

## **Kephart Consulting, LLC**

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### **Stanley L. Kephart**

#### **CURRICULUM VITAE**

#### **EMPLOYMENT HISTORY**

October 2011 – Present

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

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**

Police & Security Practices Expert

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% plaintiffs 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 Attorneys Office, County Attorneys Office, and Tribal Prosecutors Office for prosecution.**

(Continuation of Employment History)

- **Achievements:**

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 Sheriffs 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 Masters 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**

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

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. 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.

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.

### **RECENT INTERVIEWS**

Phone interview with David Sherfinski, ***“Democractic and Republican Convention Security, Washington Times,”*** 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

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, American Society for Industrial Security, 1996 - Present

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

Corporate Member, National Center for Spectator Sports Safety & Security (NCS4), April 2012

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

(Cont. of Special Qualifications.....)

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

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

Member, International Association of Chiefs of Police, July 2003

(Continuation of Special Qualifications....)

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

Listed in AELE website: Americans for Effective Law Enforcement

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

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

(Continuation of Special Qualifications....)

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

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