

For Review Only: Kephart Consulting, LLC has not been retained and does not authorize the use of this document for expert designation purposes.

KEPHART CONSULTING, LLC

(602) 615-7694

(213) 700-3886

Offices in CA & AZ

stan@policeandsecuritypractices.com (e-mail)

www.policeandsecuritypractices.com (website)

Stanley L. Kephart

CURRICULUM VITAE

EMPLOYMENT HISTORY

October 2011 - Present

**Intelligence Based Integrated Security Systems, Inc.
(IBIS2)**

CEO and Chairman of the Board

Patented state-of-the-art technology platform designed to preempt violence and reject criminals from entry into venues. This platform can be implemented in: Sports & entertainment venues, schools, businesses, government & military facilities, casinos, cruise ships, hospitals, custody environments & large residential complexes. (www.ibis2.com)

August 2011 – Present

Kephart Consulting, LLC

CA & AZ

30 years of successful consulting and expert witnessing in **Police and Security Best Practices** with over 200 cases taken to deposition and/or trial in either State Federal or Tribal Court where he was commissioned as a law enforcement officer. His consultancy has a special emphasis in Premises Liability, Sports & Entertainment Venue Security for high profile cases. He carries a balanced case load consisting of 60% defense and 40% plaintiff's cases.

December 2005 – July 31, 2011 **Chief of Police**

Salt River Pima Maricopa Indian Community

Police Department

Scottsdale, AZ

As Chief of Police of a 164-member full service tribal police department serving an urban Native American Community in the Phoenix Arizona area, I was responsible for Department policy, planning, organizing, directing, staffing, operating and budgeting police services in an 88-square mile community with a daytime service population of over 250,000 people. Salt River Police Department is currently the second largest tribal policing organization in the United States and, due to **Federal, State, and Tribal Certification, SRPD officers, uniquely prepare and take our cases directly to the United States Attorney's Office, County Attorney's Office, and Tribal Prosecutors Office for prosecution.**

(Continuation of Employment History)

- **Achievements: (Chief of Police)**

Doubled the staffing of the Police Department in a two-year period to meet increased demands for calls for service. Expanded services from a 5-beat system to a 7-beat system resulting in a decrease in response times averaging 3 min 35 sec., well below the national average, resulting in higher clearance rates. Delivered 22,744 hours of modular training exclusive of Academy training during fiscal year 2008. Answered 150,000 telephone calls resulting in 80,000 dispatched calls for service for fiscal year 2008. Established full membership in the East Valley Fusion Center designed to track gang activity and career criminals through an intergovernmental agreement. Successfully participated in TOPOFF, the largest WMD EOC exercise in the history of the United States.

First Tribal Police Department entry into a nationally recognized Fusion Center which resulted in National recognition for best practices.

Established the first Child Advocacy Center in our Community successfully addressing children at risk.

Aided by the Governor's Office of Highway safety increased the Traffic Enforcement Bureau Motorcycle Squad from 4 to 10 officers. Led the local area in DUI arrests and convictions from 2010 – 2011.

Administered Police Operations for the opening season of Salt River Fields at Talking Stick Major League Baseball facilities, home of the Arizona Diamondbacks and the Colorado Rockies Spring Cactus League.

Vice Chairman of the International Chiefs of Police Indian Country Section for the International Association of Chiefs of Police 2010-2011.

National Association Native American Law Enforcement Chief of the Year Award for 2011.

September 2004 – April 2005

Public Safety Director
Chief of Police

Cabazon Band of Mission Indians
Tribal Police Department
Indio, CA

Responsible for the protection of tribal sovereignty and assets in a 2,200-acre Native American Community with extensive gaming interests, housing, and a business park in an urban setting.

(Continuation of Employment History)

Responsible for setting Department policy, planning, budgeting, organizing, and staffing, and the delivery of services for a 22-sworn member police department and a 9-member fire department including emergency medical and rescue services.

- **Achievements:**

Successfully obtained a COPS grant for counterterrorism protection of electrical and gas pipelines on reservation property and suppression of toxic chemical dumping. Wrote and obtained a grant for a \$250,000 piece of fire apparatus to provide fire protection for a new 12-story hotel and 5,000 seat Event Center. Recertified police officers with federal special law enforcement commissions meeting Bureau of Indian Affairs Office of Law Enforcement Services standards.

November 2002 – August 2004 **Commander**
Cabazon Band of Mission Indians
Tribal Police Department
Indio, CA

Reported to the Chief of Police as the Operations Commander for a 22 sworn member federally commissioned tribal police department. Assisted Chief of Police in development of policy, rules, regulations, planning, budgeting, staffing, and day-to-day operations. Handled all disciplinary matters.

- **Achievements:** Wrote the Department's five-year Strategic Plan. Implemented a focused recruitment program resulting in increased minority hiring. Authored Traffic Circulation and Enforcement Plan for a Community impacted by high volume traffic from a major freeway in an urban setting with gaming, special events, and a business park.

October 2001 – September 2004 **Special Advisor to the Adjutant General**
California National Guard on Counter-
Terrorism Training
Sacramento, CA

Recalled into the California National Guard at the rank of Lt. Colonel to advise the Adjutant General for Law Enforcement Training and Mass Casualty for California National Guard on law enforcement training and mass casualty operations for personnel at: airports, bridges, ports, and other vital security point locations. Designed and produced the first "Train the Trainer" Course for the California National Guard Military Police deployed to Iraq. (Letter of reference available).

- **Achievements:** Certified a core of military police trainers in civil police arrest and control methods who were deployed to Iraq.

(Continuation of Employment History)

July 1999 – September 2001 **Chief Probation Officer**
Tulare County
Visalia, CA

Organized, planned, and directed a 357-member Probation Department, providing Adult and Juvenile Probation Services for the Tulare County Superior Courts. Authored and administered the policies of the Probation Department for the Field Services Division and Juvenile Custody Division for the Department.

- **Achievements:** Opened a \$42 million dollar state-of-the-art 220-bed Juvenile Detention Facility, which complemented an existing alternative detention facility. Expanded Field Services Division to include Gang Intervention Unit and school district Campus Probation Officer Program. Privatized electronic monitoring resulting in a \$5.5 million-dollar annual savings. Implemented an Immigration and Naturalization Services Contract resulting in \$3.4 million dollars annually. Created the Department's current Evaluation and Employee Improvement Program including the Department's Disciplinary Panel. Established "Character Counts" restorative justice model in juvenile detention facility. Stabilized Probation Department's county union relationship averting a planned strike. Established linkage with State Juvenile Accountability Program at Camp San Luis Obispo run by the California National Guard. Developed Department's current Mission Statement and Strategic Plan.

September 1998 – June 1999 **Assistant Chief Probation Officer**
Tulare County
Visalia, CA

Assisted Chief Probation Officer in providing leadership and oversight to the Adult and Juvenile Probation Programs and the Juvenile Detention and Boot Camp facilities. Assisted in planning, organizing, and directing of County probation services and custody facilities.

- **Achievements:** Facilitated State certification and approval of the opening of a 220-bed Juvenile Detention Facility. Implemented standardized Use-Of-Force Training Program consistent with a new Policy and Procedure Manual.

(Continuation of Employment History)

May 1997 – August 1998

Undersheriff

Glenn County Sheriff's Department
Willows, CA

Second-in-command of the Glenn County Sheriff's Department. Responsible directly to the Sheriff for the operation of the Patrol Division, Jail, and Investigations. Additional assigned duties included: Narcotics Task Force, Grant Procurement, Boat Patrol, Gang Suppression, and Special Assignments.

- **Achievements:** Developed and negotiated contract for the use of vacant jail bed space with Federal Department of Immigration and Naturalization Services, which resulted in over \$1 million dollars annually into County's General Fund. Planned and developed Employee Improvement Program, which began with reconnection of department's Satellite Training Delivery System through the State Peace Officers Standards and Training Group, which brought the Department into compliance with State law. Hired a former Peace Officer Standards and Training Bureau Chief to coordinate departmental training. Qualified and hired a volunteer physician to work with County Search and Rescue Unit.

September 1992 - April 1997

Police Academy/Fire Academy Director

Butte Community College
Oroville, CA

Responsible for a Regional Training Center which included a Police, Fire, Corrections, Hazardous Materials, and Defensive Driving Academy. Also responsible for Administration of Justice and Fire Technology degree programs.

- **Achievements:** Under a public/private agreement utilizing donated labor, established a state-of-the-art, State-certified Hazardous Materials Training Center, which served private and public certification for hazardous materials technicians. The estimated value of the Center at time of completion exceeded \$1 million dollars.

(Continuation of Employment History)

September 1986 - August 1992

**Dean, Administration of Justice
Director, Police Academy / Fire Science Program**
Riverside Community College
Riverside, California

Responsible for Associate of Arts, Administration of Justice Degree Program and the State-certified Police Academy and Fire Science Degree.

- **Achievements:** Expanded law enforcement academy delivery system from three courses of forty students per year to four courses of seventy students per year average while recording higher student test scores. Increased student attendance in the Fire Science Program by 27% and implemented distance learning courses as a means of attracting new students into the program.

October 1984 – August 1986

Chief Administrative Officer
Callahan Pentz Company
Pleasanton, California

Responsible to partnership for management of large land development firm, which co-developed an 856-acre business park. Responsibilities included management of the following departments: Property Management, Architectural Services, Personnel, Construction, and Security Services.

- **Achievements:** Developed park-wide security system and established a Public Safety Center for local law enforcement and fire service in the business park.

October 1984 – September 1986

**Co-Owner Charter 10 & Associates
Security Company**
CA

At the conclusion of the 1984 Olympic Games, cofounded a California Private Security Corporation providing special event security, business park security, and retail business security services. Initially, contracted with the Olympic Organizing Committee to secure the sale of Olympic equipment and memorabilia. Subsequently contracted with the United States Women's Tennis Association for security at the National Tennis Women's Championships at Manhattan Beach, CA. Additionally, contracted for Hacienda Business Park, the largest East Bay business park in the San Francisco Bay Area.

(Continuation of Employment History)

December 1982 – September 1984 **Security Administrator**
Los Angeles Olympic Organizing Committee
Los Angeles, California

Responsible for development of private security service for 1984 Olympic Games to include planning, recruitment, training, & deployment of 22,000 private security, the largest private security force in the history of the United States.

- **Achievements:** Secured and managed eight critical satellite facilities used for ticketing, doping control, and special events. Formed Security budget tracking system and private security consortium used to expend the seventy-eight million dollars used to deliver security services. Formulated the training system and managed the delivery of the training used to deter foreign and domestic terrorists. Assisted in developing security plans and procedures that were presented to foreign governmental security agents to assure the safety of their athletes at the Games. Lead responsibility in design of training delivery system for law enforcement and private security.

February 1980 - November 1982 **Vice President, Public Safety**
Unuson Corporation
San Jose, California

Public Safety Director in charge of security, medical, and fire service for festival attended by 500,000 people over a three-day period.

- **Achievement:** Responsible for site acquisition for the 1982 "US" Festival

October 1968 - January 1980 **Police Officer**
San Jose Police Department
San Jose, California

Responsibilities included: Personnel training coordinator; Felony unit detail/assistant car commander; Tactical squad member; swat team member; vice/narcotics detective; beat officer.

- **Achievements:** 16 letters of meritorious service, under the G.I. Bill completed undergraduate and graduate school obtaining a Master's Degree in Secondary Education while serving as a patrolman.

August 1966 – September 1968 **Police Officer**
Kansas City, Missouri Police Department
Kansas City, Missouri

Patrolled a designated sector in a high crime area of a major metropolitan city. Member of the Chief's Advisory Board. Attended college classes part-time under the G.I. Bill.

EDUCATION

	<u>Major</u>	<u>Degree</u>
University of San Francisco San Francisco, California	Secondary Education	Master of Arts
University of San Francisco San Francisco, California	Public Service	Bachelor of Arts

PUBLISHED CREDITS

Kephart, S. & Schwartz, M. "The Fifth Seder Question: Why Must We have a Home Security Plan?" Sentinel Publication, Vol. 1, No. 5, March 2016.

Kephart, S. Contributing Expert for State v. Chambers Trial Advocacy Case File, McGeorge School of Law, University of the Pacific, Sacramento, CA, 1997. Revised and renewed September 2014.

Prominently mentioned in "*Fanaticus: Mischief and Madness in the Modern Sports Fan*" by Justine Gubar, Emmy award-winning ESPN investigative journalist, 2015

"*Setting the Standard*," Sports Pro Magazine, June 2011

Kephart, S. "Policing in California's Indian Country." Pending

Kephart, S. "Outsourcing Electronic Monitoring," Government West Magazine, May/June 2001

Kephart, S. "Public Safety Impact in Public Events," Western and Pacific Association of Criminal Justice Educators, October 1996.

Kephart, S. "The Team, Community Resources and Professionals," Docket Magazine, Sacramento Bar Association, January 1994.

Kephart, S. "The Public Expectation," Knight Line Magazine, September-October 1993.

Kephart, S. Published interview Special Event Security: The Right Mix, by J. Russell Parsons, Security Management Bulletin, Simon & Shuster Co., Waterford, CT, January 25, 1993.

Kephart, S. Security Manuals, Los Angeles Olympic Committee, Vol. 1 & 2, June 1984.

Kephart, S., "The Medical Implications of Training Techniques," Law and Order Magazine, Vol. 28, No. 5, May, 1980.

(Cont. of Published Credits)

Kephart, S., Defensive Tactics for Instructors, Department of Parks and Recreation, June 1980.

Kephart, S., Defensive Tactics and Enforcement Safety Manual, Department of Parks and Recreation, September 1979.

Kephart, S., Alternative to Lethal Force, A Defensive Tactics Educational Program Within the San Jose Police Department, August 1977.

TV, PUBLICATIONS & INTERNET INTERVIEWS

Interview with Rachel Wegner, Investigative Reporter, Nashville Tennessean, "**Private Guards are Essential to Lower Broadway. Some Don't Need Training to be Licensed.**" January 19, 2022.

Interview with Ali Bauman, CBS New York, **Managing Large Crowds & Concert Security**," November 8, 2021.

Interview with Tania Sims, LiveNOW Fox, Astroworld, Texas, "**Venue Crowd Surge**," November 8, 2021.

Interview with Alexis Howell, Newnationnow, "**Crowd Safety at Astroworld**," Texas, November 8, 2021.

Interview with Elliott Polakoff, News Reporter, Channel 3, Phoenix, AZ, "**Missing Persons**," September 20, 2021.

Interview with Briana Whitney, News Reporter, Channel 3/CBS 5, Phoenix, AZ, "**1982 Valentine Sally Cold Case**," January 28, 2021.

Featured Speaker, Infonex International Conference, British Columbia, "**Crowd Management and Control in an Age of Disruption**," January 26, 2021.

Interview with Whitney Clark, Weekend Evening Anchor/Reporter, "**White House & Possible Phoenix Riots**," KTVK 3TV/KPHO CBS 5, Phoenix, AZ, January 15, 2021.

Interview with Nick Espinosa, Chief Security Fanatic/CIO, LLC, "**White House Riots**," Chicago, Ill, January 7, 2021.

(Cont. of TV, Publications & Internet Interviews)

Interview with Chris Nichols, News Reporter, "**White House Riots**," Capital Public Radio, Sacramento, CA, January 6, 2021.

Interview with Erin Pellett, Executive Producer, "**Police Shooting**," Channel 10 Fox News, Phoenix, AZ, October 10, 2020.

Interview with Mitch Carr, Anchor, "**Employment Standards for Deputy Sheriffs**," Channel 12, Phoenix, AZ, October 8, 2020.

Interview with Mark Liverman, Investigative Reporter, "**Bolo**," Channel 12, Phoenix, AZ, September 23, 2020.

Interview with Mitch Carr, Anchor, "**Teen Kidnapping & Homicide**," Channel 12, Phoenix, AZ, July 22, 2020.

Interview with Mitch Carr, Anchor, "**Bicycle Assault**," Channel 12, Phoenix, AZ, July 22, 2020.

Interview with Erica Stapleton, Reporter, "**Police Shooting**," Channel 12, Phoenix, AZ, July 19, 2020.

Phone interview with Joe Dana, Reporter, "**Police Use of Force Complaint**," Channel 12, Phoenix, AZ, June 16, 2020.

Phone interview with Josh Sanders, Reporter, "**Banning of the Carotid Artery Hold by Phoenix Police Chief Jeri Williams, Phoenix, AZ**," Channel 12, Phoenix, AZ, June 10, 2020.

Phone interview with Katie Wilcox, I-Team Exec. Producer, "**Safety in Protests in Phoenix, AZ**," Channel 12, Phoenix, AZ, May 30, 2020.

Channel 12, Phoenix News, Security Expert Television Interview on "**Crowd Management & Safety**," during the President Trump Rally in Phoenix, AZ, February 19, 2020.

Phone interview with Bridget Chapman, CBS17 News, N.C. "**Wake Co. News, Experts: Device used at Raleigh sweepstakes parlor causes concern for entertainment industry**," December 27, 2019.

Television interview with Will Pitts, NBC Channel 12, Phoenix, AZ, "**Burglary Prevention Tactics**" from Amazon, November 5, 2019.

(Cont. of TV, Publications & Internet Interviews)

Television interview with Bianca Buono, NBC Channel 12, Phoenix, AZ,
“Hospital Security,” September 2, 2019.

Phone interview with Derek Staahl, 3TV/CBS 5 News, Phoenix, AZ
“Phoenix Police Officers Posting Racist Commentaries on Facebook.” June 4, 2019.

Phone interview with John Phillips & Jillian Barberie, KABC Los Angeles
“How Police Should be Handling Crowds During Protest Rallies,” August 18, 2017.

Phone interview with Claudine Wang, KTVU Fox 2 Anchor, San Francisco, CA,
“UPS Shooter Attack, Workplace Violence,” June 14, 2017.

Phone interview with Michael Carter, KRDO-TV Reporter, ABC Affiliate, Colorado Springs, CO,
“Vehicle Terrorists Attacks,” June 6, 2017.

Phone interview with Gary Baum, Senior Writer, The Hollywood Reporter, **“Murder of Film Publicist Ronni Chasen.”** November 3, 2016.

Phone interview with Tracy Connor, NBCUniversal, **“Protests at the RNC Convention in Cleveland, OH.”** July 16, 2016.

Television interview with Derek Staahl, KTVK 3TV / KPHO CBS 5, **“Crowd Management and Control for the Phoenix, AZ Protest for Police Violence by a Black Lives Matter Affiliate Group,”** July 15, 2016.

Phone interview with David Sherbini, Washington Times, **“Democratic and Republican Convention Security,”** June 6, 2016.

Phone interview with Felicia Fonseca, AP, **“Arizona Officer Involved in Shooting had Raised Concerns,”** April 20, 2016.

Phone interview with Jeremy Scheck, The Wall Street Journal, **“Paris Attacks Show Vulnerability of Music Venues,”** Nov. 14, 2015.

Phone interview with Jim Gourley for World Triathlons’ Congress concerning **“Emerging Fan Violence at Triathlons,”** March 2015.

Phone interview with Barry Paddock, New York Daily News, **“Security on Bridges of New York,”** July 22, 2014.

(Cont. of TV, Publications & Internet Interviews)

Television panel interview with Mr. Vinny Politan, Anchor, HLN, CNN Affiliate, Atlanta, GA concerning "***Police Dispatch Practices, How They Are Set Up and Operated,***" Aired June 18, 2014.

QUALIFICATIONS, PROJECTS AND MEMBERSHIPS

Member, U.S. Marshall's Posse, 2017

Member, American Society for Industrial Security, 1996
Reactivated ASIS to Active Member, December 2012-Present

Member, International Association of Chiefs of Police, July 2003-Present

One of 150 International Security Experts invited to Doha, Qatar Sports Fan Violence Conference, March 2011

Awarded National Native American Law Enforcement Association Chief of the Year Award, 2010 (first non-native to be awarded this honor)

Member, State of Arizona Interoperable Communications Commission representing Indian Country, 2009 - 2011

Discussions with Vice President Biden and Attorney General Holder

Secretary, East Valley Fusion Center, December 2008

FEMA Completed all law enforcement required certification for Incident Command Systems for Law Enforcement

National Response Plan (NRP), an Introduction, ICS-800.a, October 2007
National Incident Management System (NIMS), an Introduction, ICS-700, January 2006
National Incident Management Systems, ICS-300 & 400, September 2008
ICS for Single Resources and Initial Action Incidents, ICS-200, October 2007
Introduction to the Incident Command System, ICS-100 for Law Enforcement, Oct. 2007

Member, Fraternal Order of Police, Mesa, AZ, June 2007

Arizona POST Peace Officer Certification, June 2006

Member, East Valley Police Chiefs Association, December 2005

(Cont. of Qualifications, Projects.....)

President, California Tribal Police Chiefs Association, January 2005
(Member since September 2003)

State Emergency Management System Training, December 2004

Member, California State Office of Emergency Services, Law Enforcement Division,
September 2004

Law Enforcement Training Advisor to the CA Adjutant General Post 9/11

Sandan Third Degree Black Belt in Shotokan Karate, November 2004. Active tournament
competitor from 1973 – 1982

ASP Tactical Baton Instructor May 2003

Criminal Jurisdiction in Indian County Training, April 2003

President, Shotokan Karate Association Homeland Defense Training Association, Dec. 2002

Listed in AELE website: Americans for Effective Law Enforcement 2002

American Probation and Parole Association, 2001

Tulare County Chief Law Enforcement Officers Association, 2000

California Probation, Parole and Correctional Association, 2000

National Association of Probation Executives, 2000

California State Sheriffs Association Jail Managers' Certificate, 1997

Former Member, California State Sheriffs Association, 1997

P.O.S.T. Management Course Certificate, 1997

Member, American Society of Law Enforcement Trainers, 1997

Instructor, Positional Restraint Asphyxia Seminar, North State Law Enforcement Consortium,
1996

Member, American Society for Industrial Security, 1996

(Cont. of Qualifications, Projects.....)

Member, Americans for Effective Law Enforcement, 1996

Member, California Association of Administration of Justice Educators, 1995

Member, Western and Pacific Association of Criminal Justice Educators, 1994

Member, Academy of Criminal Justice Sciences, 1993

Certified Devane Method Restraint Instructor, 1993

Member, California Community College Chancellor's Office State Public Safety Committee, 1992

Founding Member, State Commission on Peace Officer Killings/Assaults, 1989

Directed security for United States vs. Soviet Rowing and Gymnastics competition, Seattle, WA, 1987

Directed executive protection for Georgi Abartov, Soviet Advisor to Gorbachev, Seattle, WA 1987

Directed security and executive protection for Marat Gramov, Soviet Minister of Sport and Vgahesla Gavrilin, Deputy Minister of Sport, Seattle, WA visit, 1987

Security Director, Michelob "Light Up the Night" Bicycle Criterion, Minneapolis, MN, 1986.

California Community College Supervisory Credential, 1986

Designed and implemented security plan for California Supreme Court facilities in San Francisco, 1985

Feature presenter, Sixth National Police Self Defense Instructors' Seminar, Washington, D.C., 1980

Certified California State Peace Officer Defensive Tactics Instructor, 1979

National Police Defensive Tactics Instructor Certification, United States Karate Association, 1976

Governor's Order #9 Commendation, 1976

(Cont. of Qualifications, Projects.....)

California Teaching Credential, valid for life, 1975

Techniques of Teaching Certification, California State Department of Education, 1975

Emergency Vehicle Operation Instructor Certification, California Highway Patrol, 1974

Koga Method, Police Self Defense Instructor Certification, 1974

Graduate, Officer Survival Internal Security Course, 1974