

SPENCER FOMBY

LAW ENFORCEMENT TACTICAL CONSULTANTS INC.

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SUMMARY OF EXPERIENCE

Retired Police Captain, SWAT Commander and Police trainer with 20 years' experience working in the San Francisco Bay Area. Former Captain of the Boise PD Training, Education and Development Division. Served as program manager for the Defensive Tactics and Active Shooter programs for the Berkeley PD. Created two CA POST approved De-escalation courses. SME in public order for a National Institute of Justice Special Technical Committee on Civil Disturbance Unit Equipment and DHS First Responder Resource Group. Public Order Section Chair for the National Tactical Officers Association (NTOA); coordinated the creation of the NTOA Public Order Response and Operation Standards, the NTOA Public Order Basic Command Certification Course, and the NTOA Public Order Grenadier Workshop. Former Visiting Fellow in Police Science at University of Derby, U.K. Author of *Public Order Policing: A Professional's Guide to International Theories, Case Studies, and Best Practices: Use of Force*. (2024)

Lead departmental public order instructor; responsible for equipment selection, tactical training, less-lethal weapon selection, chemical agent selection and deployment, and mission planning. Squad leader in more than 75 protest events including:

Oscar Grant Protest (Oakland Ca)- January 2009

Mehserle Verdict (Oakland Ca)- July 2010

Occupy Oakland/Berkeley (Oakland/Berkeley Ca)- October 2011

Eric Garner/BLM (Berkeley Ca)- December 2014

Pro Trump Protests 2017 (Berkeley Ca)- February 1, March 4, April 15, April 27, August 27, September 24-27

George Floyd Protests 2020 (Oakland Ca)- May/June 2020

PROFESSIONAL POLICE EXPERIENCE

BOISE Police Department • Boise, ID 83704

POLICE CAPTAIN, March 2021 to January 2023

The Boise Police Department is a professional full-service law enforcement agency providing public safety to 260,000+ community members through engaging the public, keeping the peace, and responding to emergencies.

Berkeley Police Department • Berkeley, CA 94704

POLICE LIEUTENANT, January 2020 to March 2021

POLICE SERGEANT, December 2006 TO January 2020

PATROL OFFICER, December 2000 to December 2006

The Berkeley Police Department is a professional full-service law enforcement agency providing public safety to 150,000+ community members through engaging the public, keeping the peace, and responding to emergencies.

TRAINING, EDUCATION AND DEVELOPMENT DIVISION COMMANDER. Managed development and implementation of department training and education program through annual organizational needs assessment. Designed, developed, and implemented an annual training plan and evaluated training results. Developed plans, managed, and implemented police training activities and programs, including the recruit academy, field training program, quarterly training, and leadership development. Coordinated testing, evaluation, and purchase of department equipment. Managed the wellness program.

SPECIAL OPERATIONS GROUP COMMANDER. Lead Boise PD Special Operations Group including the Special Operations Unit (SWAT), Explosive Ordinance Disposal, and Mobile Field Force.

NARCOTICS AND VICE TASK FORCE MEMBER. Assigned to the Berkeley Police Department Drug Task Force for 2 years as an officer and then supervised the unit for 2 years as a sergeant. Responsible for disrupting street level narcotics activity in Berkeley and investigating regional drug trafficking cases with a nexus to Berkeley. Worked with a team of officers to generate felony cases through self-initiated stops. Participated in surveillance operations, under-cover operations, buy/bust operations, and sex trafficking investigations. Participated in the service of over 1000 high-risk search warrants, probation searches, and parole searches.

SECURITY AND DIGNITARY PROTECTION PROFESSIONAL. 18 years of SWAT experience with specialized training in physical security and dignitary protection. 5 years' experience as the special events coordinator for the City of Berkeley. Planned and coordinated the police and civilian deployment to large scale events including street fairs, concerts, rallies, festivals, and sporting events. Coordinated and supervised the police security for film shoots in the City of Berkeley including the Steve Jobs movie, America's Most Wanted, and Ballers. Experience providing security for Cal Football games. Experience coordinating and providing security

for visiting dignitaries including His Holiness the Dalai Lama, Former President Bill Clinton, Senator Bernie Sanders, Congresswoman Barbara Lee, and President Joe Biden. Experience coordinating with outside law enforcement agencies, the United States Department of State, and the United States Secret Service.

Berkeley Police Department active shooter program coordinator. Provided active shooter safety training to local stakeholders including Berkeley Unified School District, Jewish Community Center, Zaytuna College, French American School, City of Berkeley Library, Berkeley Community Emergency Response Teams, Wareham Properties, Berkeley Repertory Theater, St. Mary's High School, UC Berkeley Ed Roberts Campus, Berkeley City College, East Bay YMCA, Sutter Hospital, and Global Montessori School.

Certified in Crime Prevention Through Environmental Design (CPTED). Member of a City of Berkeley multi-disciplinary team tasked with inspecting problem properties and critical infrastructure. Participated in security assessments for various City of Berkeley facilities. Provided recommendations for security and technology improvements to City of Berkeley facilities.

POLICY, ADMINISTRATION, COMMUNITY INVOLVED POLICING EXPERTISE. Participated in development of the following departmental policies: use of force update, vehicle pursuits, foot pursuits, probation and parole searches, crowd control, chemical agent deployment, armored vehicle deployment, use of spit hoods and restraint devices, de-escalation, and use of less-lethal weapons. Supervised the Community Involved Policing unit—collaborated with community organizations, social service agencies, city staff, and merchants' associations to resolve complex issues. Member of a multi-disciplinary nuisance abatement team.

MEDIA AND PUBLIC RELATIONS. Recent presentations on police tactics and use of force:

1. Western States Public Order Conference- NTOA Force Trends, 2024
2. National Tactical Officers Association Annual Conference- Public Order Use of Force, 2023
3. UK Home Office Communications Directorate- Hiring and Retention Challenges in Policing, 2023
4. Axon Accelerate Conference- Reducing Deaths Between Police and Community, 2023
5. Daigle Use of Force Summit- Public Order Use of Force, 2022, 2023
6. California Association of Tactical Officers Conference- NTOA Standards and Public Order Use of Force, 2022
7. Daigle Law Group First Amendment Summit- Public Order Response Standards, 2022, 2023, 2024
8. National Tactical Officers Association Virtual Conference- Public Order Best Practices, 2022
9. Daigle Use of Force Summit- Public Order Best Practices with NTOA Standards, 2021
10. National Tactical Officers Association Annual Conference- Public Order, 2021, 2020, 2019, 2018
11. NTOA Panel Discussion- Less Lethal Munitions in Crowd Control Operations, 2021
12. National Asian Peace Officers Association Conference- Public Order Policing Best Practices, 2021
13. Renne Public Law Group Public Safety Reform and Innovation Webinar Series, 2021
14. Daigle Law Group First Amendment Summit- Modern Crowd Control Issues, 2021
15. Association of California School Administrators Annual Conference- Active Shooter, 2019
16. National Alliance for Mental Illness Conference- Tactical De-escalation 2018

EDUCATION AND PROFESSIONAL DEVELOPMENT

Bachelor of Arts, Administration of Justice, Howard University, Washington DC

Visiting Fellow in Police Science, University of Derby, United Kingdom

POLICE TACTICS SUBJECT MATTER EXPERT

Defensive Tactics and Active Shooter Program Coordinator. Trained officers in defensive tactics, firearms, active shooter response, tactical de-escalation, crowd control/management, less-lethal weapons, counter-ambush, chemical agents, sting balls, flash bangs, live-fire shoot house, scenario based training and close quarter tactics. Taught and evaluated SWAT tactics using live-fire, marking cartridges, and scenario-based training.

Advised the chief of police, city manager, city attorney and city council on best practices for police use of force and tactics with a focus on reducing injury to officers and community members, reducing city liability, and improving police legitimacy.

- 2011 Berkeley Police Department Officer of the Year.
- Team Leader of the 2013 Urban Shield SWAT Competition first place team.
- Involved in 1000+ tactical incidents, including assigned as Squad Leader in 75+ crowd control events.
- National Tactical Officers Association Public Order Section Chair. Coordinated the creation of the Public Order Unit National Standard. Coordinated the creation of specialized public order training for law enforcement.
- SME in public order equipment and tactics for DHS First Responder Resource Group. Identified police protective equipment deficiencies and made recommendations for new designs. Identified limitations of current crowd dispersal options and gave guidance for manufacturers to develop new less-lethal technologies.
- SME in public order for a National Institute of Justice Special Technical Committee on Public Order Unit Equipment. Worked with NIJ scientists to create national standards for police protective equipment.
- SME in active shooter response for the International Association of Chiefs of Police Collaborative Reform Initiative Technical Assistance Center (CRI-TAC). In partnership with the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS) and nine other law enforcement agencies.
- SME in ballistic shields for the ASTM Ballistics Shields Task Group.
- Created two California POST approved de-escalation courses. Trained hundreds of officers on tactics used to reduce use of force against people in mental health crisis, under the influence of drugs or alcohol, people armed with weapons other than a firearm or unarmed but non-compliant. Shared de-escalation course with agencies around the country. Advised law enforcement agencies and community members on de-escalation best practices.
- In January 2016, invited to attend Police Executive Research Forum (PERF) Reengineering Use of Force Meeting in Washington DC; in November 2016, invited to attend PERF ICAT presentation in New Orleans; in January 2019, invited to attend the PERF Less-lethal Symposium in Los Angeles.
- Responsible for acquisition of the following equipment: Outer vest carriers, FLIR handheld devices, DJI Mini 2 Drones, Axon Taser 7, Axon Body 3 Cameras, LEFTA training management software, Argus public order helmets, concealable limb guards, Avon C50 respirators, Revision Stinger hawk laser eye

protection, red dot pistol sights, WRAP devices, Armored Mercedes Sprinter van, 40mm launchers, FN 303, Crye Airframe ballistic helmets, TCI hearing protection, ballistic shields, rifle plates and carriers, Angel Armor RUC body armor, breaching shotguns, Peacekeeper batons, Accuracy International sniper rifles, backpack breaching kits, individual first aid kits and vehicle medical kits.

CERTIFICATIONS

1. NTOA Less-lethal, FSDD, Chemical Agent Instructor Certification, 2024
2. Force Science Realistic De-escalation Instructor, 2022
3. FEMA Active Shooter Incident Management Course, 2022
4. ALERRT Active Shooter Instructor Level 1, Train the Trainer, 2022
5. CATO Chemical Agent Instructor, 2020
6. FN 303 less-lethal Instructor/Armorer, 2018
7. ALICE Instructor, 2018
8. CTS Less-lethal instructor, 2018
9. CTS Sting ball Instructor, 2017
10. CTS Chemical Agent Instructor, 2017
11. CTS Distraction Device Instructor, 2017
12. Crisis Intervention Team (CIT), 2017
13. Gracie Survival Tactics Level 1 Instructor, 2015
14. Peacekeeper Baton Instructor, 2015
15. Force Science Analyst Certification, 2015
16. NTOA Shoot house Instructor, 2013
17. Simunition Scenario Instructor, 2012
18. NTOA Active Shooter Instructor, 2011
19. CA POST Long Rifle Instructor, 2011
20. CA POST Firearms Instructor, 2010
21. CA POST Impact Weapons Instructor, 2009
22. CA POST Defensive Tactics Instructor, 2007

PROFESSIONAL DEVELOPMENT

1. Police & The Press: Navigating Today's Complex Interactions Webinar, 2022
2. At the Point of the Spear Fire Service Leadership, 2022
3. Officer Involved Shootings and Use of Force Investigations, 2022
4. Daigle Use of Force Symposium, 2021

5. Transform Community and Police Relations, 2020
6. PFC Structure Clearing, 2019
7. PFC Carbine Movement Under Fire, 2019
8. Daigle First Amendment Conference, 2019
9. PERF Less Lethal Symposium, 2019
10. CNOA San Bernardino Attack Debrief, 2017
11. NCRIC Domestic Terrorism Update, 2017
12. FTF Armored Vehicle Operations, 2017
13. Force Encounters Analysis, 2017
14. D-Co Active Shooter, 2017
15. PERF ICAT Implementation, 2016
16. NTOA Advanced Carbine, 2016
17. TACOPS Hostage Rescue, 2016
18. CATO Tactical Operations Liability, 2016
19. FEMA Campus Emergencies, 2016
20. CATO Supervising High Risk Search Warrants, 2016
21. CNOA Implications of the Use of Force, 2016
22. PERF Re-engineering Use of Force, 2016
23. CA POST Crowd Management, 2015
24. Federal/Speer Wound Ballistics Workshop, 2015
25. D-Co Maneuver Tactics, 2015
26. Tactical Leadership, 2015
27. NTOA Hostage Rescue, 2015
28. Bias Based Policing: Remaining Fair and Impartial, 2014
29. Fulcrum Concepts Advanced SWAT, 2013
30. Snipercraft Sniper Team Leader Course, 2013
31. Law Enforcement Officers Killed and Assaulted (LEOKA), 2012
32. FEMA LASER Active Shooter Course, 2012

AFFILIATIONS

1. National Tactical Officers Association
2. California Association of Tactical Officers
3. Intl. Law Enforcement Educators and Trainers Assoc.
4. International Association of Chiefs of Police