

·BODY-WORN·
CAMERA
TOOLKIT



WHY TRUST THE NATIONAL BODY-WORN CAMERA TOOLKIT?

WHY TRUST THE NATIONAL BODY-WORN CAMERA TOOLKIT?

Body-worn camera (BWC) programs can support law enforcement strategies to improve public safety, reduce crime, and strengthen relationships between police and the community.

Comprehensive BWC programs are guided by policies that effectively incorporate research, promising practices, community input, and vital implementation considerations.

This toolkit consolidates and translates the developing body of knowledge on BWCs for law enforcement, criminal justice professionals, advocacy organizations, and community members.

The materials in this toolkit were compiled from a broad group of interdisciplinary experts and practitioners that represent the full range of criminal justice system, advocacy, and community organizations.

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Body-Worn Camera Expert Panel: Building a Body-Worn Camera Program with Our Community

On February 26–27, 2015, the U.S. Department of Justice’s Office of Justice Programs’ Bureau of Justice Assistance (BJA) convened a Body-Worn Camera (BWC) Expert Panel that consisted of law enforcement leaders, recognized criminal justice practitioners, national policy leaders, and community advocates. The expert panel came together to discuss the benefits and challenges related to the adoption of BWC technology and to begin developing an online toolkit that can serve as a clearinghouse of resources on body-worn camera program planning and implementation.

SETTING THE STAGE

Recent national events have highlighted the importance of strong, collaborative relationships between law enforcement and the community. Initial research suggests that body-worn cameras can help deescalate potentially violent interactions and can result in fewer public complaints against police officers.

In December 2014, President Obama signed an Executive Order that established the Task Force on 21st Century Policing to examine how to build strong, respectful relationships between police officers and their communities.

In its interim report released in March 2015, the task force recommended, among other things, that law enforcement agencies take steps to use technology in a way that strengthens relationships with the communities they serve. The President and the task force also highlighted the need to carefully design policies and procedures that guide body-worn camera usage so that the technology aligns to local needs, national standards, and legal precedence.

THE BODY-WORN CAMERA EXPERT PANEL

In many communities, law enforcement agencies have implemented sound and promising body-worn camera

programs. Initial research has documented a lower use of force by police officers and fewer public complaints in communities with body-worn cameras.¹ Encouraged by these promising results, BJA convened a Body-Worn Camera Expert Panel to share considerations and lessons learned where the areas of policing, community relations, and body-worn camera technology intersect.

“We want to get out in front of the issue to give law enforcement the support and information they need. Everyone has a role in strengthening community relationships.”

-Assistant Attorney General Karol Mason, Office of Justice Programs, U.S. Department of Justice

To help communities develop and enhance their body-worn camera program, BJA drew upon the two-day dialogue of nearly 100 law enforcement leaders, practitioners, researchers, prosecutors, defense attorneys, victim advocates, and privacy advocates to develop a National Body-Worn Camera Toolkit for communities seeking lessons learned, current policies and practices, and research materials.

“The Bureau of Justice Assistance wants to ensure we do everything possible to help communities implement body-worn cameras in a thoughtful way, after it has carefully considered privacy concerns and gained community buy-in and support.”

-Director Denise O’Donnell, Bureau of Justice Assistance, U.S. Department of Justice

¹ William Farrar, “Operation Candid Camera: Rialto Police Department’s Body-Worn Camera Experiment,” *The Police Chief* 81 (2014): 20–25.

FOUNDATION OF A NATIONAL BODY-WORN CAMERA TOOLKIT

Through facilitated discussions, the expert panel covered a full range of issues and considerations that confront communities that are considering to adopt this technology and the benefits that can accrue when the program is successful. The expert panel identified strategies to address key implementation issues, including policy implications, technological and legal considerations, and training needs.

“For a body-worn camera program to be successful, it is critical that police departments and prosecutors work together.”

-Vicki Hill, Acting City Prosecutor, City of Phoenix (AZ)

On day one, a facilitated panel of justice subject matter experts discussed key areas confronting agencies implementing the technology, including policy, legal, technology, training, and implementation. On day two, representatives from police unions, the defense bar, and privacy, community, and victims’ advocates joined the dialogue to broaden input, ensure transparency, and identify critical areas to be considered and addressed in body-worn camera programs, particularly policy, privacy, and legal issues.

Discussions during the expert panel focused on key considerations when implementing a body-worn camera program including:

- Establishing policies that address common implementation and usage challenges.
- Establishing technical selection considerations and functional requirements definitions.
- Developing training guidelines for law enforcement, prosecutors, defense attorneys, and the judiciary.
- Creating guidelines that include considerations of the legal and evidentiary requirements of public record requests.
- Examining the costs and solutions involving video storage, retention, redaction, and expungement.

- Developing privacy policies with input from civil rights, domestic violence, juvenile, and victims’ groups.
- Establishing an online toolkit that provides resources and examples.

“There needs to be a transparent and collaborative relationship between law enforcement and the community it serves. In order for this to happen there needs to be a mutual understanding of what the community is experiencing and expects from law enforcement. There also needs to be a mutual understanding of what is involved in the role of law enforcement and how the community can support this role.” -Carlton T. Mayers, II, Esq., National Association for the Advancement of Colored People

THE NATIONAL BODY-WORN CAMERA TOOLKIT

The National Body-Worn Camera Toolkit is a clearinghouse for criminal justice practitioners interested in planning and implementing a body-worn camera program in an effort to strengthen community trust and confidence in the justice system and improve officer and community safety. The toolkit consolidates and translates research, promising practices, templates, and tools that have been developed by high-quality experts. Areas of the toolkit’s focus include procurement considerations; training needs; implementation requirements; retention issues; policy concerns; interests of prosecutors and domestic violence, victim and privacy advocates; community engagement; and funding considerations. The toolkit can be accessed at www.bja.gov/bwc.

“Our department encouraged officers to use [body-worn cameras] as a tool, just as they use other tools on their belt.”

-Assistant Chief Michael Kurtenbach, Phoenix (AZ) Police Department



Agenda

12:00 – 12:30 p.m. Welcome Remarks

Denise O'Donnell, Director, Bureau of Justice Assistance (BJA)
The Honorable Karol Mason, Assistant Attorney General (AAG),
Office of Justice Programs (OJP)
Roy Austin, Deputy Assistant to the President, Office of Urban
Affairs, Justice, and Opportunity, White House Domestic Policy
Council

12:30 – 1:00 p.m. Review of Current Studies, Evaluations, and Research of Body-Worn Camera Programs

Charles Katz, Ph.D., Arizona State University
Michael White, Ph.D., Arizona State University
Steve Goodier, Inspector, Hampshire Constabulary (Winchester,
Hampshire, United Kingdom)
Matthew Scheider, Assistant Director for Research and
Development, Office of Community Oriented Policing Services
Lindsay Miller, Senior Research Associate, Police Executive
Research Forum
Craig Uchida, Ph.D., Fellow, BJA

1:15 – 2:45 p.m. Breakout Sessions

Policy and Procedure (Room 430)

Michael White, Ph.D., Arizona State University
Michael Kurtenbach, Commander, Phoenix (AZ) Police
Department
Michael Wagers, Ph.D., Chief Operating Officer, Seattle (WA)
Police Department
Sean Whent, Chief of Police, Oakland (CA) Police Department
Greg Zyburt, Chief of Police, Charter Township of Chocoy (MI)
Maggie Goodrich, Chief Information Officer, Los Angeles (CA)
Police Department





Technical Considerations (Indian Treaty Room)

David Burke, Officer, Oakland (CA) Police Department

Daniel Gomez, Sergeant, Los Angeles (CA) Police Department

*Donna Twyford, U.S. Border Patrol Assistant Chief, U.S. Customs
and Border Protection*

*John Garofolo, Senior Advisor for Information Access Programs,
National Institute of Standards and Technology*

*Richard Vorder Bruegge, Senior Photographic Technologist,
Federal Bureau of Investigation*

*Patty Wolfhope, Senior Program Manager, Department of
Homeland Security*

3:00 - 4:15 p.m. Breakout Sessions

Legal/Liability Issues (Room 430)

*Damon Mosler, Deputy District Attorney, San Diego (CA) County
District Attorney's Office*

*The Honorable Barbara Rodriguez Mundell (retired), Superior
Court of Arizona (AZ)*

Nancy Isserlis, City Attorney, City of Spokane (WA)

Clarence (Ed) Trapp, Lieutenant, Pittsburgh (PA) Bureau of Police

**Training for Law Enforcement, Prosecutors, and Courts
(Indian Treaty Room)**

*Jeff Halstead, Chief of Police (retired), Fort Worth (TX) Police
Department*

*Maggie Goodrich, Chief Information Officer, Los Angeles (CA)
Police Department*

Vicki Hill, Acting City Prosecutor, City of Phoenix (AZ)

*Lauretta Hill, Deputy Chief of Police, Miami Beach (FL) Police
Department*

*Daniel Zehnder, Lieutenant, Las Vegas (NV) Metropolitan Police
Department*

Tommi Lyter, Captain, Pensacola (FL) Police Department





4:30 – 5:30 p.m. General Implementation Challenges of a Body-Worn Camera Program

Michael Kurtenbach, Commander, Phoenix (AZ) Police Department

Sean Whent, Chief of Police, Oakland (CA) Police Department

Steve Goodier, Inspector, Hampshire Constabulary (Winchester, Hampshire, United Kingdom)

Clifford Cook, Chief of Police, Bellingham (WA) Police Department

Greg Zyburt, Chief of Police, Charter Township of Chocoday (MI)

5:30 p.m. Day 1 Concluding Remarks and Next Steps

Kristen Mahoney, Deputy Director for Policy, BJA

Michael Roosa, Senior Policy Advisor, BJA





Agenda

- 9:00 – 9:15 a.m. Welcome Remarks and Charge to the Expert Panel**
Denise O'Donnell, Director, Bureau of Justice Assistance (BJA)
-
- 9:15 – 11:00 a.m. Policy and Procedure Promising Practices**
Joseph LaPorte, Interim Chief of Police, Sycuan Tribal Police Department (CA)
Dennis Slocumb, Legislative Director, International Union of Police Associations
Timothy Richardson, Senior Legislative Liaison, Fraternal Order of Police
Thomas Boone, President, United Black Police Officers Association
Joe Perez, President, Hispanic National Law Enforcement Association and Chapter President, Hispanic American Police Command Officers Association-National Capitol Region
Horace Frank, Member, National Organization of Black Law Enforcement Executives and Commander, Los Angeles (CA) Police Department
Michael Rubin, Member, Hispanic National Law Enforcement Association
-
- 11:00 – 11:15 a.m. Break**
-
- 11:15 – 1:00 p.m. Privacy and Legal Responsibilities**
Cynthia Pappas, Senior Policy Advisor, Office of Juvenile Justice and Delinquency Prevention
Krista Blakeney-Mitchell, Associate Director, Office on Violence Against Women
Jay Stanley, Senior Policy Analyst, American Civil Liberties Union
Seth Morris, Public Defender, County of Alameda (CA)
Carlton T. Mayers, II, Program Specialist, National Association for the Advancement of Colored People
Ronald Machen, Jr., U.S. Attorney, District of Columbia
-
- 1:00 – 1:15 p.m. Day 2 Concluding Remarks and Next Steps**
Kristen Mahoney, Deputy Director for Policy, BJA
Michael Roosa, Senior Policy Advisor, BJA



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Expert Panel Participants
February 26-27, 2015



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BODY-WORN CAMERA EXPERT PANEL

FEBRUARY 26-27, 2015

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Expert Panel Biographies

The Body-Worn Camera Expert Panel brought together 86 SMEs for two days of discussions on implementing body-worn camera programs.

Roy Austin, White House Deputy Assistant to the President for the Office of Urban Affairs, Justice, and Opportunity

In March 2014, Roy L. Austin, Jr. joined the White House Domestic Policy Council as Deputy Assistant to the President for the Office of Urban Affairs, Justice, and Opportunity. In this position, Mr. Austin coordinates the formulation and implementation of policy covering criminal justice, civil rights, housing, labor, human services, and initiatives such as Promise Zones. Mr. Austin is also a member of the My Brother's Keeper Task Force.

Mr. Austin began his career as an Honors Trial Attorney with the Criminal Section of the Civil Rights Division investigating and prosecuting hate crime and police brutality cases around the country. After approximately five years, he joined Kecker & Van Nest LLP in San Francisco, as an associate working on complex civil and white collar criminal cases, including a successful pro-bono civil lawsuit aimed at preventing racial profiling by the California Highway Patrol. In 2002, he joined the U.S. Attorney's Office for the District of Columbia where he prosecuted domestic violence, adult and child sexual assault, human trafficking, homicide, and fraud and public corruption cases. He left in 2007 to become a partner at McDermott, Will, & Emery working primarily on white collar criminal cases. In 2009, Mr. Austin returned to the D.C. U.S. Attorney's Office as a Senior Assistant United States Attorney and Coordinator of the D.C. Human Trafficking Task Force.

In January 2010, Mr. Austin was appointed Deputy Assistant Attorney General (DAAG), Civil Rights Division, U.S. Department of Justice. As a DAAG, he supervised the Criminal Section and the Special Litigation Section's law enforcement (police departments, corrections, and juvenile justice) portfolio. In addition, Mr. Austin supervised work under the Religious Land Use and Institutionalized Person Act (RLUIPA) and Freedom of Access to Clinic Entrances (FACE) Act. Among numerous other matters, Mr. Austin worked on cases involving the New Orleans (LA) Police Department, Missoula (MT) law enforcement, and the Maricopa (AZ) County Sheriff's Office.

Over his career, Mr. Austin has tried thirty jury trials to verdict. He served as an adjunct trial advocacy professor at The George Washington University Law School from 2007 - 2013. Mr. Austin received his B.A. from Yale University and his J.D. from The University of Chicago, and he grew up in State College, Pennsylvania.

Krista Blakeney-Mitchell, Senior Grant Program Specialist, Office on Violence Against Women, Office of Justice Programs, U.S. Department of Justice

Krista Blakeney-Mitchell is a senior grant program specialist with the Office on Violence Against Women within the Office of Justice Programs, U.S. Department of Justice.

Thomas Boone, President, United Black Police Officers Association

Thomas Boone has been a police officer for 19 years. He spent his first two years with the U.S. Capitol Police. His last 17 years have been with the Prince George's County Police Department. Since serving with the Prince George's County Police Department, he has been in various units. Thomas has served as a COPS

Expert Panel Biographies

officer, on a Special Assignment Team, and in the Violent Crime Unit. During his later years, Mr. Boone became a Detective in the Criminal Investigation Division where he served as a Robbery Detective, served in the Sex Offender Registration Unit, and in the Background Investigation Unit. He was promoted a year ago to the rank of sergeant. Since that time he has served as a patrol sergeant. He feels his expertise will revolve around what officers need to know about body-worn cameras as well what sergeants need to know.

Dave Burke, Acting Sergeant of Police, Oakland (CA) Police Department

Dave Burke has been a member of the Oakland Police Department since 2000. Prior to his appointment, he was a police officer with the Oakland School Police Department from 1996 to 2000. Officer Burke served as a field training officer in the Patrol Division and is a member of the Department's Entry Team (SWAT). Officer Burke is currently assigned to the Information Technology Unit as the Acting Sergeant of Police. Previous assignments included lead range master for the department and coordination of all range training and curriculum development. His teaching experiences include firearms for the basic academy, in-service, and advanced officer schools, chemical agents, less lethal, flashbangs, and SWAT. Current responsibilities include research and development of all law enforcement technologies and supervision of the fleet for the Oakland Police Department, to include procurement.

Daniel Cazenave, Chief of Staff, New Orleans (LA) Police Department

Mr. Cazenave joined the New Orleans Police Department (NOPD) in 1975 after receiving his bachelor's degree in law enforcement from Northeast Louisiana University in Monroe. During his early tenure, Mr. Cazenave worked in a number of specialized assignments which included district follow-up investigations, vice crimes, and for two years he served as a special investigator assigned to the Orleans Parish District Attorney's Office. Mr. Cazenave's command positions have included the 3rd District Investigative Unit, the NOPD Homicide Section, Major Narcotics, and the Criminal Investigations Division where he had attained a provisional appointment to the rank of police captain. Prior to his retirement from NOPD in 2003, Mr. Cazenave had spent his last five years on the force as staff assistant to the deputy superintendents over the Field Operations Bureau and the Technical Support Bureau.

In 2011, Mr. Cazenave rejoined NOPD after being retained as a contractor by the City of New Orleans to assist in crafting the NOPD consent decree. After finalizing the agreement in July of 2012, Mr. Cazenave remained with the New Orleans Police Department, first as deputy chief of staff, and since February 2014, as chief of staff for the department.

Expert Panel Biographies

Robert Chapman, Deputy Director for Community Policing Advancement, Office of Community Oriented Policing Services, U.S. Department of Justice

Robert Chapman is the Deputy Director for Community Policing Advancement at the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office). He oversees the Community Policing Advancement Directorate and the COPS Office training and technical assistance, research, stakeholder convening, demonstration projects, and applied research. He most recently managed the Research and Development Division, where he conducted and oversaw program development activities, applied research and evaluation, and program and policy analyses on a variety of community policing and law enforcement topics. Prior to joining the COPS Office in 1996, Mr. Chapman assisted in a variety of public safety research projects and managed the legislative affairs for the Police Executive Research Forum (PERF), a membership organization of progressive police executives from the largest city, county, and state law enforcement agencies. Mr. Chapman received his master's degree from Johns Hopkins University School of Government, and has also conducted graduate studies in demography and public policy at Georgetown University.

Bob Cherry, Former President, Baltimore City (MD) Fraternal Order of Police

Bob Cherry is 1990 graduate of Boston College. He joined the Baltimore Police Department in 1993 and held various assignments to include patrol, violent crimes, and homicide. He was elected President of Baltimore City Fraternal Order of Police (FOP) Lodge 3 in 2008 and re-elected for two additional terms. He returned to the street in October 2014 and was promoted to sergeant in January 2015. He is currently assigned to patrol.

Kay Chopard Cohen, Executive Director, National District Attorneys Association

Kay Chopard Cohen was selected by the Board of Directors of the National District Attorneys Association (NDAA) in March 2014 to become the Executive Director of the organization. Having started her legal career as a local prosecutor, she is keenly familiar with the duties, responsibilities, and obligations of prosecutors, the many challenges they face, and the leadership role that they play in many justice issues. Ms. Chopard Cohen has spent her first year bringing prosecutors to the table to engage in national criminal justice policy on Capitol Hill, with the Administration, and in partnership with the criminal justice stakeholder community. She has revamped the infrastructure and technology capabilities of the organization to enhance delivery of member services. She brings her vision and strategic expertise to empower prosecutors to leadership in emerging areas of law and policy.

Prior to her appointment to lead NDAA, Ms. Chopard Cohen spent 15 years as a nationally recognized association executive running two national membership organizations with multi-million dollar budgets and providing executive leadership in close working relationships with senior Executive Branch officials and with leaders on Capitol Hill.

Immediately preceding her selection to lead NDAA, she served as the Executive Director for the Identity Ecosystem Steering Group where she was responsible for partnering with the U.S. Department of Commerce and leaders in industry to launch a national nonprofit association whose mission was to implement the White House initiative on "National Strategy for Trusted Identities in Cyberspace." Her leadership on this national priority included developing and implementing strategic plans, establishing goals, objectives, and association policies, and building infrastructure and internal governance. Ms. Chopard Cohen established

Expert Panel Biographies

funding mechanisms that combined federal grant dollars with private sector contributions developing a multi-million dollar budget and allowing the organization to become self-sustaining in less than a year of incorporation. Her leadership provided vision, inspiration, and energy in a meaningful public-private partnership approach to establish a new model of Internet commerce for the nation.

Ms. Chopard Cohen also has a long track record of consistently increasing the budgets at the National Criminal Justice Association (NCJA) where she served for more than a decade as the Deputy Executive Director. She created several new training and technical assistance programs that brought millions of dollars in grant funding to the NCJA membership. Prior to her work at NCJA, she was responsible for expanding the budget for state and local prosecution programs at the National Highway Traffic Safety Administration of the U.S. Department of Transportation from less than \$100,000 per year to more than \$7 million per year. It was in this role where she developed first-of-its-kind training curricula and delivered important trial advocacy training programs to thousands of state and local prosecutors across the United States.

Ms. Chopard Cohen graduated cum laude from Simpson College in Indianola, Iowa, and received her JD from the University of Iowa College Of Law. She served as an Assistant County Attorney in Johnson County, Iowa, and served as an Assistant Attorney General in the Iowa Attorney General's Office.

Clifford Cook, Chief of Police, Bellingham (WA) Police Department

Clifford Cook has given 39 years of service. He has served in his current role of chief of police of the Bellingham Police Department for the past seven years. Previously, he served in the following agencies: Lincoln Park, MI (1976 -1981), Fort Worth, TX (1981-2007), Vancouver, WA (2007-2012), and Bellingham, WA (2013). Cook has a BA in Business, an MA in Public Administration, and FBI National Academy 177.

Charles B. DeWitt, Major Cities Chiefs Association

A former deputy sheriff who studied criminology at Oxford and Cambridge universities, the career of Chuck DeWitt has spanned four decades of public service. In 1984, Mr. DeWitt left his post as the chief justice official in Silicon Valley, California to become a Fellow at the Department of Justice (DOJ). He was assigned to the White House in 1989 to take charge of an investigation into terrorist threats and to examine border security. Mr. DeWitt was later nominated and confirmed by the U.S. Senate to become Director of the National Institute of Justice. While at DOJ, he developed programs to establish community policing and sponsored advanced technologies for law enforcement agencies, including DNA evidence, profiling, and a variety of efforts that are ongoing today. In 1994, he formed the partnership known as Lafayette Group, a firm that provides management services and technical support to the Department of Homeland Security, White House Office of National Drug Control Policy, Federal Bureau of Investigation, Drug Enforcement Administration, High Intensity Drug Trafficking Areas, U.S. Marshals, Federal Emergency Management Agency, the Department of Defense, and DOJ. Chuck DeWitt has provided staff support and represented the Major Cities Chiefs Association for the past 15 years.

Scott Edson, Commander, Los Angeles County (CA) Sheriff's Department

Commander Scott Edson has over 37 years of law enforcement experience with the Los Angeles County Sheriff's Department (LASD). He oversees the Communications and Fleet Management Bureau, Data Systems Bureau, and the Crime Information Management Bureau. Commander Edson participates in

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communications-related committees, interoperability programs, criminal justice standards committees, crime analysis programs, law enforcement information sharing initiatives, and has expertise in criminal justice processes, information-sharing, data integration services, technology for the radio car and body-worn devices. Previous assignments include being the Captain of the Communications and Fleet Management Bureau, Director of the Law Enforcement Information Sharing Program, Manager of the Crime Analyst Program and Sheriff's Data Network, and, of course, various assignments in custody, patrol, investigations, and emergency management. Commander Edson has a BS in information technology management and an associate of arts degree in administration of justice. Commander Edson is a very active member of the National Sheriffs' Association, International Association of Chiefs of Police, Major County Sheriffs' Association, Major Cities Chiefs Association, and several others.

Matthew Feeny, Policy Analyst, Cato Institute

Matthew Feeny is a policy analyst at the Cato Institute. Before coming to Cato, Mr. Feeny worked at *Reason* magazine as the assistant editor of Reason.com. He has also worked at *The American Conservative*, the Liberal Democrats, and the Institute of Economic Affairs. He received both his BA and MA in philosophy from the University of Reading in England.

At Cato, Mr. Feeny works on issues related to the intersection of law and new technology. He has been a guest on Fox News, MSNBC.com, Al-Jazeera, NPR, and other TV/radio outlets, and his writing has appeared in *The Washington Post*, *Newsweek*, and *Forbes*.

Michael Fergus, Program Manager, International Association of Chiefs of Police

Since joining the International Association of Chiefs of Police (IACP) in April 2004, Mike Fergus has had oversight of several federally funded projects involving law enforcement applications of video and imaging technology, including in-car cameras, video surveillance technology, and forensic video analysis. He is currently a member of the Special Technical Committees developing National Institute of Justice (NIJ) standards for mobile video systems, interview room recorders, and license plate recognition technology.

Prior to joining IACP, Mr. Fergus was a civilian employee of the Houston (TX) Police Department, assigned to a special projects unit to advise the chief of police on technology issues, including digital photography and forensic video analysis. He served as President of the Law Enforcement/Emergency Services Video Association from 2003 to 2006, and has served on numerous technical working groups and advisory committees focused on digital multimedia technology.

Horace E. Frank, Member, National Organization of Black Law Enforcement Executives

Commander Horace E. Frank began his career as a police officer in 1988. He was promoted to sergeant in March 1993, and to the rank of lieutenant in February 1999. After being promoted to captain in April 2005, Captain Frank was assigned to the Southeast Patrol Division as the commanding officer, where he led a very successful effort to bring the community and the division closer together in a successful crime-reduction effort. In September 2006, he was upgraded to captain III and reassigned to Emergency Services Division, Counter-Terrorism and Special Operations Bureau, where he served as the Commanding Officer. His duties included oversight of the Bomb Squad, Hazardous Materials (Hazmat) Unit, Bomb Detection Canine Section and Archangel Section. In November of 2011, Horace was reassigned to Central Area as the Area

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commanding officer where he earned high accolades from his superiors, peers, and community leaders for his successful efforts in leading Central Area to significant crime reduction while enhancing police-community relations. In September 2013, he was promoted to the rank of commander and reassigned to Information Technology Bureau. Currently, he serves as the assistant commanding officer of the Los Angeles Police Department's Counter-Terrorism and Special Operations Bureau.

Among his many assignments, Horace Frank was an academic instructor at the Los Angeles Police Department's academy, a staff writer at Human Resources Bureau, an Associate Advocate at Internal Affairs Group, and an Employee Relations Investigation Advocate at Employee Relations Section. Just prior to his promotion to captain, he served as adjutant to the chief of the former Counter-Terrorism and Criminal Intelligence Bureau.

Joseph Freer, Sergeant, New York City (NY) Police Department

Sergeant Joseph C. Freer is a Microsoft-certified Enterprise Administrator and trained project management professional with years of experience managing complex technology projects. Shortly after graduating from Villanova University with a bachelor of art degree, he joined the New York City Police Department (NYPD), where he has served for over 12 years in a variety of capacities including patrol, traffic enforcement, community outreach, technology, and policy/planning. His current role under the Strategic Analysis Group within the Office of the Chief of Department is as the project manager for tactical technologies. He has received national media attention as the NYPD's expert on body-worn video cameras, and is currently coordinating its pilot program.

John Garofolo, Senior Advisor for Information Access Programs, National Institute of Standards and Technology

John Garofolo has been with the National Institute of Standards and Technology (NIST) Information Technology Laboratory since 1987 leading the development of human language, computer vision, and multimedia technology research and evaluation activities. He now provides senior leadership for the development of new research and measurement science programs focused on unstructured data analytic technology challenges. He brings his knowledge of rigorous measurement science, data, and evaluation-driven research, and an interdisciplinary perspective to bear to bring diverse communities of interest together to create innovative approaches to the development of next-generation analytic technologies that address critically important national needs. In 2014, Mr. Garofolo created and led the Office of Science and Technology Policy (OSTP) Networking and Information Technology Research Development (NITRD) Video and Image Analytics (VIA) Coordination Group, which is focused on both developing federal interagency strategy for video and image analysis technology research and development, and on facilitating knowledge and resource-sharing between agencies and with state and local governments. Since VIA was founded in 2014, it has grown in participation to more than 75 federal experts representing over 25 agency-level organizations.

Dan Gomez, Sergeant, Los Angeles (CA) Police Department

Dan Gomez is a sergeant with the Los Angeles Police Department in California.

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Stephen Goodier, Inspector, Hampshire Constabulary, Hampshire, United Kingdom

Inspector Stephen Goodier is the body-worn video operational lead for Hampshire Constabulary in the United Kingdom. He has been heavily involved with the use and deployment of body-worn video since 2008, and is now responsible for the deployment of 2,800 cameras across his policing agency. Inspector Goodier now finds himself being at the forefront of this new technology, assisting his Chief Constable Andy Marsh, the national lead for body-worn video. Working alongside the College of Policing, he has assisted in the creation of the national guidance and the standards for its use. He is a regular spokesperson for the effective use and deployment of body-worn video both nationally and internationally.

Maggie Goodrich, Chief Information Officer, Los Angeles (CA) Police Department

Maggie Goodrich has been with the Los Angeles Police Department (LAPD) for eight years, and currently serves as the LAPD's Chief Information Officer (CIO). As CIO, Ms. Goodrich is responsible for all technology within the LAPD, as well as the execution and oversight of all LAPD contracts and the application for and oversight of all federal, state, and private grants.

Prior to being appointed CIO, Ms. Goodrich was responsible for the development and implementation of all LAPD risk management systems, including the officer early intervention system (TEAMS II), mandated by the Federal Consent Decree between the City of Los Angeles and the U.S. Department of Justice.

Prior to joining the LAPD, Ms. Goodrich served as a Policy Director for Homeland Security and Public Safety for Mayor Antonio Villaraigosa in the City of Los Angeles. In the Mayor's Office, Ms. Goodrich directed the implementation of policy initiatives and advised the Deputy Mayor of Homeland Security and Public Safety with respect to public policy as it pertains to public safety.

Prior to joining Mayor Villaraigosa's administration, Ms. Goodrich was a litigation associate in the Los Angeles office of the law firm Howrey LLP. There she focused on complex business litigation and white collar criminal defense. Ms. Goodrich also represented clients in internal corporate, civil, and criminal investigations and actions.

Prior to entering the legal field, Ms. Goodrich served as an Information Technology Project Manager in both the software development and e-Commerce arenas, during which she managed all phases of the implementation of a proprietary e-Commerce solution.

Ms. Goodrich was born and raised in Orange County, CA. She received her bachelor's degree in music from Chapman University, graduating magna cum laude. Ms. Goodrich received her JD from the University of California-Hastings College of the Law in San Francisco.

Jeff Halstead, Chief of Police (Retired), Fort Worth (TX) Police Department

Chief Jeff Halstead retired as the 24th chief of police for the Fort Worth Police Department in January 2015. He was sworn into office on December 8, 2008, and led over 2,000 dedicated employees, serving a community of 787,000 residents. Before moving to Fort Worth, Chief Halstead retired from the Phoenix (AZ) Police Department as a police commander after a 20-year career. For over six years in Fort Worth, Chief Halstead and his team have worked tirelessly to implement many programs to make the police department

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more efficient and increase service delivery to all citizens. He was credited for advancing numerous technology programs, including over 600 AXON body-worn camera systems within three years. Chief Halstead was also credited with a 22 percent reduction in overall crime with no increases in staffing through intelligence-led policing. Chief Halstead created The Halstead Group, a law enforcement consulting business, so he can share his experiences and successes with other police agencies and police administrators.

Michael Harrison, Superintendent, New Orleans (LA) Police Department

Michael S. Harrison was appointed Superintendent of Police, New Orleans Police Department (NOPD), on October 14, 2014, by Mayor Mitchell J. Landrieu.

Michael Harrison joined the New Orleans Police Department in 1991. He quickly advanced through the ranks of the department, becoming a detective in the Major Case Narcotics Section in 1995, sergeant in the Eighth Police District in 1999, supervisor in the NOPD Public Integrity Bureau in 2000, and Seventh District Assistant Commander in 2009. From January 2011 to 2012, he served as commander of the Special Investigations Division, during which time he managed the narcotics, vice, criminal intelligence, and gang enforcement units of NOPD. With nearly 23 years of service, Superintendent Harrison most recently served as Commander of Seventh District, overseeing police services for eastern New Orleans since January 2012.

Prior to joining the NOPD, Superintendent Harrison served eight years with the Louisiana Air National Guard. He received a bachelor's degree in criminal justice from the University of Phoenix in 2006, a master's degree in criminal justice from Loyola University in 2008, and is a graduate of Northwestern University's School of Police Staff and Command. He is a member of the International Association of Chiefs of Police and an instructor in the Leadership in Police Organizations program. Superintendent Harrison is a member of the Police Executive Research Forum and a recent graduate of the Senior Management Institute for Police. Superintendent Harrison, a resident of Algiers, also serves as an ordained minister and overseer of ministry operations at City of Love Church in New Orleans. He also has been an instructor at the University of Phoenix, New Orleans campus, since 2011.

Lauretta Hill, Deputy Chief, Miami Beach (FL) Police Department

Lauretta Hill is a dedicated law enforcement professional with over 21 years of experience the majority with the Arlington (TX) Police Department. Ms. Hill ascended to rank of Assistant Chief with the Arlington Police Department, overseeing the Support Services and Technical Services Divisions. She was responsible for all security planning efforts and coordination of all local, state, and federal entities for Super Bowl XLV, NBA All-Star game, MLB World Series, and NCAA Final Four Championship.

Ms. Hill joined the Miami Beach Police Department in August 2014, and is responsible for the Operations, Investigation, and Support Divisions. She had been an adjunct Professor at The University of Texas at Arlington Criminal Justice Department, at the Institute for Law Enforcement Administration, and at Bill Blackwood Law Enforcement Management Institute of Texas at Sam Houston State University.

Vicki Hill, Acting City Prosecutor, City of Phoenix (AZ)

Vicki Hill received her BA in English literature in 1986 from Arizona State University. She received her Juris Doctorate degree from Creighton University in Omaha, NE, in 1993. Ms. Hill joined the City of Phoenix

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Prosecutor's Office in January of 1994 as a trial attorney. Ms. Hill is a licensed attorney in the State of Arizona, and has been a member of the State Bar of Arizona since 1993.

Ms. Hill was part of the City Prosecutor's Office Training Bureau for 12 years. Her primary duties included training attorneys who were new to the office, and providing refresher training for attorneys who were returning to the Trial Bureau from other bureaus. She also supervised the Domestic Violence Unit and co-chaired the City Domestic Violence Task Force. Currently, Ms. Hill is the Acting City Prosecutor for the City of Phoenix.

Nancy Isserlis, City Attorney, City of Spokane (WA)

Nancy Isserlis is the City Attorney for Spokane, WA. After more than 30 years of private practice, Mayor David Condon recruited her to serve as the City Attorney in his administration. She worked closely with Chief Frank Straub and his executive team in the development and implementation of the body-worn camera policy for the Spokane Police Department, and with the Use of Force Commission to implement its recommendations. Ms. Isserlis has served the local community and her profession on many local and state boards, including serving a term as a Governor for the Washington State Bar Association and President of the Spokane County Bar Association. She is currently the Chair of the Health Science and Services Authority.

Steven Jansen, Vice President and Chief Operating Officer, Association of Prosecuting Attorneys

Steven Jansen is the Vice President and Chief Operating Officer for the Association of Prosecuting Attorneys (APA). The association acts as a global forum for the exchange of ideas, allowing prosecutors to collaborate with all criminal justice partners, and conducts timely and effective training and technical assistance to improve the prosecutorial function. Mr. Jansen's tenure as a prosecutor was spent at the Wayne County (MI) Prosecutor's Office. Mr. Jansen is a member of the International Association of Chiefs of Police (IACP), serving as a member of the IACP's Crime Prevention Committee and Firearms Committee. He is also a key adviser to the IACP's Great Lakes States Committee on Gun Violence Reduction. He has co-authored the following publications *A Framework for High Performance Prosecutorial Services*, *Expansions to the Doctrine - Implications for Policy and Practice*, and *A Prosecutor's Comprehensive Gang Response Model*.

Charles Katz, PhD, Arizona State University

Charles Katz received his PhD in criminology and criminal justice from the University of Nebraska at Omaha in 1997. In the past several years he has served as a federally funded research partner for the Glendale Police Department Bureau of Justice Assistance (BJA) SMART policing initiative; Arizona and Nevada Project Safe Neighborhoods (PSN) projects; the Glendale and Scottsdale Police Departments' problem-oriented policing initiatives; the Chandler Police Department zero-tolerance project; Phoenix TRUCE (i.e., CeaseFire); and the Mesa Police Departments Gang Intervention Project. He has also served as a local evaluator for dozens of police projects related to the implementation of law enforcement technology. For example, he has evaluated data-sharing systems, National Integrated Ballistics Information Network, and body-worn cameras. Currently Dr. Katz serves on the BJA Body-Worn Camera Expert Panel Technology Program.

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Michael Kurtenbach, Assistant Chief, Phoenix (AZ) Police Department

Michael Kurtenbach is a Phoenix native who has proudly served with the Phoenix Police Department for nearly 25 years. Throughout his career, he has been a strong proponent of community-based policing, and has remained steadfast in his commitment to partnership-building with the citizens of Phoenix, while holding multiple positions and ranks throughout the organization.

Mr. Kurtenbach was promoted to commander in October 2011, serving in various capacities to include overseeing the Training Bureau, Community Relations Bureau, Estrella Mountain Precinct, and the Maryvale Precinct. He was promoted to assistant chief in March 2015 and was tasked with heading the Department's newly formed Community Services Division. This new division includes the Arizona Law Enforcement Academy and the following bureaus: Community Relations, Personnel and Employee Development, Training, and Public Affairs. Mr. Kurtenbach also oversees the Department's body-worn camera program.

Mr. Kurtenbach earned his undergraduate and graduate degrees from Northern Arizona University. He has also received numerous department awards and commendations, to include the Medal of Valor, Distinguished Service Award, Community-Based Policing Award, Police Chief's Unit Award, and Supervisor of the Year Award.

David LaBahn, President and Chief Executive Officer, Association of Prosecuting Attorneys

David LaBahn is President and Chief Executive Officer (CEO) of the Association of Prosecuting Attorneys (APA), a national association working alongside prosecutors in the exchange of information and ideas on emerging issues in the administration of justice. He brings nearly 30 years of criminal justice experience to the position having been a trial prosecutor, supervising attorney, state prosecutor association executive, and now on the national level working on both policy and practice.

Prior to forming APA in 2009, Mr. LaBahn was the Director of the American Prosecutors Research Institute (APRI) and the Director of Research and Development for the National District Attorneys Association (NDAA). He directed APRI's projects and worked alongside other national organizations to increase funding and coordinate efforts to assist in the investigation and prosecution of crime.

Appointed to the position of Executive Director of the California District Attorneys Association (CDAA) in 2003, David served as the primary policy strategist and spokesperson for the organization. Mr. LaBahn initially joined CDAA as the Deputy Director in 1996 and at that time was responsible for the training and publications department, and lobbying the California Legislature on criminal justice and budget issues.

Mr. LaBahn began his legal career in 1987 as a Deputy District Attorney in Orange and Humboldt counties in California, where he received numerous awards including national recognition for his work with crime victims and efforts toward the reduction of gang violence. During his ten years in the courtroom, he handled cases ranging from low-level misdemeanors to special circumstance homicide cases with a primary focus on sexual assault and gang offenses.

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Mr. LaBahn travels extensively providing technical assistance to prosecutors and allied criminal justice professionals, represents APA on numerous national commissions and task forces, speaks at regional and national conferences, and testifies before Congress and other legislative bodies.

Joseph LaPorte, Interim Chief of Police, Sycuan Tribal (CA) Police Department

Mr. LaPorte started his law enforcement career in 1973. Over the years it has included time at the local, state, federal, and tribal law enforcement (LE) levels. His latest position was as a Senior Tribal Advisor for the Office of the Program Manager of then Information Sharing Environment (PM-ISE) / Office of the Director of National Intelligence (ODNI). Presently, Mr. LaPorte is providing oversight while helping reorganize the Little River Band of Ottawa Indians Tribal Police Department, and is currently serving as the President/CEO of Steel Buffalo, a 100-percent owned Native American consulting firm.

Over the years Mr. LaPorte has represented tribal LE concerns on many boards and committees to include FBI-CJIS AP Board, Global, Executive Committee International Association of Chiefs of Police (IACP), Chairman of the Indian Country Section of the IACP, National Institute of Justice Commtech, First Net Tribal Working Group, and the lead on the tribal white paper regarding information sharing in Indian Country and others.

Tommi Lyter, Captain, Pensacola (FL) Police Department

Captain Tommi Lyter has been employed by the Pensacola Police Department for 25 years and is currently assigned to the Administration Division. He earned a bachelor's degree in criminal justice and a master's degree in public administration from Troy University. Additionally, Capt. Lyter graduated from the FBI National Academy in 2014. During his career with the Pensacola Police Department, he has been assigned to Uniform Patrol, Investigations, Special Weapons and Tactics (SWAT), TAC, K-9, dive team, and field training. His current assignments include supervising Training/Personnel, Budget/Payroll, Professional Standards, Special Projects, and Media Relations. Capt. Lyter is also the Pensacola Police Department's accreditation manager and project manager for the department's body-worn cameras.

Kristen Mahoney, Deputy Director for Policy, Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice

Kristen Mahoney was sworn in as the Bureau of Justice Assistance's Deputy Director for Policy on July 9, 2012. She most recently served as the Executive Director of the Governor's Office of Crime Control and Prevention for the State of Maryland and as President of the National Criminal Justice Association. She is a longtime champion of state, local, and tribal efforts to improve criminal justice in communities across the country. Ms. Mahoney previously served as Chief of the Technical Services Division of the Baltimore Police Department, as a Senior Policy Advisor in the U.S. Department of Justice's Office of Community Oriented Policing Services, and as the State Administrative Agent for Byrne Justice Assistance Grant funds for many years.

David J. Mahoney, Secretary, Major County Sheriffs' Association

David Mahoney is currently serving his third term as Dane County (WI) Sheriff. He was first elected in November 2006 to become the 52nd Dane County Sheriff. David has been a professional law enforcement officer for 36 years. Thirty-five years of his law enforcement career have been with the Dane County Sheriff's

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Office, where he worked in Security Services, Support Services, and Field Services divisions. David has a BS degree in criminal justice from Mount Senario College in Ladysmith, WI, and coursework through the University of Wisconsin – Madison and University of Virginia. David is a graduate of the 234th Session of the FBI National Academy for Executive Management sponsored by the Department of Justice, Federal Bureau of Investigation in Quantico, VA. David is participating in the 36th Session of the FBI National Executive Institute (NEI) for Executive Management sponsored by the Department of Justice, Federal Bureau of Investigation, Quantico, VA. David is a graduate of the Leadership in Police Organizations Course sponsored by the International Association of Chiefs of Police, Center for Police Leadership, hosted in Madison, WI.

Chris Marks, Captain, Los Angeles County (CA) Sheriff's Department

Captain Chris Marks is a 26-year veteran of the Los Angeles County Sheriff's Department (LASD). He presently commands one of the department's 23 patrol stations. For the past two years, Captain Marks has served as the project manager for the LASD test and evaluation of body-worn cameras.

Karol Mason, Assistant Attorney General, Office of Justice Programs, U.S. Department of Justice

Karol Mason was nominated to be Assistant Attorney General for the Office of Justice Programs (OJP) by President Barack Obama on February 13, 2013. Her appointment was confirmed by the U.S. Senate on April 25, 2013. As head of the Office of Justice Programs, she oversees an annual budget of more than \$2 billion dedicated to supporting state, local, and tribal criminal justice agencies; an array of juvenile justice programs; a wide range of research, evaluation, and statistical efforts; and comprehensive services for crime victims.

Ms. Mason previously served the Department of Justice (DOJ) as Deputy Associate Attorney General. At DOJ, her primary responsibilities were to oversee the grant making components: the Office of Justice Programs, the Office on Violence Against Women, and the Office of Community Oriented Policing Services. In a cross-department initiative to address criminal justice issues in New Orleans, she led a team of representatives from each of the Department's grant components, as well as the Civil Rights Division, the Office of U.S. Attorneys, the FBI, the DEA and the Community Relations Service. She led former Attorney General Holder's Defending Childhood Initiative, and helped create its Task Force on Children Exposed to Violence, bringing in the Departments of Education and Health and Human Services as partners. Ms. Mason was responsible for the implementation of the Combined Tribal Assistance Solicitation (CTAS), which consolidates all of the Justice Department's tribal grants under a single solicitation.

Prior to her federal government service, Ms. Mason practiced law at the Atlanta law firm of Alston & Bird, where she concentrated on public and project finance, once chaired its management committee.

Ms. Mason received her JD from the University of Michigan Law School, where she was note editor for the University of Michigan Journal of Law Reform. She received her A.B. from The University of North Carolina at Chapel Hill. She served as a member of the university's board of trustees from 2001 to 2009, and received the university's Distinguished Alumna Award in 2013. Among her many other honors is a Distinguished Service Award for outstanding service to the DOJ, awarded by former Attorney General Eric Holder in 2011.

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Todd Maxwell, Enterprise Architect, Booz Allen Hamilton

Todd Maxwell is an Enterprise Architect for Booz Allen Hamilton working as a subject matter expert consultant at the Bureau of Justice Assistance in Washington, DC. Mr. Maxwell primarily advises and supports the Justice Information Sharing team on body-worn cameras, implementation strategies, software integrations solutions, Violence Reduction Network strategies, and emerging technologies along with conducting research for the team. Prior to Booz Allen, Mr. Maxwell worked for 10 years with InterAct public safety where he led the strategic team as the Director of Technical Implementation to deliver large and high profile solutions to Indiana, Pennsylvania, Maryland, the City of Indianapolis, and the Department of Defense. Mr. Maxwell's work focused on integration, cloud, and private cloud solutions. He also worked for 10 years on the technology side for the Florida and North Carolina Departments of Juvenile Justice. Mr. Maxwell is a graduate from the University of South Florida where he received his bachelor's degree in Criminology and Political Science.

Carlton T. Mayers, II, Esq., Criminal Justice Specialist, National Association for the Advancement of Colored People

Carlton T. Mayers, II, Esq. is the Criminal Justice Specialist for the Criminal Justice Program Department of the National Association for the Advancement of Colored People (NAACP) National Headquarters in Baltimore, MD. He received his BS in neuroscience and behavioral biology from Emory University in Atlanta, GA, and his JD and master's degree in environmental law and policy from Vermont Law School in South Royalton, VT. Mr. Mayers is also the lead researcher and a contributing author of the NAACP "Born Suspect: Racial Profiling Report" released in September of 2014. In addition, he is an active volunteer in the Alternatives to Violence Project in Maryland, where he and other volunteers participate in activities and engage in discussions with incarcerated serving time in the Maryland Department of Corrections about violence and alternatives to violence. Likewise, he is an active volunteer in the Maryland Alliance for Justice Reform, whose purpose is to establish and introduce reentry reform legislation within the Maryland State Legislature.

J. Patrick McCreary, Associate Deputy Director, Bureau of Justice Assistance, U.S. Department of Justice

J. Patrick McCreary is an Associate Deputy Director with the National Policy Office of the Bureau of Justice Assistance (BJA), Department of Justice (DOJ), where he coordinates activities involving programs that have national policy impact. He supports internal and external liaison efforts among national associations, academic institutions, the private sector, and local, state, tribal, and federal agencies. Mr. McCreary also serves as the Designated Federal Official for the Global Advisory Committee, an advisory board to the U.S. Attorney General and the Assistant Attorney. In this capacity, Mr. McCreary facilitates activities regarding policy recommendations for information privacy, security, intelligence, infrastructure and standards, as well as supporting the development of technology resources such as the jointly sponsored DOJ and Department of Homeland Security National Information Exchange Model (NIEM).

During Mr. McCreary's federal career, he has received the Attorney General's Award for Excellence in Information Technology, *Government Computer News* "IT Leadership Award," and *Federal Computer Week* magazine's Federal 100 award.

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Prior to joining DOJ, Mr. McCreary had the honor of being a sworn officer with the Indiana State Police before retiring with over 21 years of service. Mr. McCreary holds both a bachelor and master's degree in criminology from Indiana State University.

Mary C. McQueen, President, National Center for State Courts

Mary C. McQueen has served as president of the National Center for State Courts since August 2004. Previously McQueen served as: Washington State court administrator from 1987 to 2004; director of Judicial Services for the Washington State Office of the Administrator for the Courts from 1979 to 1987; president of the Conference of State Court Administrators from 1995 to 1996; and chair of the Lawyer's Committee of the American Bar Association/Judicial Administration Division. She is a member of the Washington and U.S. Supreme Court Bars and Recipient of the American Judicature Society's Herbert Harley Award in 2004. Ms. McQueen recently received the 2014 John Marshall Award, presented by the American Bar Association Judicial Division, in recognition of her lifetime contributions to the improvement of the administration of justice, judicial independence, justice reform, and public awareness. She holds a BA degree from the University of Georgia and a JD from Seattle University Law School.

Lindsay Miller, Senior Research Associate, Policy Executive Research Forum

Lindsay Miller is a Senior Research Associate with the Police Executive Research Forum (PERF). Ms. Miller co-authored PERF's publication *Implementing a Body-Worn Camera Program: Recommendations and Lessons Learned*, which was released in September 2014. While at PERF, Ms. Miller also coordinated a series of Labor/Management Roundtable Discussions and was the primary author of PERF's 2014 publication *Local Police Perspectives on State Immigration Policies*.

Prior to joining PERF, Ms. Miller served as a Program Analyst for the Department of Youth Rehabilitation Services (DYRS), which oversees court-involved youth in the District of Columbia. Ms. Miller also spent three years practicing law at a corporate law firm, where she conducted investigations into securities and accounting fraud.

Ms. Miller has an MS in criminology from the University of Pennsylvania, a JD from The George Washington University Law School, and a BA in Political Science from Washington University in St. Louis.

Timothy Miller, Senior Policy Advisor, U.S. Customs and Border Protection

Timothy Miller is a Senior Policy Advisor in the Office of Policy and Planning, Office of the Commissioner, U.S. Customs and Border Protection (CBP). For the last seven years, he supported CBP offices and worked on behalf of the CBP Commissioner and Deputy Commissioner to define and advance innovative agency-wide policy and strategic planning efforts in accordance with the CBP and Department of Homeland Security mission. His specific areas of focus include U.S. border security, travel and trade facilitation, information technology and law enforcement operations, and integrity. Presently, he is delivering policy and technical advice to the CBP body-worn camera feasibility study team.

Seth Morris, Public Defender, County of Alameda (CA)

Seth Morris is a Deputy Public Defender in Alameda County, CA. He has worked with videos from body-worn cameras from the Oakland (CA) Police Department since 2009. As part of his practice, Seth has reviewed

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hundreds of hours of police officer videos that have captured interactions with his clients. He has used these videos when challenging unconstitutional police conduct, when confronting eyewitnesses, and when confronting officers during cross examination. Mr. Morris handles all types of criminal cases, from DUI to homicide. Seth writes about police misconduct and police relations with poor communities for national media outlets, including *The Washington Post*, *Salon*, and *Vanity Fair*. Mr. Morris has been interviewed on MSNBC and NPR regarding recent police killings and the use of body-worn cameras. Mr. Morris graduated from Columbia University with a bachelor's degree in philosophy in 2001, from Loyola Marymount with a master's degree in education in 2003, and from U.C. Berkeley School of Law (Boalt Hall) with a JD in 2006.

Damon Mosler, Deputy District Attorney, San Diego (CA) County District Attorney's Office

Damon Mosler earned his JD and MBA from the University of San Diego in 1990. He has been a prosecutor for the San Diego District Attorney's Office for over 21 years. Prior to becoming a prosecutor he was in civil practice for a business litigation firm in Newport Beach, CA. In 2003, Mr. Mosler was named Chief of the newly formed Narcotics Division for the District Attorney's Office. Mr. Mosler was tasked with starting the division to provide law enforcement with a team of dedicated, specialized prosecutors. In 2001 and 2007, Mr. Mosler was named the 'Prosecutor of the Year' for California Narcotics Officers Association- Region IV. From 2009 to 2012 Mr. Mosler served as the Chief of the Special Operations Division, which handles public corruption, use of force by law enforcement, hate crimes, internal investigations as well as other sensitive investigations. Since late 2012, Mr. Mosler has served as a law enforcement liaison for seven police agencies in San Diego County. Mr. Mosler has taught prosecutors and law enforcement on a range of topics including case preparation, predator/club drugs, informant handling, and the fourth amendment law.

Jumana Musa, Senior Privacy and National Security Counsel, National Association of Criminal Defense Lawyers

Jumana Musa is a human rights attorney and activist. She is currently the Senior Privacy and National Security Counsel for the National Association of Criminal Defense Lawyers (NACDL). Prior to joining NACDL, Ms. Musa served as a policy consultant for the Southern Border Communities Coalition, a coalition of over 60 groups across the southwest that address militarization and brutality by U.S. Customs and Border Protection agents in border communities. Previously, she served as Deputy Director for the Rights Working Group, a national coalition of civil rights, civil liberties, human rights, and immigrant rights advocates where she coordinated the "Face the Truth" campaign against racial profiling. She was also the Advocacy Director for Domestic Human Rights and International Justice at Amnesty International USA, where she addressed the domestic and international impact of U.S. counterterrorism efforts on human rights. She was one of the first human rights attorneys allowed to travel to the naval base at Guantanamo Bay, Cuba, and served as Amnesty International's legal observer at military commission proceedings on the base.

Ms. Musa has also worked as a policy attorney for the National Network to End Domestic Violence and handled international relations and immigration issues as a fellow in the office of Congressman Jesse L. Jackson, Jr. As an adjunct professor at Georgetown University's Center for Contemporary Arab Studies, she taught the course "Human Rights in the Middle East and North Africa." Ms. Musa holds a BA in international relations from Brown University, and a JD from Georgetown University Law Center.

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Denise E. O'Donnell, Director, Bureau of Justice Assistance, U.S. Department of Justice

Denise E. O'Donnell was sworn in as the Director of the Bureau of Justice Assistance (BJA) on June 6, 2011, after being nominated for the post by President Obama and confirmed by the U.S. Senate. BJA is a national leader in the development and implementation of data-driven, research-based criminal justice policy and sound grant administration. BJA currently oversees a portfolio of over 10,000 open grants in excess of \$5 billion dollars.

In 1985, Director O'Donnell joined the U.S. Attorney's Office in the Western District of New York and worked as a career federal prosecutor for more than a decade. She was appointed U.S. Attorney by President Clinton in 1997 and served as the top federal prosecutor in western New York from 1997-2001. Director O'Donnell served as Vice Chair of the U.S. Attorney General's Advisory Committee in Washington, D.C., where she was a member of the Investigations & Intelligence, Northern Border, and Civil Rights subcommittees.

Prior to joining BJA, Director O'Donnell served as the Deputy Secretary for Public Safety in New York State, overseeing 11 homeland security and criminal justice agencies, and as Commissioner of the New York State Division of Criminal Justice Services, the state administrative agency for BJA funds. Director O'Donnell served as Chair of the New York State Commission on Forensic Science from 2009-2011 and as Chair of the New York State Commission on Sentencing Reform from 2010-2011. She was a member of the Conviction Integrity Advisory Panel for the Manhattan District Attorney's Office and of the Chief Judge's Wrongful Convictions Task Force in New York.

Director O'Donnell obtained a master's degree in social work from the State University of New York at Buffalo, and graduated *summa cum laude* from the University at Buffalo Law School.

Cynthia E. Pappas, Senior Policy Advisor, Office of Juvenile Justice and Delinquency Prevention, Office of Justice Programs, U.S. Department of Justice

Cynthia serves as a senior policy advisor for the Office of Juvenile Justice and Delinquency Prevention (OJJDP) in the U.S. Department of Justice (DOJ), Office of Justice Programs, with a focus on engaging youth and law enforcement in juvenile justice reform. Prior to joining OJJDP, Cynthia served as a senior social science analyst with the DOJ's Office of Community Oriented Policing Services where she designed and managed national-level programs to advance community policing with a focus on child abuse and neglect, the commercial sexual exploitation of children, and school safety. Cynthia has dual BA degrees in psychology and administration of justice from the Pennsylvania State University and a master's degree in forensic sciences from The George Washington University. While earning her graduate degree, she served as a George Washington University police officer until she was promoted to Crime Prevention and Training Coordinator where she conducted intensive training for university police officers, supervisors, and administrative staff.

Donald Papy, Chief Deputy City Attorney, City of Miami Beach (FL)

Donald Papy is Chief Deputy City Attorney for the City of Miami Beach, Florida. He is a graduate of the University of Pennsylvania (BA in political science) and George Washington University Law School (JD with Honors). He has been actively involved in assisting in the implementation of the city police department's upcoming body-worn camera program. His primary practice areas include police misconduct litigation, civil

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rights, and employment law. He has attended conferences within the past year at the University of Cambridge in England (International Conference on Evidence-Based Policing) and the annual meeting of the American Institute of Criminology in San Francisco, CA. Both conferences included panels on police body-worn cameras. Mr. Papy is also an adjunct faculty member at the University of Miami School of Law where he teaches courses including Employment Discrimination and Law and the Media. He has lectured at academic conferences in Tilburg, Netherlands, and Budapest, Hungary, on topics such as litigation as aggression, bullying in the workplace, and law and popular culture. Mr. Papy is a member of the Florida Bar and is board-certified in Labor & Employment Law. He has been listed as a Top Government Attorney in the South Florida Legal Guide. Prior to the City Attorney's Office, he had been in private practice and also a senior trial attorney for the U. S. Equal Employment Opportunity Commission in Miami, FL.

Joe Perez, President, Hispanic American Police Command Officers Association-National Capitol Region

Joe Perez has served as the Hispanic American Police Command Officers Association-National Capitol Region (HAPCOA-NCR) Chapter President since 2014. Prior to this, he was the president of the Hispanic National Law Enforcement Association.

Mr. Perez was born in Arecibo, Puerto Rico and raised in New York City. Married to an elementary school teacher, they have two children. He joined the U.S. Air Force in 1991 and later relocated to Andrews Air Force base in Maryland. Joe joined the Takoma Park (MD) Police Department in 1995 and the Prince George's (MD) County Police Department in 1998.

Mr. Perez is currently a lieutenant in the Internal Affairs Division of the Prince George's County Police Department. Joe's assignments with the Prince George's County Police Department have included: Acting Commander of Internal Affairs, Internal Affairs Division; Acting Commander of the Special Investigation Response Team, Internal Affairs Division; Commander, Career Development, Training & Education Division; and Supervisor, Community Services Division, Bureau of Patrol and Corporal with the Violent Crimes Task Force, Bureau of Patrol.

Mr. Perez is a graduate of Johns Hopkins University in Baltimore, MD, where he earned his BS and MS degrees in leadership and management.

Suzanne Pugliese, Program Specialist, Office on Violence Against Women, Office of Justice Programs, U.S. Department of Justice

As a 28-year member of the Anne Arundel County Police Department in Maryland, Suzanne served as the first Western District Domestic Violence Officer for 10 years. Suzanne earned the reputation as a dedicated and compassionate police officer, who advocated for the prevention of violence against women. She is the recipient of six awards and two certificates, which includes the Maryland Governor's Victim Assistance Award, the Anne Arundel County Police Department Commander's Award, and the Warren B. Duckett, Jr. Memorial Commitment to Justice Award. Upon her retirement as a police officer, she accepted a position as a Domestic Violence Civil Advocate with her local YWCA in Anne Arundel County, where she continued her dedication in the prevention of violence against women. She currently serves as a Grant Program Specialist

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with the Office on Violence Against Women, and is frequently called upon to provide her expertise on matters concerning law enforcement.

Luther T. Reynolds, Assistant Chief of Police, Montgomery County (MD) Police Department

Luther Reynolds was appointed Assistant Chief of the Management Services Bureau in March, 2013. He is an accomplished police executive with over 25 years of experience. His career began as a police officer in Montgomery County, MD, in 1989. In addition to his current assignment, he has commanded two separate district stations, served as the Director of Personnel, Director of Training and Education, and Director of Special Operations. As a direct report to the chief of police of an agency which includes 1,900 employees, of which almost 1,300 are sworn, he currently oversees business components, which includes the personnel division, information management and technology division, emergency communications center, training and education division, legal and labor division, planning and policy, wellness, and management and budget divisions, which includes responsibility for creation and execution of a \$273 million budget.

He has also served as an adjunct professor for many years at the University of Maryland, University College. He has written and published articles in the *Police Chief Magazine* and taught leadership and other classes internal to his own agency. He has been an active committee member in the International Association of Chiefs of Police and conference presenter on numerous occasions, and is an active member of the Police Executive Research Forum and the Major Cities Chiefs Association. He has a BS from Florida State University and a MS from Johns Hopkins University, and has taken part in other trainings with the FBI National Academy, FBI National Executive Institute, and he is a Certified Public Manager from George Washington University's Institute for Regional Excellence. He has been recognized for his ability to support his troops, the community, and for being an integral part of achieving the department's mission with excellence.

Timothy M. Richardson, Senior Legislative Liaison, Fraternal Order of Police

Timothy M. Richardson is the Senior Legislative Liaison with the Steve Young Law Enforcement Legislative Advocacy Center in Washington, D.C. He is a native of Burlington, NJ, and comes from a law enforcement family. His grandfather, Mike Gallagher, co-founded the Burlington Township Police Department and later served as its chief of police. His father, who is retired from the same department with the rank of lieutenant, was the charter President of the Burlington Township Fraternal Order of Police (FOP) Lodge #84. Mr. Richardson is a graduate of Elizabethtown College in Lancaster County, PA. He was hired as a Legislative Assistant by the FOP in May 1996 and was promoted to Senior Legislative Liaison in September 2001. Mr. Richardson, an ardent Philadelphia Phillies fan, lives in Stafford, VA, with his wife and two children.

The Honorable Barbara Rodriguez Mundell, Presiding Judge (Retired), Superior Court of Arizona

The Honorable Barbara Rodriguez Mundell was appointed to the bench of the Superior Court of Arizona, Maricopa County, in 1989 and retired on May 31, 2010. Immediately prior to her retirement, she served a five-year term as the Presiding Judge for all trial courts in Maricopa County. In her tenure as a trial judge, she handled many case assignments, including civil, juvenile, family, criminal, probate, and mental health. She served on many Arizona Supreme Court committees including past chair of the Commission on Judicial Conduct. As an attorney in private practice, she specialized in workers' compensation and social security cases. Judge Mundell is a past president of Los Abogados Hispanic Bar Association. She received her BA and

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JD degrees from Arizona State University and was admitted to practice in 1982. She was a board member of the National Center for State Courts based in Williamsburg, VA, and from 2008 to 2011, served on the Executive Session for Court Leaders at Harvard University's Kennedy School of Government. Upon retirement, Judge Mundell participated in an international project for three years through the National Law Center at the University of Arizona, training Mexican state and federal judges and attorneys in civil and criminal oral trials in Mexico.

Michael B. Roosa, Senior Policy Advisor, Bureau of Justice Assistance, Office of Justice Programs, U.S. Department of Justice

Michael B. Roosa is a member of the Justice Information Sharing Team (JIST) for the Policy Office of the Bureau of Justice Assistance. As an experienced implementer and data integrator, Mr. Roosa's portfolio includes corrections information-sharing, justice to health, project transportability, technology forecasting, national standards development, and because of his law enforcement background, he assists in special projects targeting policy and technology gaps at all levels of the enforcement effort.

Previously, Mr. Roosa was the Chief Information Officer for the Maryland State Police (MSP), exercising executive management and oversight as head of the MSP Office of Technology Management. Mr. Roosa chaired the CapWIN Board of Directors as a surrogate for MSP Superintendent Marcus Brown, was the Maryland NLETS representative, sat on the CJIS NDEX Subcommittee for FBI/CJIS, and also chaired the Regional Crime Analysis System. Additional project efforts by Mr. Roosa include E-TIX, an in-house developed electronic citations, warnings, field interview and crash reporting platform; NCIS National Capitol Region LInX Executive Board Member; Regional Area Property Information Database (RAPID); and championed the deployment of electronic reporting for multi-state pawn, vehicle salvage and second-hand precious metal dealers.

Mr. Roosa began his career as a Network Engineer and eventually the IT Director for the Baltimore City Police Department; he is credited with creating and implementing the integrated and heavily used Baltimore Arrest Viewer. Mr. Roosa's drive comes from his service in the U.S. Army during Operation Desert Storm. Beyond various technology certifications Mr. Roosa has a bachelor's degree in information management and an associate degree in computer science.

Adam Rosenberg, Executive Director, Baltimore Child Abuse Center

As head of the Baltimore Child Abuse Center (BCAC), Adam Rosenberg brings together his passion for community development and his background in not-for-profit management and law to wage a battle against child sexual abuse. He has become one of this nation's authorities on mandatory reporting laws and innovative practices for child advocacy centers.

A graduate of Cornell University and the Benjamin N. Cardozo School of Law, Mr. Rosenberg was the first male prosecutor in the Domestic Violence Unit of the Baltimore City State's Attorney's Office, and prosecuted hundreds of sex offenders and child predators as a member of the Sex Offense Unit. He became BCAC's Executive Director in 2008, reinvigorating the 25 year old agency with renewed mission and purpose. In 2009, Mr. Rosenberg was appointed to the Governor's State Council on Child Abuse and Neglect, and in

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2013 was appointed to the Governor's Family Violence Council. He also served on Mayor Stephanie Rawlings-Blake's transition committee. Mr. Rosenberg is a graduate of the Greater Baltimore Committee's 2010 class and was recognized by *The Maryland Daily Record* in 2011 as a "Community Health Care Hero" and one of its "Very Important Professionals Successful by 40." In 2015, he was elected to the Board of Directors of the National Children's Alliance the national accrediting agency for all 777 child advocacy centers.

Mr. Rosenberg frequently lectures, conducts audits, and runs workshops for youth-serving institutions on recognizing and responding to abuse, and the importance of promptly reporting sexual child abuse. Mr. Rosenberg consults with corporations, organizations, and advocacy groups nationally on issues of child protection, board development, and social networking.

Michael Rubin, Member, Hispanic National Law Enforcement Association

Michael Rubin has served the community with the Hispanic National Law Enforcement Association (HNLEA) for a number of years and has been a voting member of the organization since 2013.

Mr. Rubin was born in Washington, DC, and raised in Montgomery County, MD. He attended Kent State University in Kent, OH, where he completed a bachelor of art degree with a double major in criminal justice and psychology. Shortly after graduation he joined the Prince George's (MD) County Police Department, an agency with 1,750 sworn officers. Currently, Michael holds the rank of sergeant and is assigned to the Internal Affairs Division's Special Investigative Response Team.

Through his 17 years in police work, Mr. Rubin has worked street patrol in the Oxon Hill District and conducted investigations in the Robbery Unit, Sexual Assault Unit, and Environmental Crimes Unit. He has also managed the Volunteers in Police Service program and the Police Cadet program through the Community Services Division. Mr. Rubin has also completed a number of continuing education courses through the University of Maryland in the field of database management and has written a number of databases to manage of assets and workload.

Mr. Rubin's current assignment in the Internal Affairs Division requires him to objectively investigate allegations of police misconduct for both administrative and criminal violations. He has also held the position of Acting Assistant Commander of the Special Investigative Response Team. Mr. Rubin's investigative responsibilities have placed him in a unique position where he has received/reviewed Mobile Video System recordings from cruisers, body-worn video from outside police agencies, civilian complainant cell phone video, and YouTube video recordings. He has presented police-involved homicide investigations to the grand jury and has brought general misconduct investigations to internal trial boards.

Matthew C. Scheider, PhD, Assistant Director for Research and Development, Office of Community Oriented Policing Services, U.S. Department of Justice

Matthew C. Scheider, PhD, serves as the Assistant Director for the Research and Development Division of the U.S. Department of Justice, Office of Community Oriented Policing Services (COPS Office). The division he manages is responsible for advancing public safety nation-wide by providing internal policy and program analytical support, conducting and overseeing evaluations of initiatives, managing innovative pilot programs

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and applied research, producing products for the law enforcement field, and giving presentations on various public safety topics. He has published articles in the areas of fear of crime, community policing, community-oriented government, and assessments of the effectiveness of COPS Office grants. Dr. Scheider holds a BA in sociology from St. John's University, Collegeville, MN, and a PhD in sociology/criminology from Washington State University.

Meryl Schwartz, Executive Deputy Director, The Innocence Project

Meryl Schwartz joined the Innocence Project in 2012 as Executive Deputy Director, where she directs the policy, research, and litigation departments. Prior to joining the Innocence Project, Ms. Schwartz served as the Portfolio Manager at the Blue Ridge Foundation New York; an independent non-profit consultant; the Director of Strategic Planning at the Center for Alternative Sentencing and Employment Services; and the Director of Planning at the Vera Institute of Justice. Ms. Schwartz began her career as a staff attorney at the Legal Aid Society and the HIV Law Project at South Brooklyn Legal Services. She holds a BA from the State University of New York-Binghamton and a JD from The City University of New York Law School at Queens College.

Dennis Slocumb, Legislative Director, International Union of Police Associations

Dennis Slocumb was elected to the position of Executive Vice President of the International Union of Police Associations (IUPA) in July 2000, and re-elected in 2004 and 2008. He resigned from his position as International Vice President in late 2012. At the IUPA convention, Dennis was voted to be given the honor of being named the Vice President Emeritus. He is now the Legislative Director and handles legislative affairs in Washington, D.C. Dennis serves as the principal IUPA legislative liaison to the U.S. Congress, and the administration on federal legislation affecting law enforcement officers and emergency medical personnel. He comes to the International from the Los Angeles County Professional Peace Officer Association (PPOA), which represents over 6,000 sworn and non-sworn law enforcement professionals.

He is a 32-year veteran of the Los Angeles County Sheriff's Department, where he worked a variety of assignments in patrol and detective units, including time with the Special Investigations Bureau, and attained the rank of Detective Lieutenant. In 1998, Mr. Slocumb was elected to serve as the president of the PPOA.

In addition to his long and dedicated service with the sheriff's department, Mr. Slocumb also served for four years in the U.S. Navy, including a tour aboard the USS Kearsarge, (CVS-33) as an Aviation Anti-Submarine Warfare Technician flying in Grumman, S2F Tracker aircraft. He holds degrees from the University of California at Redlands and Compton Junior College.

Sean M. Smoot, Esq., Director and Chief Counsel, Police Benevolent & Protective Association of Illinois and the Police Benevolent Labor Committee

Sean Michael Smoot received his BS in criminal justice sciences from Illinois State University and his Juris Doctor degree from the Southern Illinois University School of Law, where Mr. Smoot served as the Business Editor of the Southern Illinois University Law Journal.

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Currently Mr. Smoot serves as Director and Chief Counsel for the Police Benevolent & Protective Association of Illinois (PB&PA) and the Police Benevolent Labor Committee (PBLC). In those capacities he is responsible for administering the provision of legal services to over 7,500 legal defense plan participants.

As the organizations' primary legislative advocate, Mr. Smoot writes legislation, testifies before legislative bodies, and often speaks regarding police-related topics such as public employment labor law, pension and benefits law, Section 1983 Civil Rights Litigation, and police use of force. Mr. Smoot has also written several articles for *The Policemen's Magazine* as well as numerous police labor publications and newsletters. He co-authored "Police Leadership Challenges in a Changing World" published in July, 2012, and authored a contribution to the Special Report titled "Mending Justice: Sentinel Event Reviews," published in September 2014, both for the U.S. Department of Justice, National Institute of Justice.

Mr. Smoot also serves as the elected Treasurer of the National Association of Police Organizations (NAPO), a national law enforcement advocacy group representing over 250,000 police officers. He has served on the Advisory Committee for the National Law Enforcement Officers' Rights Center in Washington, D.C. since 1996.

He is a member of the Advisory Committee and a speaker at the Chicago-Kent College of Law's Annual Illinois Public Sector Labor Relations Law Program. He also serves on the Use of Force Advisory Committee, the Police Pursuit Advisory Committee, the Racial Profiling Advisory Committee, and the Task Force on Police Integrity for the Illinois Law Enforcement Training and Standards Board. Mr. Smoot speaks regularly at state, national, and international forums regarding community policing, public safety, and public employee labor issues. A proud veteran himself, Mr. Smoot has also been a featured speaker at the National Academy of Arbitrators and several CLE programs regarding the Rights of Military Employees.

Mr. Smoot was selected for inclusion in Super Lawyers & Rising Stars 2008 and 2009 and has been recognized as one of the "Top Employment & Labor Attorneys in Illinois" by the publishers of Chicago magazine. He was admitted to the U.S. Supreme Court Bar in June 2011, and is honored to have served as a police and public safety policy advisor to the Obama-Biden Presidential Transition Team.

Mr. Smoot is a Member of the Executive Session on Policing and Public Safety at the Kennedy School of Government, Harvard University. He also holds several Certificates in Police Union Leadership from the Harvard Law School.

On December 18, 2014, Mr. Smoot was appointed by the President of the United States to the President's Task Force on 21st Century Policing.

Mr. Smoot and his family reside in the City of Leland Grove, IL, where he served as an elected Alderman and the Police Commissioner for twelve years.

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Jay Stanley, Senior Policy Analyst, American Civil Liberties Union

Jay Stanley is Senior Policy Analyst with the American Civil Liberties Union's (ACLU) Speech, Privacy and Technology Project, where he researches, writes, and speaks about technology-related privacy and civil liberties issues and their future.

Mr. Stanley writes for and is editor of the ACLU's Free Future blog. He has authored and co-authored a variety of influential ACLU reports and policy papers on new and emerging technologies, including pieces on photographer's rights, drone surveillance, and, in October 2013, one of the first policy papers on police body-mounted cameras.

Stanley has also served as communications strategist for the ACLU on technology issues, and is a regular media spokesperson. He was co-chair of the 2009 Computers, Freedom, and Privacy (CFP) conference in Washington DC. He is a member of the International Advisory Board of London-based Privacy International.

Before joining the ACLU in 2001, Stanley was an analyst at the technology research firm Forrester, where he focused on Internet-related policies, including online privacy, taxation, and antitrust issues, as well as researching political communication via the web. He is a graduate of Williams College and holds an M.A. in American History from the University of Virginia.

John Thompson, Interim Executive Director, National Sheriffs' Association

John Thompson is currently the Interim Executive Director for the National Sheriffs' Association.

Mr. Thompson's 42-year public safety career started in 1972 when he joined the Federal Fire Service as a firefighter, and two years later enlisted in the U.S. Army. There he served as a military police officer, canine handler, and military intelligence officer before being honorably discharged. Mr. Thompson continued to work in law enforcement after his military service, and in 1989 was appointed chief of police for the City of Mount Rainier, MD. In 1998, Mr. Thompson was appointed Assistant Sheriff for Prince George's County, MD, where he worked until 2002.

Clarence (Ed) Trapp, Lieutenant, Pittsburgh (PA) Bureau of Police

Lieutenant Ed Trapp has been a police officer since 1983, joining the Pittsburgh Bureau of Police in 1993. He has been a sergeant in uniform patrol and witness protection. As lieutenant, he has served as a planner and lead supervisor for various protests held in the city since 2005 such as Super Bowl celebrations and parades and the Stanley Cup celebration in 2009. He served as the Civil Disturbance Planner and Assistant Operations Commander for the G-20 Summit held in Pittsburgh in 2009. After the Summit he was charged with creating and overseeing the Litigation Support Unit which assisted the Law Department with the Bureau's defense for G-20 related lawsuits. He has overseen the Intelligence Unit including dignitary protection. Currently he is in charge of the Planning Office overseeing planning for major events, litigation support, oversight of all secondary employment, and the body-worn camera project.

Donna Twyford, U.S. Border Patrol Assistant Chief, U.S. Customs and Border Protection

Assistant Chief Twyford has been in the U.S. Border Patrol for eleven years. She began her career as a field agent in Tucson, AZ. She assumed the position of assistant chief at U.S. Border Patrol Headquarters in

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2013. Assistant Chief Twyford is currently assigned to the Operational Programs Division where she is the program lead for the Customs and Border Protection (CBP) Body-Worn Camera (BWC) Feasibility Study.

As program lead she is responsible for a multi-office working group tasked with the creation and implementation of a CBP mandated BWC Feasibility Study. She has implemented the BWC feasibility study at the CBP Academies and at limited CBP field assignments. She is currently leading the group in the development of guidance documents that will serve as the final CBP policy.

Craig D. Uchida, PhD, President, Justice & Security Strategies, Inc.

Dr. Craig D. Uchida is the president of Justice & Security Strategies, Inc., where he oversees contracts and grants with cities, counties, criminal justice agencies, foundations, and foreign nations. Dr. Uchida is currently working with the Los Angeles (CA) Police Department to design and implement predictive policing and with the Miami-Dade (FL) State Attorney's Office to assist in reducing mortgage fraud in the county. Dr. Uchida has studied violent crime, policing, and a variety of programs in the criminal justice system. He is the author of numerous journal articles, government publications, and monographs. He is the co-editor of two books on drug enforcement and police innovation and is co-author of a book that assessed the security of the nation's dams, published by the National Academy of Science.

Dr. Uchida was a senior executive within the U.S. Department of Justice (DOJ). He is the former Assistant Director for Grants Administration and Senior Policy Advisor for DOJ's Office of Community Oriented Policing Services (COPS Office). As the Assistant Director, he and his staff were responsible for developing and implementing the grant-making process, making grant awards, and grant monitoring. When he left the COPS Office, he had provided \$3.4 billion to more than 9,000 law enforcement agencies for more than 65,000 officers. His efforts at the COPS Office resulted in two major U.S. Department of Justice awards—the Attorney General's Distinguished Service Award in 1995 and the JustWorks award for innovation in government in 1997.

Dr. Uchida is active in numerous Asian-American organizations locally and nationally. He is the chairman of the board of directors of the National Japanese-American Memorial Foundation, the co-chair of the Japanese-American Network in Washington, DC, and the treasurer of the Washington, DC, Chapter of the Japanese-American Citizens League, the oldest Asian civil rights organization in the country.

In 2007, Dr. Uchida was selected by the U.S. Department of Defense to participate in the Joint Civilian Orientation Conference that toured the Middle East. He was one of 45 business people selected to meet members of the U.S. Central Command and tour military bases in Djibouti, Kuwait, Bahrain, and Qatar. Dr. Uchida received his doctor of philosophy degree in criminal justice from the University at Albany and holds two master's degrees, one in criminal justice and one in American history.

Richard Vorder Bruegge, Senior Photographic Technologist, Federal Bureau of Investigation

Richard W. Vorder Bruegge is a Senior Photographic Technologist at the Federal Bureau of Investigation (FBI), in the Science and Technology Branch, where he is responsible for overseeing science and technology developments in the imaging sciences. He has a PhD and master's degree in geological sciences, as well as

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a bachelor's degree in engineering. He has been with the FBI since 1995 where he has performed forensic analysis of image and video evidence, testifying in state, federal, and international courts as an expert witness over 60 times. He currently serves as the Chair of the Digital/Multimedia Scientific Area Committee within the Organization of Scientific Area Committees, and is also a member of the Forensic Science Standards Board.

Michael Wagers, PhD, Chief Operating Officer, Seattle (WA) Police Department

As the Chief Operating Officer (COO), Michael Wagers oversees the Chief Administrative Officer, Compliance and Professional Standards Section, Field Support Bureau, as well as the Budget, Human Resources, Information Technology, Strategic Policy, and Planning and Public Affairs sections.

Mr. Wagers most recently worked for the International Association of Chiefs of Police as the Director of Law Enforcement Operations and Support. Mr. Wagers has also served as the executive director of the Police Institute at Rutgers, and as an assistant professor at The Citadel. He also worked for BAE Systems in the information solutions sector. He has consulted with police departments across the country, including Los Angeles, Denver, and Milwaukee police departments. Mr. Wagers received his PhD from Rutgers University.

Sean Whent, Chief of Police, Oakland (CA) Police Department

Chief Sean Whent joined the Oakland Police Department in 1994. During his career he has worked in a multitude of assignments including the Patrol Division, Criminal Investigations Division, Special Operations Division, Internal Affairs Division, and the Office of Inspector General.

In May of 2013, he was appointed as the interim police chief upon the sudden retirement of the prior chief. On May 14, 2014 he was appointed as the chief of police for the Oakland Police Department. Chief Whent has attended the Senior Management Institute for Police and the FBI National Executive Institute. He holds a bachelor's degree in criminal justice administration from California State University East Bay, and a master's degree in criminology, law, and society from the University of California at Irvine.

Michael D. White, PhD, Arizona State University

Dr. Michael D. White is a Professor in the School of Criminology and Criminal Justice at Arizona State University (ASU), and is Associate Director of ASU's Center for Violence Prevention and Community Safety. He received his PhD in criminal justice from Temple University in 1999. Prior to entering academia, Dr. White worked as a deputy sheriff in Pennsylvania. Dr. White's primary research interests involve the police, including use of force, training, and misconduct. His recent work has been published in *Justice Quarterly*, *Criminology and Public Policy*, *Criminal Justice and Behavior*, and *Crime and Delinquency*. He is author of *Police officer body-worn cameras: Assessing the evidence*, published by the Office of Justice Programs Diagnostic Center and the COPS Office. He is also one of the primary authors of BJA's National Body-Worn Camera Toolkit.

Patricia Wolfhope, Senior Program Manager, Department of Homeland Security

Ms. Wolfhope is a Senior Program Manager within the Resilient Systems Division of the Department of Homeland Security (DHS) Directorate for Science and Technology. Ms. Wolfhope manages and transitions biometric systems, and is responsible for developing, integrating, testing, and delivering biometric solutions

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to federal, state, and local end users. Specifically, she has current programs in mobile biometrics, non-cooperative biometrics, and conformance and performance testing of multiple biometric systems. She has successfully pilot tested a host of mobile devices with DHS federal partners including ICE, CBP, and, USCG, and 12 state and local law enforcement agencies in the United States.

Daniel Zehnder, Lieutenant, Las Vegas (NV) Metropolitan Police Department

Dan Zehnder is currently assigned to the Las Vegas Metropolitan Police Department's (LVMPD) Program Management and Video Bureau, which contains the Video Section, Program Management Section, and Research & Development Section. He also serves as the Body-Worn Camera Program Manager for the 400 officer efficacy study currently being jointly conducted by LVMPD and CNA for the National Institute of Justice.

Highlight assignments of his 19-year career with the department include: Patrol Division Operations Support Section Lieutenant, where he was responsible for the managing division personnel assignments; nine specialized details such as Homeland Security Saturation Teams and Multi Assault Counter Terrorism Action Capabilities (MACTAC) Team among others; Patrol Shift Lieutenant in both the Northwest and Downtown Area Commands; Police Academy TAC & Operations Sergeant, Police Academy Redesign Project Manager, Officer of Quality Assurance Section Sergeant; and various patrol and community policing squad sergeant and officer assignments.

Mr. Zehnder served as an enlisted soldier, non-commissioned officer, and officer in the U.S. Army for 21 years. He served in intelligence, special operations, and armor assignments. He ended his career with assignments as a staff officer on the Department of Defense Joint Staff and in the Office of the Chief of Staff of the Army.

Mr. Zehnder is a graduate of the University of Louisville where he received a BS in occupational education. He is also a graduate of The George Washington University where he received a MA in human resources management.

Jessica Zufolo, Director, Federal Grants Strategy, FirstNet

President Barack Obama appointed Jessica Zufolo as Deputy Administrator of the Rural Utilities Service (RUS) at the U.S. Department of Agriculture (USDA) on July 10, 2009. In her role as Deputy Administrator, Jessica helped oversee a \$65 billion federal loan and grant portfolio that finances water, waste treatment systems, telecommunications and broadband networks, electric utility, smart grid, and renewable energy infrastructure projects in rural areas throughout the United States. Ms. Zufolo also manages USDA's interagency activities on all public safety broadband funding and deployment issues, as well as emergency communications planning, network resiliency, and The First Responder Network Authority (FirstNet) implementation.

Since March 2014, Ms. Zufolo has served on a detail assignment to FirstNet, an independent authority within the National Telecommunications and Information Administration (NTIA), U.S. Department of Commerce as the Director of infrastructure and business strategy, and most recently as the Director of Federal Grants Strategy and Coordination.

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In this role, Ms. Zufolo co-lead a team of technical, financial, program management, and procurement senior specialists assigned to develop an acquisition strategy governing the deployment of a nation-wide interoperable public safety broadband network. Ms. Zufolo is currently overseeing all federal interagency coordination involving all loan and grant programs to support widespread FirstNet adoption among federal, state, local, and tribal first responders in rural and urban areas.

Prior to joining the Obama administration, Ms. Zufolo worked for six years at Medley Global Advisors (MGA), an independent investment research firm, as an investment research analyst covering rural telecommunications, and media, technology, regulatory, and policy risk for the investment community.

Prior to joining MGA, Ms. Zufolo served for five years as Legislative Director for the National Association of Regulatory Utility Commissioners (NARUC). In this role, she was responsible for developing and executing legislative strategy and policy for all 50 state public service commission's involving telecommunications, technology, consumer protection, and water. Prior to joining NARUC, Ms. Zufolo worked on Capitol Hill for seven years handling telecommunications, technology, and energy policy for the late New York Senator Daniel Patrick Moynihan, Senator Charles E. Schumer of New York, and Representative Peter A. Defazio of Oregon.

Gregory S. Zyburt, Chief of Police, Chocolay (MI) Township Police Department

Gregory S. Zyburt is the Chief of Police in the Charter Township of Chocolay in Michigan's Upper Peninsula. He has worked in law enforcement in rural communities in Marquette County, MI, for 35 years. He is a graduate of the 202nd Class of the FBI National Academy in Quantico, VA, and is a certified firefighter. During his tenure as chief in Chocolay Township, he has also served as Chairman of the Upper Peninsula Substance Enforcement Team, the Marquette County Law Enforcement Administrators Association, the Critical Incident Stress Management Team, the Regional Traffic Safety Committee, and other professional organizations. He is an instructor at Northern Michigan University's Police Academy, and is a frequent speaker on community and regional law enforcement issues. As the Chief in Chocolay Township, he instituted the use of body-worn cameras for his officers in 2008.

