C.A. Certified Level One *Master* Instructor Status
- P.O.S.T. Certified Peace Officer
- P.O.S.T. Certified Corrections Officer
- U.S. Department of Justice Terrorism Instructor
- Former certifications in various defensive tactics, use of force, special weapons, non-lethal strategies, and alternatives & options to using force.
- Use of Force Instructor/Trainer – FLETC (Federal Law Enforcement Training Center)

**CURRENT AND/OR FORMER SPECIAL ASSIGNMENTS**

- Senior Instructor/Trainer for Louisiana POST. Totally responsible for writing and compiling and approving all state lesson plans for use throughout Louisiana.
- Retained as a Special Instructor for the United States Department of Justice. Conducted specialized training in specific areas of relevance to the FBI & US Attorney, related to Use of Force and Use of Restraints.
- Retained as an Expert for the United States Attorney's Office - Civil Rights Division. Provided specialized instruction and needs assessments in Law Enforcement Operations, Use of Force, and Handling Mental Health Issues.
- Retained as an Expert for the United States Attorney's Office – Civil Rights Division. Testified before the Grand Jury over incidents of Deliberate Indifference.
- Retained as an Expert for the United States Attorney's Office – Civil Rights Division. Testified as an expert in Law Enforcement Procedures, Use of Force, and Law Enforcement Training.
- Special Instructor for Louisiana State University. Provide specialized training in *Instructor Development* for a variety of Law Enforcement and public organizations.
- Guest Instructor for Louisiana Department of Corrections. Provide specialized instruction in Inmate Rights, Inmate Supervision, and Emergency Procedures.

(Cont. Page 4)

- Special instructor for Louisiana Department of Justice and the Louisiana State Attorney General's Office.
- Vicariously responsible for the training of all law enforcement personnel in the State of Louisiana.
- Directly responsible for the training of approximately 10,000 law enforcement officers annually through the Regional Academy which I operated.
- Vicariously responsible for all law enforcement training in the State of Louisiana.

<b>ACHIEVEMENTS - ACCOMPLISHMENTS</b>
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- Developed, approved, and authored hundreds of state-wide training curriculums using the adult learning methodology.
- Coordinated and supervised committees responsible for the creation and development of state approved & mandated specialized training curriculums for law enforcement and specialized public agencies.
- Developed a Regional Law Enforcement Training Academy responsible for 10 parishes and the law enforcement agencies of Northwest Louisiana.
- Developed a training program for the State Attorney General titled "A Law Enforcement Response to School Violence".
- Past President – Louisiana State Academy Directors Association. Responsible for all state law enforcement curriculum development.
- Trained all of Louisiana's senior educators, school administrators, SWAT teams, law enforcement administrators, and firefighters in techniques to develop their own response strategies for school violence.
- Developed, trained, and implemented the nation's first full-time Emergency Response Team assigned to a jail. Teams used specifically for inmate escorts and correctional emergencies (cell entries, cell extractions, pad subduing, riot control, disturbance resolution, hostage rescue, etc.).
- Developed and implemented a Scenario Training Program for jail emergencies.
- Developed and implemented an Assessment Center selection process for promotion of law enforcement non-sworn personnel.
- Developed and implemented a Critical Incident Stress Debriefing Team.
- Developed and implemented a 40-hour training program for law enforcement supervisors.
- Recognized authority in the development of large-scale law enforcement training programs, mentoring programs, and followership programs.
- Recognized authority in curriculum development.
- Recognized authority in police use of force issues, curriculum development in police use of force, and written opinions in police and correctional use of force issues.
- Recognized authority in Correctional Law issues that are specifically related to the local jails.
- Recognized authority in local Jail Management Issues related to the state training standards and state policy guidelines.
- Recognized authority in Jail Policy Issues and requirements mandated by DOC.
- Recognized authority in Police Training Issues.

(Cont. Page 5)

- Recognized authority in Adult Learning in Police Training.
- Recognized authority in Large-Scale Scenario Based Training for Law Enforcement.
- Recognized authority in Correctional Operations.
- Recommended for application to the F.B.I. National Academy.
- Chairman – Louisiana’s State POST Curriculum Development Committee.
- Developed the current state model for Church Violence Training and the training for Church Security Teams.
- Authored the original POST Corrections Officer Certification Course using the Adult Learning Model.
- Responsible for each subsequent revision of the POST Corrections Officer Certification Course until the date of my retirement.
- Researched and conducted all annual POST Corrections Instructor Workshops until the date of my retirement.
- Authored and Conducted all annual POST Corrections Instructor Certification Courses until the date of my retirement.
- Lead fact-finding investigator for the Department of Justice concerning juvenile institutions in Louisiana, and a needs assessment for corrective action in those facilities.

#### **AWARDS**

1. Law Enforcement Officer of the Year (1994).
2. Outstanding Law Enforcement Officer of the Year (1994).
3. Selected by Louisiana P.O.S.T. to write & compile state training curriculum (1995).
4. Law Enforcement Officer of the Year (2000).
5. Selected by Louisiana P.O.S.T. to supervise a revision of the state’s training requirements (2001).
6. Selected by Louisiana P.O.S.T. to revise the state training curriculum (2003 & 2004).
7. Selected by Louisiana P.O.S.T. to revise the state training curriculum (2009).
8. Selected by Louisiana P.O.S.T. to re-write and revise all state training (2014-2015).

#### **RECENT SWORN TESTIMONY**

- December 2014 – Nicholas Conners v. James Pohlman. I served as an expert witness for the US Attorney and Department of Justice during Grand Jury proceedings in US District Court (New Orleans, LA). Allegations were surrounding the negligent death of an inmate in custody. Indictments were subsequently served. Trial is still pending.
- October 2015 – US v. Eric Parker. I served as an expert for the FBI, DOJ, and US Attorney in US District Court (Huntsville, AL). Allegations were that a Police Officer exceeded the scope of his training, and intentionally violated the constitutional rights of a citizen/victim in a Use of Force case.
- 2016 – Served as an expert for the FBI, DOJ, and US Attorney (5<sup>th</sup> Federal Circuit) during the investigation of the Alton Sterling Use of Force case. No Federal charges were filed, and the case was turned over to the State AG.

- 2017-2018 – Served as the expert for LA Department of Justice (LA Atty General) in the Alton Sterling matter. No state charges were filed on the officers involved.
- January 2018 - Edward Brown v. Wilkinson County (MS). Retained as the expert witness by counsel for the Plaintiff. Allegations surrounded 1983 violations related to Deliberate Indifference and Failure to Train (jail staff). Trial is pending.

### ***Membership in Professional Organizations***

- National Sheriff's Association
- International Association of Chiefs of Police
- American Correctional Association
- American Jail Association

### ***Newsletters, Periodicals, and Legal Updates Routinely Received & Read***

1. "The Federal Law Enforcement Informer" - A monthly legal update published by the Federal Law Enforcement Training Center. Displays court rulings by Federal Circuit.
2. "Force Science News" – A monthly legal publication produced by the Force Science Institute.
3. "The True Blue Drew Book" – An annual legal training manual produced by LA 2<sup>nd</sup> Circuit Court of Appeals Judge Harmon H. Drew.
4. "The Law Enforcement Officers Handbook" – A legal publication produced by the LA District Attorneys Association.
5. "Police Magazine" – A monthly periodical covering a variety of legal, survival, and managerial topics.
6. "The AELE Monthly Law Journal" – Produced by the Americans for Effective Law Enforcement, covering significant Federal Court cases by Federal Circuit.
7. "The AELE Law Enforcement Liability Reporter" – Published by the Americans for Effective Law Enforcement. Generally sent monthly. Specific to liability issues.
8. "The AELE Fire, Police, and Corrections Personnel Reporter" – Published by the Americans for Effective Law Enforcement. Generally sent monthly.
9. "The AELE Jail and Prisoner Law Bulletin" – Published by the Americans for Effective Law Enforcement. Generally sent monthly. Specific to jail and prisoner issues.
10. "The Detention and Corrections Caselaw Quarterly" – Published quarterly by CRS, Inc. Addresses some of the latest caselaw concerning legal, ethical, management, and training issues, for jails, detention facilities, and prisons.
11. Daigle Law Group Newsletter – A monthly publication produced by Attorney Eric P. Daigle. Addresses the latest issues related to Supreme Court decisions, training matters, Search & Seizure, and other law enforcement risk management topics.
12. "AJAlert" – Produced by the American Jail Association, the Alert publication addresses topics specific to jails, jail training, jail management, and inmate population management.
13. "IACP LEAD" – Produced daily by the IACP, the LEAD is an electronic newsletter designed to brief the law enforcement commander on law enforcement matters across the nation. It includes legal updates, use of force matters, opinions, and other command-level management issues.