



# Harry E. Carlile, Jr.

[CarlileConsults.com](http://CarlileConsults.com)

[harry@carlileconsults.com](mailto:harry@carlileconsults.com)

Ocala, FL, 34481 • (352) 877-1678

## Consultant/Expert Witness

Uniquely qualified professional with rich background in supporting juries/judges to make informed decisions in complex civil and criminal cases.

- National Crime Information Center (NCIC)/Interstate Identification Index (III) Subject matter expert with history of success in delivering independent expert recommendations based on evidence.
- Demonstrated ability to engage with attorney/legal experts to reach to solid conclusion(s).
- Stellar track record of researching and delivering unbiased opinion(s) to courts/tribunals on particular issues.
- Repeated success in imparting knowledge to key stakeholders on legal matters. Known for evaluating legal details and adding share to the existing body's of knowledge.
- Articulate communicator with exceptional interpersonal, conflict resolution, and time management skills.
- Influential communicator with exceptional instructional development and teaching experience.

## Education

**PhD in Educational Administration (ABD)** | Illinois State University, Normal, Illinois

Area of Concentration Higher Education Administration

**MS in Criminal Justice Administration** | Illinois State University, Normal, Illinois

**Bachelor of Science in Administration of Justice** | Bradley University, Peoria Illinois

**Associate in Applied Science - Police Science** | Illinois Central College, East Peoria, Illinois

## Professional Experience

**Consultant/Expert Witness, Ocala, Florida**

**2021 to Current**

- Reviewed with clients known facts of the case with an eye to identifying potential civil/criminal liability.
- Ascertained which documents were needed in a case; their true holder; and recommend best possible methods to obtain those documents.
- Reviewed all relevant documents to determine if law(s), rule(s)/regulation(s), policy(s), or current standard(s) of care were followed.
- Provided verbal results to the Client.
- When requested, provided a written report based on the facts of the case and the resultant investigation.
- When requested, provided expert witness testimony of the findings in a court, or tribunal .

**Federal Bureau of Investigation, CJIS Division – Clarksburg WV**

**Training Specialist (TS) GS-14**

**2011 to 2022**

- Served as the Lead NCIC/III Trainer to facilitate FBI mission in these areas.

- Cultivated professional skills of top-performing individuals/teams through interactive training and inspiring leadership.
- Collaborated with FBI management to develop and attain yearly NCIC/III training objectives/goals related to operational requirements and financial resources for NCIC/III training conducted by the FBI.
- Developed, evaluated, revised, and improved NCIC/III training curriculums for both FBI as well as other Federal, state and local NCIC/III training programs as requested.
- Engaged with other high level Federal, state, local agency personnel as well as other key stakeholders to organize NCIC/III training programs.
- In addition to the items above also responsible for providing all Training Instructor responsibilities as enumerated below.
- Continuous certification to use NCIC/III dating back to 1979.

**Federal Bureau of Investigation, CJIS Division – Clarksburg WV**

**Training Instructor (TI) (GS 11-13)**

**1997 to 2011**

- Used the Instructional Systems Design (ISD) model to develop and evaluate curriculum for FBI personnel as well as other Federal, state, and local agencies in all facets of the National Crime Information Center (NCIC), Interstate Identification Index (III.).
- Presented classroom instruction to FBI personnel as well as other Federal, State, and local program trainers as well as all other levels of practitioners of these systems.
- Served as Adjunct Faculty for the FBI Training Division, Quantico, VA.
- Utilized skills of Instructional Systems Design (ISD) model to design and analyze a range of tasks as they relate to NCIC/III.
- Evisioned, designed, and implemented instruction to other Federal, state, and local NCIC/III program trainers/practitiners.
- As a part of FBI service obtained and maintained Top Secret (TS) and Sensitive Compartmented Information (SCI) Clearances.

**Federal Bureau of Investigation, Training Division, Quantico, Va**

**2002 to 2022**

**Advanced Training Instructor**

- Worked directly for the FBI's Training Division (FBI Academy, Quantico VA) when requested to develop, evaluate, and teach various versions (Police Instructor School (PIS), Instructor Development Course (IDC), and Law Enforcement Instructor School (LEIS)); of their 40-hour Instructor Development Program.
- Taught criminal justice personnel how to independently develop, evaluate and deliver effective instruction using the Instructional Systems Design (ISD) model.
- Taught and certified hundreds of criminal justice instructors from all over the US/world to be effective Instructors.
- Identified emerging needs and worked as a part of a team on the core development of the last two these program(s) (IDC,LEIS) including writing and evaluation of the current student manual.
- Provided classroom instruction, mentored, and formally evaluated, FBI personnel seeking to become certified instructors of this curriculum.

**Sergeant**

- Extended high-level support as a sergeant to the policy-making process and under Illinois Labor Law was considered a Policy Maker.
- Operationally responsible for all activities on a shift including not only the operational/technical side but also included scheduling, budgeting, and evaluation of employees.
- Excelled as the departmental training coordinator responsible for determining all departmental training needs including scheduling, budgeting, and the day to day operation of the Field Training Officer Training Program.
- Instrumental in obtaining NCIC terminals for headquarters office and patrol cars.
- Agency's NCIC Terminal Agency Coordinator (TAC) for 3 years with the additional responsibilities of ensuring that all NCIC terminals were operational and operated in accordance with the policies and procedures set forth by the State of Illinois NCIC Program office and the Federal Bureau of Investigation NCIC Program Office.
- As a fully sworn police officer was also responsible for all of the activities listed under Patrol Officer (below).

**Patrol Officer**

**1982 to 1988**

- Sworn Police Officer responsible for: the maintenance of public order, crime reduction, prevention and suppression, investigation of criminal acts and apprehension of offenders, and traffic enforcement in accordance with the Illinois Vehicle Code.
- Started, organized, and managed a state and national award-winning Law Enforcement Explorer Unit.

**Peoria County (IL) Sheriff's Department**

**1982**

**Corporal – Jail Division**

- Second in command of a 100+ resident County Jail for a given shift.
- Responsible for operation of the Jail in accordance with policies set forth by the State of Illinois and the County of Peoria.
- Responsible for the supervision and evaluation of all activities and personnel within the institution during the shift

**Officer – Jail Division**

**1979 to 1982**

- Hired as the youngest officer (20) in the history of the agency (at that time).
- Responsible for all facets of primary jail duties including intake, booking, and surveillance of inmates.
- From July 1979 – April 1980 was one of the first selected to the newly developed resident transportation and courthouse security detail.

## Additional Teaching Experience

---

### Central Illinois Police Training Center, Illinois Central College – East Peoria Illinois

Instructor

1985 to 1996

- Taught state certified courses in the following areas; police driving techniques, PR-24 Police Baton, ASP Police Baton, Police Firearms, Police use of Oleoresin Capsicum, Police Defensive Tactics.

### Fairmont State University – Fairmont, West Virginia

Instructor

1998 to 2001

- While working for the FBI taught part time in the Criminal Justice Department at Fairmont State as Adjunct Faculty
- Specialized in Introduction to Criminal Justice (100 Level), Police Procedures (200 Level). and Criminal Justice Ethics (400 Level).

### Federal Bureau of Investigation, CJIS Division – Clarksburg WV

Training Instructor and Training Specialist (TS) GS-14

1997 to 2022

Developed and taught thousands of classes on the proper use of the National Crime Information Center (NCIC) files listed below. These classes were taught to students at every level of expertise including but not limited to;

- Basic certification courses.
- Agency Terminal Agency Coordinators (TACs) level training.
- State and Federal level NCIC/III trainers and auditors (Train the Trainer).
- Professional consumers of NCIC information (e.g. attorneys, judges, court personnel, victim/witness specialists, etc.).

And Included but was not limited to the following Courses

- NCIC Wanted Persons File.
- NCIC Missing Person File.
- NCIC Unidentified Person File.
- NCIC Foreign Fugitive File.
- NCIC Immigration Violators File.
- NCIC Protection Order File.
- NCIC National Sex Offender File.
- NCIC Supervised Release File.
- NCIC Identity Theft File.
- NCIC Gang File.
- NCIC Known or Suspected Terrorist File.
- NCIC Protective Interest File.
- NCIC Denied Transaction File.
- NCIC Violent Persons File.
- NCIC Article File.
- NCIC Gun File.
- NCIC License Plate File.
- NCIC Vehicle File.
- NCIC Securities File.
- NCIC Boat File.

- NCIC Vehicle and Boat Parts File.
- NCIC Image File.
- NCIC Originating Agency Identifier File.

Developed and taught hundreds of classes on the proper use of the Interstate Identification Index (III). Although commonly thought of as an NCIC File, III is a separate set of computer systems which are accessed through the NCIC software. This system has vastly different rules, policies, and procedures (some codified in Federal Law) for access to the information, as well as use of the information once it is obtained (as compared to NCIC). These classes were also taught to students at every level of expertise including but not limited to;

- Beginner certification courses.
- Agency Terminal Agency Coordinators (TACs) level training.
- State and Federal level NCIC/III trainers and auditors (Train the Trainer).
- Professional consumers of III information (e.g. attorneys, judges, court personnel, victim/witness specialists, etc.).

Developed and taught hybrid classes involving the NCIC/III systems including but not limited to;

- Effectively Using FBI Resources in Missing and Unidentified Person Cases.
- Effectively Using NCIC Off-Line Searches to Solve Cases.
- TAC Responsibilities.
- CJIS Systems Officers Responsibilities.
- NCIC for Dentists in the Coding of Missing and Unidentified Person Records.
- NCIC Overview.
- NCIC Name Search Algorithm.
- Proper Use of III Purpose Codes.
- Yearly NCIC/III Updates.
- Timely Entry Policy for NCIC Records.
- NCIC Record Validation Training
- What Every Chief Law Enforcement Administrator Should Know About NCIC/III and Liability.

Developed and taught classes on International Public Safety and Justice Network (NLETS) Transactions including but not limited to;

- Out of State Driver's License Queries.
- Out of State Registration Queries.
- Concealed Weapons Permits Queries.
- State Criminal History Queries.
- Out of State Warrant Query.
- Immigration Alien Query.
- Snowmobile Query.
- Aircraft Registration Query.
- Canadian Driver's License Query.
- Canadian Registration Query.
- Canadian Person Query.
- Canadian Gun Query.
- Canadian Article Query.
- Canadian Boat Query.
- Canadian Vehicle Query.
- Interpol Person Query.
- Interpol Gun Query.

- Interpol Vehicle Query.
- Interpol Stolen Travel Documents Query.

Worked as a Subject Matter Expert on various teams to develop and video ten+ feature length NCIC training videos.

Worked as a Subject Mater Expert on various teams to develop five Computer Based Training (CBT) training modules on various NCIC and NLETS related topics.

Lead a Team of 3 members of American Board of Forensic Odontolgy (and 2 support staff) to Develop a 16 hour course for Board Certified Dentists to properly code NCIC Missing and Unidentified Persons Records for the NCIC Cross Match Program. This course was then taught by the team to over 500 dentists across the United States from 2008 to 2019.

Taught FBI employees and other law enforcement professionals from around the country/world to become effective instructors via the FBI Training Division's various Instructor Development Programs. These difficult training courses were a crash course in becoming the most effective instructor possible. Beginning on day 1 with the Instructional Systems Design Model and culminating on day 5 with the presentation of a fully developed, written, and presented, 2-hour lesson plan on an original topic.

### Professional Honors and Awards

#### Federal Bureau of Investigation

*FBI Directors Award* 09/2008

Service to Law Enforcement Category. Presented for Outstanding Service to the Law Enforcement Community at the National Level by FBI Director Mueller at a formal ceremony at FBI Headquarters, Washington, DC.

*FBI Assistant Directors Award* 02/2021

Service to Law Enforcement Category. Presented for Outstanding Service to The Law Enforcement Community at a National Level (No Ceremony Held - Covid 19)

*FBI Assistant Directors Award* 04/2008

Information Management Category. Presented for Outstanding Service to Service in Information Management (NCIC Mobile) at a National Level by FBI Assistant Director Bush in a formal ceremony at the FBI CJIS Division Headquarters in Clarksburg, WV.

*FBI Assistant Directors Award* 04/2008

Service to Law Enforcement Category. Presented for Outstanding Service to the Law Enforcement Community at a National Level at a National Level by FBI Assistant Director Bush in a formal ceremony at the FBI CJIS Division Headquarters in Clarksburg, WV.

Cash Award for Outstanding Service on a Project. 06/2015, 04/2014, 08/2010, 09/2008, 07/2008

Award proposals are submitted by FBI supervisors to a standing committee at the FBI Division Level. Awards are granted on a competitive basis across the division based upon merit of the individual project and financial resources each year.

Time Off Award for Outstanding Service on a Project. 05/2011, 04/2008, 05/2007, 05/1999

Award proposals are submitted by FBI supervisors to the responsible Division FBI Section Chief for approval. Awards are granted at the discretion of the Section Chief and can vary from 8 to 40 hours.

Quality Step Increase (QSI) Award.

12/2007, 03/2003

These awards raise the individual's pay 1 step (within their current grade) These steps are usually obtained via a preset longevity with the agency. Awards are granted on an extremely competitive basis across the division and the number possible in any given year are severely restricted by FBI Headquarters with no more than one a section. They are selected by the FBI Assistant Director based upon merit of the individual's projects over the course of a year.

**International Public Safety and Justice Network (NLETS)** 2019, 2017, 2015, 2013, 2011

Appointed to State Training/Auditors Resource Seminar (STARS) Steering Committee.

**United States Secret Service** 2013

Certificate of Appreciation.

**United States Public Health Service** 2005

Certificate of Appreciation.

**American Board of Forensic Odontology** 2011

Certificate of Appreciation

**United State Veterans Administration Police** 2011

Award for Service to the VA Police.

**State of Arkansas** 2002

Arkansas "Traveler" Award signed by Governor Huckabee.

**Pleasure Driveway and Park District – Department of Police**

Letter of Commendation 1990

Police Officer of the Year 1987

Dedicated Service Award for Police Explorer Post #900 1987

Letter of Commendation 1986

**Illinois Park Law Enforcement Association**

Certificate of Appreciation 1996

Certificate of Appreciation 1992

**Peoria (IL) Area Jaycees** 1986

Named Outstanding Young Law Enforcement Officer of the Year.

**Boy Scouts of America**

Bronze Big Horn Award for Distinguished Service to Exploring 1990

District Award of Merit for Distinguished Service to Exploring 1988

Illinois State Law Enforcement Explorer Conference 1989  
Outstanding Leadership Award.

County of Peoria (IL) Sheriff's Department 1981  
Letter of Commendation.

Personal

---

Member of the Marion County Sheriff's Office Volunteer Cold Case Unit. 2021- Current  
For further information on this unit please see <https://www.ocalagazette.com/the-cold-case-unit/>

Interviewed personally by the Local Newspaper on career and move to Ocala, Florida. 2022  
For further information please see <https://www.ocalagazette.com/hello-ocala-meet-your-neighbors-harry-carlile/>

NOT VALID UNTIL RETRAINED