

KAREN LASER

CURRICULUM VITAE

Laser Consulting, Inc.

Owner/President

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EMPLOYMENT HISTORY

August 2020 – Present

Kephart Consulting, LLC

Senior Consultant

Kephart Consulting has thirty-eight (38) 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. This consultancy specializes in Premises Liability for sports and entertainment venue security, as well as experience in the areas of Internal Affairs investigations, discipline-related procedures including termination and grievance procedures, Special Weapons and Tactics (SWAT) Commander leadership, and other police management responsibilities. The caseload consists of approximately 60% defense and 40% plaintiff cases.

April 2021 – Present

Laser Consulting, Inc. - Owner

Laser Consulting, Inc. offers consulting and expert witnessing in policing and security best practices. This consultancy specializes in Internal Affairs issues such as terminations, investigations involving violations of policy and procedure, City Regulations, and criminal matters regarding violations of law.

April 2022 – April 2025

Oceanside Police Department

Annuitant/Consultant

Provide expertise in the areas of departmental policy and administrative procedures related to employee internal affairs investigations.

December 2020 – June 2023

Intelligence Based Integrated Security Systems, Inc.

(IBIS2)

Board Member of Advisors

IBIS2 was a patented, state-of-the-art technology platform designed to preempt violence and prevent criminals from entering venues.

June 1990 – February 2022¹**Sworn Police Officer****Oceanside Police Department, CA****Lieutenant****October 2011 – February 2022****Support Operations Lieutenant**

Directed, supervised, and managed sworn and civilian personnel in the Harbor and Beaches Unit, Homeless Outreach Team, and Crime Suppression Unit. Coordinated the Department's deployment to all City special events. Procured equipment, vessels, and training for said units. Managed expenditure of Federal grants.

Patrol Watch Commander

Directed, supervised, managed, and participated in the activities of patrol units and specialized units while managing resource deployment. Coordinated critical incidents as the Incident Commander. Represented the Department on various City and community committees. Reviewed arrest booking charges, arrest and crime reports, and authored memorandums to the Chief of Police. Exercised staff authority over all subordinate personnel both sworn and non-sworn, completed annual performance evaluations, supervised enforcement of laws and ordinances, investigation of crimes, gathering of evidence, and interrogation of witnesses and suspects.

Special Weapons and Tactics (SWAT) Commanding Officer

Assigned as a collateral duty, between January 2019 – February 2022 I was responsible for the administration and operations of the team, which included twenty-six (26) sworn police operators and six (6) SWAT Medics who were full-time Firefighters. Responded to all SWAT callouts and worked in partnership with each Incident Commander who requested the resources of SWAT. Additionally, the SWAT Team includes the Crisis Negotiation Team and Unmanned Aerial System (Drones) team components; all components of the team are deployed for each SWAT mission.

SWAT resources have been used in hostage and barricaded suspect incidents, very important person (VIP) or package protection details, high-risk warrant service, high-risk apprehension details, and other details requiring the use of specialized tactics, weaponry, and related resources.

Achievements:

- Implemented a Limited Tactical Deployment protocol for incidents of lower risk, which would allow the SWAT team to utilize their training and special tactics to de-escalate potentially violent incidents. Provided for consistency in the service of warrants.

¹ With the exception of August 1996 thru June 1999

Special Weapons and Tactics (SWAT) Executive Officer

Assigned as a collateral duty, between January 2016 – December 2018, I assisted the SWAT Commanding Officer in the administration and operation of SWAT and, in their absence, assumed the role and responsibilities of the Commanding Officer. Commanded the Crisis Negotiations Team (CNT) and responded to all SWAT/CNT callouts.

The CNT is comprised of eight Officers whom two Sergeants lead. The CNT attempts to resolve critical incidents through communication and persuasion. The CNT provides Incident Commanders with negotiators who are specifically trained and equipped to diffuse critical incidents involving suspects who are suicidal, barricaded, hostage-taking, or engaged in terrorist activities. The goal of the negotiator is to bring about a peaceful resolution through communication with a purpose and the use of persuasion and minimize the need for a tactical intervention.

Professional Standards Unit (PSU) Lieutenant

The Oceanside Police Department employs approximately 225 employees and serves a population of approximately 170,000 residents. Between June 2016 and January 2021, I reported directly to the Chief of Police and was responsible for Internal Affairs administrative investigations, which investigate violations of policy and procedure, City Regulations, or laws. Authored Department policy and facilitated administrative investigations, *Skelly* Hearings, disciplinary practices, and grievance procedures involving Memorandum of Understanding violations. Assisted the City Attorney with civil cases involving lawsuits and grievances. Conducted and/or approved employee background investigations, which included the selection and testing for all Police Officers and non-sworn City staffing according to the California Police Officer Standards and Training regulations. Reviewed all background investigations prior to determining their suitability for employment.

Achievements:

- Recruitment and Testing – Facilitated over five hundred (500) applicants during the hiring process. Coordinated testing for entry and lateral-level Police Officers and Police Dispatchers according to the California Police Officer Standards and Training regulations.
- Civilian Complaint Process - Restructured and implemented the Department's civilian complaint process to enable a higher level of transparency (IAPro – BlueTeam).
- Use of Force Documentation Process – Created a streamlined process for use of force incidents to be reviewed from line level to upper management.
- Recruitment - Modernized the Department's hiring and recruitment protocols to attract quality applicants and create a department that is representative of Oceanside's racially and culturally diverse community (eSOPH).

Field Operations Lieutenant

Implemented action plans for special events and managed multiple Department units, including the Harbor & Beach Unit, Traffic Unit, School Resource Team, K-9 Unit, Homeless Outreach Team, Psychiatric Emergency Response Team, Police Explorers, and Senior Volunteers. Approved purchases for equipment, acquired training specific to each unit and completed annual performance evaluations. Assigned as the Department's liaison for the United States Marine

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Corps Camp Pendleton military base to resolve conflicts based on state vs. federal law procedures and established a working relationship with the Provost Marshal. Facilitated the implementation of the Department's Body Worn Camera Program, managed expenditures and grants, and served for temporary periods in the role of Division Captain during the absence of the Captain.

Achievements:

- Special Events – Implemented action plans in response to special events such as the Ironman, concerts, Race Across America, July 4th Fireworks celebration, soccer competitions, movie filming such as The Animal Kingdom, globally advertised surfing contests, and national skateboard competitions.
- Procurement - Successfully secured financing and City Council approval for the purchase of a harbor police vessel to ensure maritime safety for our local boating community.
- Homeless Outreach Team - Established the City's Homeless Outreach Team, offering housing, medical care, and rehabilitative options for the homeless.
- Maritime Emergency Protocol via the Incident Command System (ICS) – Collaborated with the Oceanside Fire Department to create a critical incident protocol for maritime emergencies. This protocol was based on the ICS structure.
- Member of the Coast Highway Improvement Plan Steering Committee – Implemented a “road diet” for a major coastal thoroughfare in the city of Oceanside, including the addition of roundabouts, bicycle lanes, outdoor seating for restaurants, and pedestrian walkways.
- Participated in the nationwide *25 Cities Initiative to End Veteran Homelessness*, providing hundreds of housing opportunities for homeless veterans, as well as resources to assist in mental health and day-to-day life.
- Member of the Department's Strategic Planning Committee. Formulated five-year plans for the Department based on the Vision and Mission of the Department, as well as its anticipated future. Utilized a community survey to obtain relevant and current issues to address.

Patrol/Detective Sergeant

February 2006 – October 2011

Supervised uniform Patrol teams and General Investigative Detective units, including Property, Crimes of Violence, and Robbery-Homicide. Responded to critical incidents and assigned duties to officers/detectives per the Incident Command System, including but not limited to murders, suspicious deaths, officer-involved shootings, and incidents where officers were involved in critical uses of force. Read and evaluated arrest reports, crime reports and booking charges, and responded to investigative callouts for homicides and serious crimes.

Achievements:

- Authored protocol for responses to Officer Involved Shootings to include managing relations with the Labor Union regarding the care and treatment of employees during an Officer Involved Shooting.

Detective

January 2001 – February 2006

Investigated crimes against property and persons, including but not limited to crimes such as burglaries, thefts, physical and/or sexual assaults, and homicides.

Cross-sworn as a Federal Agent as a member of the **North County Gang Task Force** and collaborated with local, state, and federal law enforcement personnel to conduct investigations of gang crime. I wrote search and arrest warrants and served said warrants with the team members.

Police Officer

September 1992-August 1996 & June 1999-December 2000

Patrol

Assigned areas by vehicle, bicycle, or on foot to answer service calls for the protection of life and property, and the enforcement of City, County, and State laws. Conducted criminal investigations, conducted self-initiated activity, made arrests as required, prepared reports of crimes and arrests made, conducted traffic stops, and issued citations or warnings. Testified in court in connection with the prosecution of violators.

Neighborhood Enhancement Team

In a uniform capacity, conducted gang suppression via citations, arrests, and field contacts in an assigned gang neighborhood. The Community Oriented Policing philosophy was utilized to develop trust and rapport with gang members, their families, and other residents in the neighborhood. The Neighborhood Enhancement Team worked together, assisting all team members with enforcement and education in neighborhoods throughout the City of Oceanside. In addition to making gang contacts, I regularly worked with the youth in those neighborhoods and collaborated on events with the neighborhood residents. These efforts reduced the fear of crime in those neighborhoods and established a working relationship with all citizens living in the neighborhood.

Loss Prevention Manager

December 1996 – May 1999

Albertsons, Inc. Brea, CA

Conducted internal audits of assigned Albertsons grocery stores. Audits consisted of financial (safe cash), product maintenance and sales, security issues, and payroll records. Investigated violations of policy and law.

Los Angeles Police Department

September 1990 and August 1992

Police Officer

I was assigned to areas within the cities of Van Nuys and Hollywood by vehicle or on foot to answer service calls for the protection of life and property, and the enforcement of City, County, and State laws. Conducted criminal investigations, made arrests as required, prepared reports of crimes and arrests made, conducted traffic stops, and issued citations or warnings. Testified in court in connection with the prosecution of violators.

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Worked in an off-duty capacity as a security officer at special events such as national sporting games and concerts.

San Diego Youth Involvement
Group Home Facility Manager

February 1990 – July 1990

Managed a 6-bed group home for wards of the court. Liaised with Probation Officers assigned to San Diego Juvenile Hall for suitable placement into the group home. Ensured policy, procedures, and laws were adhered to. Responsible for hiring staff, scheduling, program coordination for youth activities, and performance evaluations of employees and interns.

Central Manor Residential Care Facility
Program Coordinator

September 1989 – February 1990

Coordinated activities for a 25-bed residential care facility for mentally ill adults. Chaperoned residents on outings and facilitated their mental health care and dispersion of medication. Ensured policy and procedures were followed and assisted the facility's manager with administrative duties.

Exchange Club of San Diego
Family Assistant

1986-1989

As a volunteer, I was assigned to families who were having relationship or parental difficulties. I mentored and established rapport with struggling family members. Utilizing the Court's recommendations and the Exchange Club of San Diego's partners, made suggestions to resolve their crises or difficulties.

San Diego City Schools
Instructor's Aide

January 1984 – June 1989

Worked with teachers at a middle school as their aide. Assigned to administrative duties and tutoring of the children. Assisted with the facilitation of school programs and activities.

CERTIFICATES

- Los Angeles Police Department Academy Diploma – February 1991
- Commission on Peace Officer Standards and Training – Basic Certificate March 1992
- Commission on Peace Officer Standards and Training – Intermediate Certificate May 1993
- Commission on Peace Officer Standards and Training – Advanced Certificate August 1999
- Certified as a Drug Recognition Expert – Certificate June 2000
- Certified as a Field Training Officer – Certificate June 2004
- American Homeland Solutions, NIMS/SEMS for Response Personnel Certification August 2006 (ICS 100, ICS200, and ICS700)
- California State University Long Beach, Internal Affairs Seminar Certification Sept. 2006
- Women Leaders in Law Enforcement Conference - November 2006
- Commission on Peace Officer Standards and Training – Basic Supervisory Course Certification November 2006
- California State University Long Beach, Civil Liability – Certification February 2007
- CA Governor’s Office of Emergency Services, Hazardous Materials First Responder Operations Weapons of Mass Destruction Law Enforcement Field Support – Certification February 2007
- American Homeland Solutions, National Incident Management Systems (NIMS) Train-the-Trainer Course ICS-300 & 400 – Certification June 2007
- Commission on Peace Officer Standards and Training, Assertive Supervision Workshop- Performance Management and Accountability in the Workplace Certification August 2007
- California Peace Officers’ Association, Officer Involved Shootings – Certification January 2008
- TASER International M26/X2 6 Instructor Certification January 2008
- Death Investigation Training – Certification February 2008
- TASER International – Armorer Certification March 2008
- Institute for the Prevention of In-Custody Deaths, Management of Excited Delirium and Sudden In-Custody Deaths Instructor Program – Instructor Certification March 2008
- Commission on Peace Officer Standards and Training – Supervisory Certification March 2008
- California Department of Justice, Cold Case Investigation – Certification April 2008
- Graduate - Sherman Block Supervisory Leadership Institution, San Diego, CA, July 2009
- Commission on Peace Officer Standards and Training – Leadership and Accountability Certification October 2009
- Homeland Security, Cold Case Seminar – Certification February 2010
- New Mexico Tech Energetic Materials Research and Testing Center, Prevention and Response to Suicide Bombing Incidents – Certification 2011
- Commission on Peace Officer Standards and Training – Canine Program Management Certification March 2012
- California Peace Officer Standards and Training – Management Course Certification April 2012
- First Recipient of the Oceanside Police Department’s Community Policing Partnership Award October 2012
- Commission on Peace Officer Standards and Training – Management Certification October 2013

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Continuation of Certificates

- Special Event Safety Seminars, Special Event Management – Certification December 2013
- Commission on Peace Officer Standards and Training – DUI Checkpoint Planning and Management Certification December 2013
- California Boating Safety Officers Association – Certification April 2014
- Training Force USA, Managing Generational Differences & Dealing with Problem Employees Certification November 2014
- California Narcotic Canine Association – Law Enforcement Canine Training Certification January 2015
- Systems for Public Safety, Public Safety Background Investigation Course – September 2016
- Systems for Public Safety, Administration of the Background Process Course Sept. 2016
- California Peace Officers' Association, Peace Officer Bill of Rights Certification Sept. 2016
- Public Agency Training Council, Internal Affairs Conference – Certification December 2016
- California Association of Hostage Negotiators, Hostage Negotiations Certification September 2018
- Female Enforcers Event – October 2018
- LEXIPOL, Internal Affairs Investigations – Certification August 2019
- Public Agency Training Council, Internal Affairs Institute – Nationally Certified Internal Affairs Investigator/Supervisor December 2019

EDUCATION

GRAND CANYON UNIVERSITY

Phoenix, AZ

Master of Science Degree in Criminal Justice – Emphasis in Law Enforcement, December 2017

SAN DIEGO STATE UNIVERSITY

San Diego, CA

Bachelor of Arts Degree in Psychology, December 1988

MEMBERSHIPS

- International Association of Chiefs of Police (IACP)
- ASIS International
- California Association of Hostage Negotiators (CAHN)
- National Tactical Officers Association (NTOA)
- California Association of Licensed Security Agencies, Guards & Associates (CALSAGA)
- Americans for Effective Law Enforcement (AELE)

CONTINUING EDUCATION

- March 2023 SEAK – Expert Witness Training
October 2023 CPTED International – Through Criminologists’ Eyes Webinar
January 2024 Public Agency Training Council – Gang Expert Testimony Webinar
February 2024 CPTED International – Safety Through Building Community Webinar
April 2024 SEAK Annual Conference
June 2024 Dolan Consulting Group – Internal Affairs Investigations: Legal Liability and Best Practices
October 2024 CALSAGA Annual Conference
January 2025 Lexipol – Duty to Intervene
July 2025 Expert Institute – Winning with Experts
September 2025 AELE – Expert Witness Symposium
October 2025
- Lexipol – Correctional Officer Safety Webinar
 - CALSAGA Annual Conference
 - Force Science – Certification Course
 - Force Science – Realistic De-Escalation for Security Professionals

SPEAKING ENGAGEMENTS

2010 – 2022 Brandeis University National Committee-Rancho Bernardo Chapter Speaker on *Police Practices*

INTERVIEWS

- Interview with Sarah Robinson, Arizona Family News, “Use of Force” July 22, 2025.
- Interview with Joe Hanneman, Blaze Media/News, “Uses of Force Reporting” June 13, 2025
- Investigative questions with Joe Hanneman, Blaze Media/News, “Use of Force” May 14, 2025.
- Interview with Clara Bates, Missouri Independent, “Excessive Use of Force” October 18, 2024.
- Interview with Ryan Foley, Associated Press Correspondent, Associated Press, Iowa City, IA “Use of Force – Less Lethal Weapons” March 13, 2024.
- Interview with Cordelia Longo, Reporter, Western Washington University, “School Shootings” March 4, 2024
- Interview with Aaron Adelson, Reporter, 9 News Denver, CO “Pursuits” November 15, 2023
- Interview with Cristy Fajardo, Reporter, Fox 11 News Los Angeles, CA “Use of Force” July 3, 2023

PUBLICATIONS

Authored multiple Oceanside Police Department policies and procedures on various police practice topics.

Authored Officer Involved Shooting training and investigative documents for the Oceanside Police Department.