

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's state and federal 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 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. I feel an obligation to mentor future leaders in the profession and pursue my quest to be an advocate for well trained and highly motivated officers. With a goal of warding off litigation before events occur, I intend to help police administrators find that achievable, through improved training and the exercise of sound management principles.

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.

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

MLEA Basic, Intermediate, Advanced and Supervisory Certificates

MLEA 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 with the present intention of providing legal services to clients in Montana and since May 2019 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 on litigation against law enforcement agencies and peace officers. in civil litigation. I began establishing my expertise in this field around 2004, working on Missoula PD cases. 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 has 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 departments focus on diversity and continued to be very involved in community programs and partnerships.

In 2012 and 2013, I guided the department through the very difficult challenge of a U.S. DOJ §14141 Patterns and Practice Investigation and the ensuing settlement agreement process. The DOJ investigative finding alleged that our agency discriminated against women in our investigations of non-stranger sexual assaults. That allegation is unmerited, but our efforts focused on improving our response to these reported crimes rather than belabor DOJ's lack of substantial proof.

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.

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.
- During this assignment, I had the opportunity to develop the officers of my teams and to practice effective leadership with consistency. We had open lines of communication and my subordinates found my predictability as helpful guidance. I believe in leading by example and modeled integrity and self-accountability to my team. My own "bias to action" showed through in the many tasks I took on without direction and those I carried through on for others when they stalled out. Coupled with my communications skills, my sound decision-making allowed me to effectively manage the activities of my team and engage them in problem solving
- Other **Career Highlights** while in this position:
 - ▶ Hostage Negotiations Team Member - 1993 - 2004
 - ▶ K9 Unit Supervisor - 1999 - 2002
 - ▶ Co-facilitated construction and dedication of Missoula LE Memorial - 2000
 - ▶ Briefing Officer - Hell's Angels USA Run ICS - 2000
 - ▶ Author of MPD Complaint Policy - 2001
 - ▶ Attended FBI National Academy Session 210 - 2002
 - ▶ Authored MPD Media Policy - 2002
 - ▶ Creator of several information sharing forms 2001-2003
 - ▶ Member of Sgt./Lts. Review Board - 2001 and 2003
 - ▶ ICS roles as PIO, Operations Chief and Incident Commander on various tactical operations 2003-2004

1997 - 1999 Missoula Police Department Missoula, MT
School Resource Officer

- ▶ Awarded MPD Medal for Meritorious Service for efforts in this assignment.

1999

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 maintenance training of MPD dogs. 1995-97

1990 - 1991 Missoula County Sheriff's Office Missoula, MT
Reserve Deputy

- In the fall of 1990, I was commissioned as a member of the MCSO Sheriff's Reserve program. I was still in the Reserve Training Program when I was offered full-time employment with the city police department. This brief period allowed me the opportunity to learn the role of reserve officers and their value to local governments' delivery of public safety services.

Additional 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