

## Curriculum Vitae:

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## Professional Objectives

For the past 30+ years I've maintained a special interest in the ethical conduct of police officers and in perpetuating a sense of honor and integrity in law enforcement. In 2010, I formed a consulting firm to evaluate police procedures in connection with litigation against law enforcement agencies and officers. Since leaving active employment in policing I have continued to obtain useful training and education. In 2017, I obtained my Juris Doctorate from the Alexander Blewett III School of Law at the University of Montana and am admitted to practice law in Montana and Idaho's state and federal district courts.

I am presently devoting most of my professional efforts toward litigation consulting and expert witness work, including providing expert reports and testimony when retained to do so. I have been retained to consult for Plaintiffs and Defendants in both Civil and Criminal matters. I devote considerable time to maintaining my knowledge related to policing and to my practice of law, so that I can continue to positively influence the professionalism of law enforcement officers and integrity of the justice system. In the Spring of 2024 I taught Criminal Procedure for the Legal Studies Program at Missoula College.

## College Education

2014-2017 Univ. of Montana- School of Law Missoula, MT  
Juris Doctorate ~ 2017

2010-2013 American Military University Charlestown, WV  
BS degree in Legal Studies ~ conferred with Honors - 8/2013

2003-2005 University of Montana Missoula, MT  
Studies in Sociology with Criminology emphasis.

2002 University of Virginia Quantico, VA  
FBI National Academy - Criminal Justice Certificate. 15 semester credits.

1979-1984 Columbia Basin College Pasco, WA  
Part-time Studies focusing on Business Management 45 semester credits.

## Police and Other Training

2000+ hours of formal law enforcement training, inclusive of MLEA Basic course and FBI National Academy, Session 210.

3000+ hours Self-Study

On topics of Computers, Police K9, Law Enforcement, Management, Ethics, Law and Criminal Justice.

1989-1993 Dale Carnegie Courses® Missoula, MT

Dale Carnegie Course® in Effective Speaking and Human Relations

Graduate and two time Graduate Assistant.

## Accreditations

Admitted to practice Law in MT and ID State/Federal District Courts  
MT POST Basic, Intermediate, Advanced and Supervisory Certificates  
MT POST Command and Administrative Certificates.

AELE Certified Litigation Specialist 2007-2014

POST Instructor certified

Verbal Judo Instructor 2007-2013

Montana Driver's License

Private Pilot License - SEL

## Professional experience

2019-Present Owner - Muir Law, PLLC Missoula, MT

Attorney

As of January 2019, I opened a solo law practice providing legal services to clients in Montana and May 2019 I was admitted to practice in Idaho.

2010-Present Owner - mgmuir consulting Missoula, MT

Litigation Specialist/ Consulting Expert

In 2010, I established my consulting firm to assist law firms working primarily on litigation against law enforcement agencies and peace officers. in civil litigation. I have been retained by many attorneys around Montana to assist as both a consulting and testifying expert for cases in state and federal district courts. I've conducted independent external reviews for agencies in western Montana, written law enforcement policies and evaluated cases for plaintiff's pre-litigation. I held a certification as a Litigation Specialist from AELE - Americans for Effective Law Enforcement from 2007-2014.

2008-2013

Missoula Police Department

Missoula, MT

## Chief of Police (Retired)

As Chief of an agency comprised of 102 sworn officers and 27 civilian employees, I had significant responsibility to the community and local government. I directed the activities of all department personnel, reporting to the Mayor, his Administrative Officer and the City Council. I created or directed the creation of policies and regulations by which the officers were held to performance, including how officers are selected for assignments and promotion. I developed a completely new employee evaluation system, created proactive policing units, improved the department's focus on diversity and continued to be very involved in community programs and partnerships. I strongly believe in the necessity to protect civil rights while simultaneously trying to protect public safety.

Across the Missoula community, I sought to build community support and respect for the police mission of problem solving and community policing philosophies. I also believe in developing diversity in the police services to better connect with the public they serve. I championed the idea that it is every Chief's responsibility to recruit, hire and develop high quality and diverse employees.

Missoula is a highly diverse and liberal community - a challenging environment for law enforcement. I supported liaison positions in the department to help bridge communication and cultural gaps for ethnic, gender, sexuality and race interest groups. I created an employee committee that served as my sounding board on diversity issues and which now has taken on a new role of community outreach on social matters. Under my direction, MPD created dedicated positions to address sex and partner violence, internet crimes and was the first local agency in Montana with an investigator dedicated to prescription drug crime.

I worked closely with local businesses to address problems related to homelessness and improve safety in the downtown business district. I served as co-chair of our school district's safety task force established after the tragic Sandy Hook school shooting in 2012.

Since 2007, I have trained hundreds of law enforcement officers and civilians from around Montana in the use of interpersonal communication to improve officer safety, reduce use of force and enhance professionalism, including several sessions per year at the Montana Law Enforcement Academy in Helena, MT. I also had very active leadership roles in the profession with local, state and regional programs.

2005-2008

Missoula Police Department

Missoula, MT

## Assistant Chief of Police

My duties as the Assistant Chief were quite comprehensive as to the function and planning aspects of the police department. In my roles as an administrator, I worked on budgets, grants, policies, and long-term organizational planning. I began directing efforts for working on a major project in building a new police headquarters. I participated in personnel matters on all levels from recruitment to contract negotiations and when needed, discipline. I served as the departments' point of contact for all civil litigation and prepare expert opinions as needed. I monitored the efforts of the various divisions to ensure quality service in all aspects of policing activity. I oversaw complaints against the department and employees that come in from the community and acted as liaison to the Police Commission on the resolved complaints. I developed the idea for creation of our new Office of Professional Standards. I completely reviewed and revised the format of our Policy Manual in 2007. I acted as an instructor in Verbal Judo to teach our officers better communication skills and enhanced professionalism. In the absence of the Chief I directed the activities of all department personnel and reported to the Mayor, his Administrative Officer and the City Council.

2004-2005

Missoula Police Department

Missoula, MT

## Police Lieutenant

- My assignment as a Lieutenant was divided into two distinct responsibilities. My primary job function was to supervise and direct the activities of the Detective Division. It is that Divisions responsibility to review and/or investigate all felony crimes occurring in our jurisdiction. Three Sergeants reported to me and perform the first line supervision of investigators in two categories, general investigations and narcotics. I reviewed all investigative plans, case assignments and clearances before cases are closed. I frequently was required to evaluate the work product of the individual officers and discuss it with them, with prosecutors and with the victims. I provided feedback to the Sergeants for their annual performance evaluations of the investigators. I performed the scheduling and had responsibility for the training needs of the division.
- My second area of responsibility was in the selection, training and deployment of all Special Teams members as the Tactical Operations Commander for the department. These individuals perform roles on the Special Weapons and Tactics Team, the Civil Disturbance Team, the Crisis Negotiations team and the Bomb Team (EOD).

1999 - 2004

Missoula Police Department

Missoula, MT

### Police Sergeant

- While acting as a Patrol Sergeant and first line supervisor, I was responsible for directing the policing efforts of one patrol team, with up to 12 officers. I was accountable for the officers handling of initial investigations, traffic enforcement and preventative patrols and general duties associated with those tasks. I was required to review the work product of all subordinates and correct deficiencies found. I responded to calls with the officers of my command and supervised their activities as well as providing guidance when requested or required. I provided training to officers in various topics to keep their skills fresh. I was responsible for investigating complaints against the officers and making referrals to Staff for discipline when necessary. I was responsible for authoring annual performance evaluations of all officers under my supervision.
  
- Other **Career Highlights** while in this position:
  - ▶ Hostage Negotiations Team Member - 1993 - 2004
  - ▶ K9 Unit Supervisor - 1999 - 2002

1997 - 1999

Missoula Police Department

Missoula, MT

### School Resource Officer

- ▶ Awarded MPD Medal for Meritorious Service for efforts in this assignment. 1999
- I was selected and served as one of the first School Resource Officers for Missoula and coordinated the development of age-appropriate safety, civics and substance use speaking curriculums for the middle school grades in Missoula County Public Schools.
- During this period of my career, I received specialized training in facility design safety and security, mental health and substance abuse, crime prevention techniques, behavioral intervention and student mentoring.

1991 - 1997

Missoula Police Department

Missoula, MT

### Police Officer

- Assigned as a police officer to the Patrol Division and working at the direction of a supervisor, answering calls as directed by dispatch and conducting self-initiated activities typical of a patrol officer. I was responsible for knowing the laws of the state and enforcing them, while upholding the Constitutions of Montana and the United States. I reflect on many accomplishments as a Police Officer, most notably my extensive participation in the Field Training Officer Program. I became an FTO with less than three years experience, due in large part to my initiative and desire to learn. I still find that I learn as much each day from teaching, bettering my own performance as a benefit of the efforts.

- Other **Career Highlights** while in this position:
  - ▶ Selected as Field Training Officer – 1993
  - ▶ Selected as Hostage/Crisis Negotiator – 1993
  - ▶ Researched, developed and implemented MPD Canine Unit. – 1995
  - ▶ Worked in committee on new promotion process to replace seniority.
  - ▶ Suggested and developed peer evaluation system to go with process.
  - ▶ Trained 2 police service dogs and assisted with training of MPD dogs. 1995-97

## Professional Affiliations

- Member – **Montana Bar Association** – Since 2018
- Member – **Idaho State Bar** – Since 2019
- Member – **American Bar Association** 2015 -Present
- Member – **Montana Association of Chiefs of Police** 2005-Present
- Member – **International Association of Chiefs of Police** 2007-Present
- Past President – **Montana Association of Chiefs of Police** 2011-2013
- Member and Past Pres. – **FBI National Academy Assoc.** – Mon-Ida Ch. 2002-Present
- Member – **Fight Crime: Invest in Kids**
- Former Executive Board Member – **Rocky Mountain HIDTA**
- Founding Member – **Montana Law Enforcement Canine Association** 2001-2003
- Executive Board – **Montana Police Protective Association** 1997-2000
- Member – **Attorney Generals Advisory Council** 1995 – 1999

## Community Activities

Board Member - *Missoula Correctional Services, Inc.* - Since June 2018

Member - *Knights of Columbus* - Council #13022

Former Board Pres. - *Missoula Community Restorative Justice, Inc.* - 2004-2/2007

Law Enforcement Counselor - *Montana American Legion Boys State* 1995-2001

Founding Board Member - *Missoula Boys and Girls Club* 1998-1999

Former Loaned Executive - *United Way* 1988-89

## Awards Received

Medal for Meritorious Service - 1999 - Missoula PD

## Publications

*K9 Training: Rx for Success*, *The Police Canine Recruiter*, Vol.2, No.1, Spring 1998