


# Marcus Sprague


## Police Lieutenant (Ret.)


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### CONTACT

 (615) 861-9613

 fc2experts@gmail.com

 fc2consulting.com

 4015 Travis Drive Ste 211  
#1638, Nashville, TN 37211

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### EDUCATION

M.S. Law Enforcement and  
Public Safety Leadership  
University of San Diego, CA

B.S. Business Administration  
California Coast University, CA

Adjunct Faculty  
CA POST Supervisor School  
Santa Rosa Junior College, CA

CA POST Middle Management  
School  
South Bay Regional Training  
Center, San Jose, CA  
of Force University of Southern  
California 2020-Present

### MEMBERSHIPS

National Tactical Officers Association

California Association of Tactical Officers

California Narcotics Officer Association

Int. Association of Chiefs of Police

### Awards

Gold Meritorious Award for acts during  
a large-scale urban wildfire

Distinguished Service Award for complex  
investigation involving an ex-police  
officer and multiple armored car  
robberies.

### SUMMARY OF EXPERIENCE

Veteran law enforcement officer. Experienced Police Lieutenant, SWAT Commander, and Police trainer with 25 years of experience working in the North Bay of California. Retired Lieutenant of the Santa Rosa Police Department's Investigations Division and SWAT Team.

Developed Critical Incident Management for Supervisors curriculum adopted statewide by California POST. Led curriculum development team for CATO SWAT Team Leader, SWAT Commander, Critical Incident Leadership for Supervisors, and Active Shooter Incident Leadership courses.

I have taught leadership, incident command, and critical incident management to command-level executives and line-level supervisors throughout California, Colorado, Michigan, Ohio, Oregon, and Washington.

Featured speaker, California Association of Tactical Officers Conference, "Surviving the Microscope- How can we prepare to defend ourselves, our teams and our agencies."

Presenter at the Ohio Tactical Officers Conference  
Middle Management Course-Tactical Strategies  
Law Enforcement Response to Civil Disorders

Presenter North American Active Assailant Conference  
Tactical Strategies for SWAT

### QUALIFICATIONS

- Member of California POST SWAT Guidelines Committee adopted as Statewide Best Practices
- Commanded and directed over 200 high-risk field operations, including leadership roles on patrol, SWAT, crowd control, and large-scale pre-planned events.
- Updated the selection, training, testing, and deployment of the SWAT, HNT, and Mobile Field Force.
- SME for CATO conducting After Action Reviews, SWAT Team Audits, and annual Conference Coordinator.
- Police Practices Expert Witness for State and Federal Court cases.

**Marcus Sprague**  
Curriculum Vitae

**Formal Education**

Master of Science Degree (2019) University of San Diego, Law Enforcement Public Safety Leadership

Bachelor of Science Degree (2017) California Coast University, Business Administration

California POST Commission Certificates

Peace Officer	Basic, Intermediate, and Advanced Certificates
Sergeant	Supervisory Peace Officer Certificate
Lieutenant	Management Certificate

**Associations**

Member, California Association of Tactical Officers (CATO) Current Vice President

Member, California Association of Narcotics Officers

Member, National Tactical Officers Association

Member, International Association of Emergency Managers

Member, International Association of Chiefs of Police

**Awards and Commendations**

Distinguished Service Award from Santa Rosa Police Department for a complex investigation involving an ex-police officer and multiple armored car robberies.

Gold Meritorious award for acts of heroism performed at great personal risk with the intent of saving life and property during the October 2017 wildfire.

**Law Enforcement Training**

May 1998	Basic Course-Intensive
July 1999	Drug Influence - 11550 H&S
September 1999	Narcotics Street Development
July 2000	Advanced Officer Course
January 2001	Drug Influence Update
March 2001	Radar Operator
January 2002	CPR/First Aid

July 2002	Intervention/Emotionally Disturbed Persons
October 2003	Racial Profiling
October 2003	Active Shooter Response
July 2004	California Gang Investigators Association Training Conference
September /2004	Gangs/Cal Gang Computer System
October 2004	Special Weapons & Tactics Basic
October 2004	Gang Awareness Update
October 2005	Ethics/Character Training
October 2005	Driving Under Influence Update
October 2006	Search Warrants-Investigators
April 2006	Vehicle Theft Investigations
February 2007	Leadership Strategies
April 2007	Electronic Surveil-Wiretap
May 2007	Search Warrants-Investigators
October 2007	Informant Development & Maintenance
February 2008	Officer Involved Shootings Investigations
April 2008	Economic Crime Investigation
November 2008	Special Weapons & Tactics, Advanced
February 2009	Officer Involved Shooting Investigations
April 2009	Interview & Interrogation
October 2009	Narcotics Investigation - 80 Hour
April 2010	Crowd Management
September 2010	Rifle Marksmanship and Sniper
October 2010	Special Weapons & Tactics, Adv
April 2011	Emotional Survival for Law Enforcement
March 2012	Field Training Officer

March 2012	Field Training Officer
March 2012	Ethics in Law Enforcement
June 2012	Crowd Management
July 2012	Spanish for L.E.-Basic
July 2013	Special Weapons & Tactics, Advanced
September 2013	Special Weapons & Tactics, Team Leader
October 2013	Terrorism Liaison Officer – Basic
September 2013	Tactical Science
November 2013	Supervisory Course
November 2013	Cato Training Conference
January 2014	Cato Special Weapons & Tactics, Commander
April 2014	Media Relations
December 2014	Special Weapons & Tactics, Adv
February 2015	Use of Force/Liability/Litigation
May 2015	Warrant Service/High Risk-Supervision
August 2015	Tactical Science
September 2015	Internal Affairs Investigation
September 2015	CATO Annual Conference
February 2016	Electronic Surveillance
June 2016	Tactical Lifesaver
August 2016	Unified Response to School/Community Violence
August 2016	Clandestine Lab Safety Supervisor
September 2016	Narcotic Unit Supervision
September 2016	Post Swat Guideline Update Workshop
November 2016	CATO Annual Conference
March 2017	Supervising Undercover Ops/Tactical Response

June 2017	California Association of Tactical Officers (CATO) Supervisory Leadership Program. The course was 1.5 years long, and met one day every other month.
August 2018	Crisis Decision Making, Critical Incident Management Strategies
May 2019	Crowd Management Strategies
September 2019	Participated in update committee for POST SWAT Guidelines.
January 2021	POST Management School
February 2022	POST Curricula Development Workshop for Supervisor School
April 2022	Developed POST-certified 8-hour Demonstration Response Class for CATO.
May 2022	Developed 8-hour POST-certified Tactical Strategies for Leaders course for CATO.
February 2023	Participated in curriculum update for POST Management School.

### **Law Enforcement Experience**

**Santa Rosa Police Department** **01/1998 to 05/2022**  
 Santa Rosa, California

Lieutenant Special Services Division 01/2022-05/2022

- Division Manager for Investigative Functions
- Homicide, Violent Crimes, Sexual Assault, Narcotics, Crime Lab

Lieutenant, Field Operations Division, 06/2020 – 01/2022

- Watch Commander
- Manage K9 Program
- Manage UAS Program
- Tactical Commander for Special Weapons and Tactics, Mobile Field Force, Tactical Dispatch
- EOC – Law Enforcement Branch

Sergeant, Property Crimes Team 01/2016-01/2019

- Supervise Investigative unit and Forensic Identification lab
- Supervise Environmental Crimes detectives and collateral officers
- Developed city-wide application to coordinate Safe Water Act compliance
- Developed and integrated new technologies for investigations bureau

Sergeant, Patrol

2013-2015,  
01/2019-06/2020

- Prepared performance evaluations
- Investigated use of force incidents and personnel complaints
- Acting Watch Commander
- Coordinated bi-monthly multi-agency probation/parole compliance operations.
- Implemented department-wide training related to in-progress crimes and tactics.

Detective, Property Crimes/Narcotics

2006-2010

- Investigated property and narcotics-related crimes, developed and managed confidential informants, authored search warrants, provided expert testimony, and facilitated community presentations.
- Assigned to Sonoma County Auto Theft Task Force
- Authored task force's informant management and confidential funds policy.
- Assisted in forming and obtaining equipment for an electronic surveillance program.
- Temporary assignment to the Violent Crimes Unit during a complex robbery investigation involving former police officers. Investigated OIS, robberies, and other violent crimes.
- Received Distinguished Service Award 2009

Uniformed Crime Suppression Team

2004

- Focused on the suppression and arrest of gang members and street-level narcotics.
- All members of the team are required to be on SWAT.
- Performed saturation patrols in high-crime-rate areas.
- Developed and maintained informants, conducted surveillance, controlled buys of contraband, and authored search warrants.

Officer, Uniformed Patrol

1998

- First responder to burglaries, homicides, robberies, domestic violence, narcotics-related crimes, gang crimes, and crimes of violence
- Conducted investigations, prepared reports, and worked with community members to identify and solve problems.
- Provided training to patrol on a variety of topics such as designer drugs, hotel/motel enforcement, community-oriented policing, tactics, and critical incident management

Team Leader SWAT

2013-2016

- Developed annual needs assessment training plan.
- Updated training, equipping, and documentation procedures.
- Successfully obtained federal and state grant funds for training and equipment.
- Facilitated group that authored the Standard Operating Procedure Manual.
- Developed a Threat matrix consistent with best practices.
- Updated deployment tactics.

Field Training Officer (FTO) Uniformed Patrol

2011-2013

- Provided training and mentoring to assigned trainees.
- Updated FTO manual
- Documented trainee performance with detailed evaluations
- Provided training to FTOs related to tactics, critical incident management.

## RELEVANT EXPERIENCE

California Association of Tactical Officers Vice President 12/2019-Present  
California Association of Tactical Officers Instructor 06/2017-Present

- Instruct SWAT Team Leader
- Instruct SWAT Commander
- Instruct SWAT Liability Best Practices
- Instruct Critical Incident Leadership for Patrol
- After Action Review Team- Coordinate and document debriefs of large-scale critical incidents and responsible for preparing and presenting the after-action reports to executives and attorneys representing their organizations.
- SWAT Audit Team- Conduct Independent Audit of SWAT program to include Selection, Retention, Deployment, Training, Equipping and Documentation practices.

Field Command Instructor 09/2018-Present

- Instruct law enforcement personnel in tactical science concepts.

Santa Rosa Junior College Adjunct Faculty 04/2018- Present

- Instructor for POST Supervisor School (Sergeants) to include Critical Incident Management for Supervisors

South Bay Regional Public Safety Training Consortium 04/2020-Present

- Instruct Tactical Strategies for Managers (Lieutenants)

### Accomplishments (Santa Rosa Police Department)

Created and presented Street level designer drug enforcement training for patrol January 2000

Created Critical Incident Response training for patrol March 2012

Updated SWAT manual, selection, deployment, and documentation protocols. February 2014

Authored the Strategic Plan for the SWAT Team March 2015

Developed and formed the Santa Rosa Police Foundation, a non-profit organization to partner citizens with the department October 2016

Developed and implemented the first mobile application to mitigate civil risk for homeless enforcement/outreach program with other city departments and non-profit service providers January 2018

Developed department-wide critical incident management training, including principle-based decision-making scenarios and preparation for transitioning to mutual aid and I.C.S. January 2019

Managed overhaul of SWAT and Mobile Field Force chemical agent, less lethal selection, training, testing, and deployment and documentation practices May 2021

### **SWAT and Command Experience**

Assigned to the Santa Rosa Police Department's Special Weapons and Tactics Team (2004-2016) was responsible for all personnel selection, training, deployment, and retention. Also implemented formal procedures for mission planning and deploying HNT and tactical support. Involved in over 80 missions.

Commanded and directed police and public safety personnel in over 200 high-risk field operations, including foot pursuits, field searches, barricaded suspects, major fires, and major vehicle collisions.

I oversaw updating the selection, training, testing, and deployment of the Mobile Field Force program after the George Floyd protest.

### **Teaching and Speaking Experience**

I have taught tactics/strategy, critical incident response, and other tactical-related topics throughout California.

I regularly teach tactical strategies for middle management at POST Management School.

Developed Critical Incident Management curriculum adopted by POST for Supervisor School.

I have taught leadership, incident command, and critical incident management to command-level executives and line-level supervisors throughout California, Oregon, and Washington.

Featured speaker, California Association of Tactical Officers Conference, "Surviving the Microscope-How can we prepare to defend ourselves, our teams and our agencies." November 2016

Led curriculum and development team for CATO SWAT Team Leader and Commander courses June 2017

CATO Annual Training Conference Coordinator December 2019  
December 2022

Presenter at the Ohio Tactical Officers Conference June 2024  
Middle Management Course-Tactical Strategies  
Law Enforcement Response to Civil Disorders

Presenter North American Active Assailant Conference June 2024  
Tactical Strategies for SWAT

Host of the CATO podcast Present