

SHERIFF'S OFFICE



FLATHEAD COUNTY

BRIAN HEINO SHERIFF / CORONER

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National Tactical Officer's Association,

It is my pleasure to strongly recommend Undersheriff Wayne Dubois for a continued position of Western Region Director.

I am Alan Brooks, a current Team Leader on the Northwest Montana Regional Swat Team, and a member of the NTOA. I have 11 yrs as a team member which include, sniper, sniper team leader and tactical team leader. I have had the privilege of knowing Wayne Dubois during the entire time of my tactical career as we met when I attended SWAT Basic, and he was the instructor for WSTOA.

I am personally aware of his career in the state of Washington as a law enforcement officer, SWAT Team Leader and Board member with the Washington State Tactical Officer's Association. Wayne's experience includes the successful development and leadership of the Tri-City Regional Swat Team while employed at the Richland Police Department. The success of the TCRS Team was an example and model which influenced the progress and success of my team in Montana.

I currently get the honor of directly working under the leadership of Undersheriff Dubois as he moved to my agency, Flathead County Sheriff's Office, after successfully retiring from the Richland Police Department. I have been the beneficiary of Wayne's knowledge and investment as a commander as he has led our team through the merger of a large regional team between three agencies. In leading our team through the merger, I have observed Wayne successfully improve our sniper program, start a comprehensive TEMS unit, and resource training which had been previously unavailable.

I recently participated as an instructor under the guidance of Wayne in a new annual Montana Primary SWAT Course which was adopted by the Montana Sheriff's and Peace Officer's Association. This new SWAT course was developed and brought to fruition by Wayne through partnering the MSPOA and multiple agencies within the state. This course was much needed and will have lasting impact for future generations of law enforcement in the state of Montana.

I am absolutely confident that Wayne should continue his role as the NTOA Western Region Director for the benefit of NTOA and our region.

Respectfully,

Alan Brooks

NMRST – Team Leader