



Justin Gallimore
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To Whom It May Concern:

My name is Assistant Chief Justin Gallimore, and I am Mark Martinez's current supervisor at Fort Collins Police Services (FCPS). I have known Mark for nearly 20 years and have had the opportunity to work closely with him in a variety of roles, including Patrol leadership, SWAT, and our agency's Less Lethal program. Since 2022, I have also partnered with Mark as a co-instructor for several National Tactical Officers Association (NTOA) Less Lethal, Chemical Agent and Flash Sound Diversionary Device instructor courses.

At FCPS, we pride ourselves on being a progressive and innovative department with a highly regarded tactical program. Much of the confidence we have in this area is founded in Mark's significant contributions over the years, particularly in the areas of Less Lethal tactics and tactical decision-making. In helping build our agency's tactical doctrine and associated officer confidence, Mark has led the way through strong leadership rooted in a deep level of expertise, sound tactical judgment, and a commitment to advanced training principles and best practices.

Several additional qualities stand out when I reflect on the impact Mark has had on our organization and the broader law enforcement community. He possesses an easy-going, approachable and effective communication style, a genuine passion for training and teaching others, a sophisticated understanding of the tactical environment and the challenges facing modern policing, and an exceptional ability to connect community concerns with appropriate and effective police response strategies.

I cannot think of a better person to represent the National Tactical Officers Association, its members, and the law enforcement profession than Mark Martinez. I recommend him without reservation and am confident that he will continue to make meaningful contributions to the organization and the professionals it serves.

Please feel free to contact me if you have any questions or would like additional information regarding Mark's qualifications and experience.

Sincerely,

A handwritten signature in blue ink that reads "Justin Gallimore". The signature is fluid and cursive, with a long horizontal stroke extending to the right.

Assistant Chief Justin Gallimore
Fort Collins Police Services