

NATIONAL TACTICAL

HALL *of* HONOR

★★ OFFICERS ASSOCIATION ★★

The National Tactical Officers Association's Hall of Honor has been created to honor persons worthy of the highest recognition for their contributions to the tactical community, regardless of their affiliation with the association.

The National Tactical Officers Association (NTOA) was founded on the importance and appreciation of the tactical component of law enforcement operations. Acknowledging this, the NTOA, founded by Mr. John Kolman, was the cornerstone foundation for professionalizing this ever-evolving discipline in law enforcement.

The NTOA recognizes the history and commitment of national, state, international and private organizations, along with local, county, state and federal entities, to delivering state-of-the-art tactical operations and services to their communities. The mission of the Hall of Honor is to recognize this commitment to excellence by law enforcement tactical professionals, trainers

and supporters who provide training, expertise and direction that assist federal, state, county and local law enforcement entities with the necessary resources to meet the ever-evolving field of law enforcement tactical operations.

The Hall of Honor, a testament to the progress and evolution of tactical operations, will recognize individuals who represent the tactical community's highest level of career excellence. It will also capture and recognize significant law enforcement events and operations that had a profound effect on the development of the tactical community. Lastly, the Hall of Honor will provide a central location to capture the history and evolution of tactical operations, inspiring future generations.

JOHN Kolman



John Kolman's lifelong record of service began shortly after high school when, in 1957, he enlisted in the United States Army, serving as a soldier in the 101st Airborne Division. After completing his enlistment, John joined the Whittier (CA) Police Department, and then in 1963, he transferred to the Los Angeles County Sheriff's Department, where he would spend the next 26 years changing the course of history in law enforcement tactical operations. John ultimately retired from the Sheriff's Department at the rank of captain.

The Los Angeles Police and Sheriff's Departments were among the first agencies in the nation to organize full-time SWAT teams, and John was soon assigned to the Sheriff's Department's Special Enforcement Bureau (SEB) as a SWAT team leader. John quickly recognized the advantages of sharing information, and one day, he visited LAPD SWAT unannounced to propose that the two units train together. During that first visit, John met Mike Hillmann and Ron McCarthy, two young SWAT officers who would also become legendary contributors to our discipline. The three men formed lifelong friendships and began to establish a close relationship between LAPD SWAT and L.A. Sheriff's SEB, which still exists today.

By the 1980s, John had been promoted to lieutenant and was a SEB team commander. It was a watershed period in the history of SWAT, as the teams in Los Angeles focused on hostage rescue in preparation for the 1984 Olympic Games. In 1982, John authored and published the first SWAT textbook, "A Guide to the Development of Special Weapons Teams." He would go on to write

additional articles and books on SWAT command, as well as two beautifully crafted volumes entitled "Rulers of the Night," a detailed history of LASD SEB.

John was a visionary who recognized the need for agencies to network and share lessons learned nationwide. He designed a survey to determine if other agencies had an interest in joining a SWAT training association. Before any of us had ever heard of email, John and his wife Janice hand-typed and mailed over 400 survey letters to agencies across the country. The response was overwhelmingly positive, and in 1983, John founded the National Tactical Officers Association.

The NTOA has grown to national prominence, raised the bar for tactical excellence, and saved countless lives through training and education. John Kolman remains an iconic figure in our work and a beloved leader among all who served with him.

CHARLES 'Sid' Heal



Sid Heal may be history's most prolific contributor to the study of tactical doctrine for law enforcement. He enlisted in the United States Marine Corps at 18 in 1968. Six months later, he was deployed to Vietnam, where he was combat-wounded in the first of what would be four combat deployments over his 35-year career in the Marines and Marine Corps Reserves. After returning from Vietnam, Sid pursued his formal education, eventually earning his bachelor's and two master's degrees. While attending criminology courses, Sid became enthralled

with law enforcement and in 1977, he became a deputy sheriff of the Los Angeles County Sheriff's Department. Sid worked patrol in south-central Los Angeles before transferring to the Special Enforcement Bureau, where he became a SWAT team leader. In later years, Sid would return to SEB as the unit commander.

As a team leader, Sid was tasked with conducting research on flash-sound diversionary devices to address a complete lack of safety data and training material. Sid performed original research and wrote his groundbreaking *Diversions Reference Manual*. This document set the stage for all that has followed regarding training and testimony for flash-sound diversionary devices. It also marked the beginning of Sid's prolific writing career. Sid's essential publications include the books "Sound Doctrine" and "Field Command." He also penned over 130 articles that appeared in the NTOA's *The Tactical Edge*.

Sid advanced as a Marine and law enforcement officer. The LASD and the Marine Corps each recognized Sid's talent and sought to leverage his experience. The Marines gave Sid complete authority to develop less-lethal systems for the Corps, while the Sheriff's Department placed him in command of technology exploration. Sid quickly became the nation's pre-eminent expert on less-lethal weapons. He taught countless law enforcement courses and instructed at all U.S. military war colleges. Sid retired from the Marine Corps in 2004 as a Chief Warrant Officer-5 and from the LASD in 2008 as commander.

Sid was a true Renaissance man who possessed remarkable insights and a passion for his service to others. However, no discussion of Sid would be complete without mentioning his faith in God and his devotion to his wife Linda and their five children.

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RONALD McCarthy



The name Ron McCarthy is both legendary and highly revered in the field of law enforcement tactical operations. Ron's career and contributions spanned nearly 60 years, during which he served with distinction as a police officer and SWAT supervisor. Ron developed innovative advances in tactics and equipment and influenced countless people as a trainer, mentor and role model. Ron enlisted and served in the United States Navy as a young man. He then joined the Los Angeles Police Department, working patrol in south-central Los Angeles before transferring to the Metropolitan Division, where he became one of the earliest members of LAPD SWAT.

Ron's performance and contributions to LAPD SWAT were exceptional and remain iconic in that unit. In 1974, Ron received the department's Medal of Valor for his actions during a protracted gunfight with the Symbionese Liberation Army, commonly referred to as the SLA Shootout. After retiring as a sergeant from LAPD in 1984, Ron held tactical training and leadership positions with the U.S. Department of Energy, the U.S. Department of Justice, and the International Association of Chiefs of Police, where he placed an emphasis on decision-making for SWAT command staff.

When Ron eventually left public service, he established his own company, R.M. McCarthy and Associates, committed to developing advancements in body armor and less-lethal weapons for law enforcement. During this period, Ron frequently served as an expert witness in the defense of police officers, often at no charge.

Ron's contributions to the NTOA were monumental. He served as a trainer, author and member of the Board of Directors for nearly 25 years, first as a Regional Director and then as a Director Emeritus. He had a significant influence on our association's ethical and professional bearing.

Ron's passion and commitment to our profession and to his family were unparalleled. He had an impact on countless lives and gave nothing but the best in his effort to serve others.

MICHAEL Hillmann



Mike Hillmann's name is synonymous with leadership and tactical excellence. He has spent a lifetime in service to others, training, team-building and mentoring future generations of law enforcement leaders. After serving in the United States Army, Mike joined the Los Angeles Police Department in 1966, working patrol in the Rampart area. He then transferred to the Metropolitan Division, where in 1970, he became one of LAPD's first SWAT officers as operator number 34. As a SWAT officer, Mike would meet and become lifelong friends with NTOA founder John Kolman, from the L.A. County Sheriff's Department. Mike was one of the NTOA's earliest and most profound authors, instructors and directors.

Mike excelled in SWAT, and as a sergeant in 1976, he was responsible for establishing LAPD's Crisis Negotiations Team. He was among the earliest proponents of integrating CNT with SWAT to act in support of one

another rather than as opposing factions. He advanced these concepts nationwide through his writing and teaching with the NTOA.

A true gentleman and a master of relationship building, Mike set the standard for interagency cooperation and was a critical link between the law enforcement and military special operations communities. He routinely introduced applicable military practices to law enforcement, particularly in command and control.

During his career with the LAPD, Mike's focus of effort consistently centered on special operations, beginning with his assignment to D-Platoon as a SWAT officer and then as a SWAT sergeant. When promoted to lieutenant, he served as a platoon leader in the Metropolitan Division, then in the Anti-Terrorist Division, where he played a significant role in security planning for the 1984 Olympic Games. As a captain, he commanded the department's Air Support Division, and finally, he served as the deputy chief for the Special Operations Bureau, commanding all department counterterrorism and emergency management resources.

Mike went on to serve as an Assistant Sheriff for the Orange County (CA) Sheriff's Department and then as the Assistant Chief of the Los Angeles Port Police, compiling over 50 years of sworn law enforcement service. Mike Hillmann is an exceptional leader, universally admired and respected by rank-and-file personnel at every agency he served.



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