

# SPENCER FOMBY

## LAW ENFORCEMENT TACTICAL CONSULTANTS INC.

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### SUMMARY OF EXPERIENCE

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Experienced Police Captain, SWAT Commander and Police trainer with 20 years' experience working in the San Francisco Bay Area. Captain of the Boise PD Training, Education and Development Division. Served as program manager for the Defensive Tactics and Active Shooter programs for the Berkeley PD. Created two CA POST approved De-escalation courses. SME in public order for a National Institute of Justice Special Technical Committee on Civil Disturbance Unit Equipment and DHS First Responder Resource Group. Public Order Section Chair for the National Tactical Officers Association (NTOA), and Visiting Fellow in Police Science at University of Derby, U.K.

Lead departmental public order instructor; responsible for equipment selection, tactical training, less-lethal weapon selection, chemical agent selection and deployment, and mission planning. Squad leader in more than 75 protest events including:

Oscar Grant Protest (Oakland Ca)- January 2009

Mehserle Verdict (Oakland Ca)- July 2010

Occupy Oakland/Berkeley (Oakland/Berkeley Ca)- October 2011

Eric Garner/BLM (Berkeley Ca)- December 2014

Pro Trump Protests 2017 (Berkeley Ca)- February 1, March 4, April 15, April 27, August 27, September 24-27

George Floyd Protests 2020 (Oakland Ca)- May/June 2020

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### PROFESSIONAL POLICE EXPERIENCE

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**BOISE Police Department** • Boise, ID 83704

**POLICE CAPTAIN, March 2021 to January 2023**

*The Boise Police Department is a professional full-service law enforcement agency providing public safety to 260,000+ community members through engaging the public, keeping the peace, and responding to emergencies.*

**Berkeley Police Department • Berkeley, CA 94704**

**POLICE LIEUTENANT, January 2020 to March 2021**

**POLICE SERGEANT, December 2006 TO January 2020**

**PATROL OFFICER, December 2000 to December 2006**

*The Berkeley Police Department is a professional full-service law enforcement agency providing public safety to 150,000+ community members through engaging the public, keeping the peace, and responding to emergencies.*

**TRAINING, EDUCATION AND DEVELOPMENT DIVISION COMMANDER.** Manages development and implementation of department training and education program through annual organizational needs assessment. Designs, develops and implements an annual training plan and evaluates training results. Develops, plans, manages and implements police training activities and programs, including the recruit academy, field training program, quarterly training and leadership development. Coordinates testing, evaluation and purchase of department equipment. Manages the wellness program.

**SPECIAL OPERATIONS GROUP COMMANDER.** Leads Boise PD Special Operations Group including the Special Operations Unit (SWAT), Explosive Ordinance Disposal, and Mobile Field Force.

**SECURITY AND DIGNITARY PROTECTION PROFESSIONAL.** 18 years of SWAT experience with specialized training in physical security and dignitary protection. 5 years' experience as the special events coordinator for the City of Berkeley. Planned and coordinated the police and civilian deployment to large scale events including street fairs, concerts, rallies, festivals, and sporting events. Coordinated and supervised the police security for film shoots in the City of Berkeley including the Steve Jobs movie, America's Most Wanted, and Ballers. Experience providing security for Cal Football games. Experience coordinating and providing security for visiting dignitaries including His Holiness the Dalai Lama, Former President Bill Clinton, Senator Bernie Sanders, Congresswoman Barbara Lee, and President Joe Biden. Experience coordinating with outside law enforcement agencies, the United States Department of State, and the United States Secret Service.

Berkeley Police Department active shooter program coordinator. Provided active shooter safety training to local stakeholders including Berkeley Unified School District, Jewish Community Center, Zaytuna College, French American School, City of Berkeley Library, Berkeley Community Emergency Response Teams, Wareham Properties, Berkeley Repertory Theater, St. Mary's High School, UC Berkeley Ed Roberts Campus, Berkeley City College, East Bay YMCA, Sutter Hospital, and Global Montessori School.

Certified in Crime Prevention Through Environmental Design (CPTED). Member of a City of Berkeley multi-disciplinary team tasked with inspecting problem properties and critical infrastructure. Participated in security assessments for various City of Berkeley facilities. Provided recommendations for security and technology improvements to City of Berkeley facilities.

**POLICY, ADMINISTRATION, COMMUNITY INVOLVED POLICING EXPERTISE.** Participated in development of the following departmental policies: use of force update, vehicle pursuits, foot pursuits, probation and parole searches, crowd control, chemical agent deployment, armored vehicle deployment, use of spit hoods and restraint devices, de-escalation, and use of less-lethal weapons. Supervised the Community Involved Policing unit—collaborated with community organizations, social service agencies, city staff, and merchants’ associations to resolve complex issues. Active shooter program coordinator- trained dozens of organizations in active shooter survival including government agencies, private schools, public schools, universities, social service agencies, and private companies.

**MEDIA AND PUBLIC RELATIONS.** Recent presentations on police tactics and use of force:

1. UK Home Office Communications Directorate- Hiring and Retention Challenges in Policing, 2023
2. Axon Accelerate Conference- Reducing Deaths Between Police and Community, 2023
3. Daigle Use of Force Summit- Public Order Use of Force, 2022
4. California Association of Tactical Officers Conference- NTOA Standards and Public Order Use of Force, 2022
5. Daigle Law Group First Amendment Summit- Public Order Response Standards, 2022
6. National Tactical Officers Association Virtual Conference- Public Order Best Practices, 2022
7. Daigle Use of Force Summit- Public Order Best Practices with NTOA Standards, 2021
8. National Tactical Officers Association Annual Conference- Public Order, 2021, 2020, 2019, 2018
9. NTOA Panel Discussion- Less Lethal Munitions in Crowd Control Operations, 2021
10. National Asian Peace Officers Association Conference- Public Order Policing Best Practices, 2021
11. Renne Public Law Group Public Safety Reform and Innovation Webinar Series, 2021
12. Daigle Law Group First Amendment Summit- Modern Crowd Control Issues, 2021
13. Association of California School Administrators Annual Conference- Active Shooter, 2019
14. National Alliance for Mental Illness Conference- Tactical De-escalation 2018

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## **EDUCATION AND PROFESSIONAL DEVELOPMENT**

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**Bachelor of Arts, Administration of Justice, Howard University, Washington DC**

**Visiting Fellow in Police Science, University of Derby, United Kingdom**

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## POLICE TACTICS SUBJECT MATTER EXPERT

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Defensive Tactics and Active Shooter Program Coordinator. Trained officers in defensive tactics, firearms, active shooter response, tactical de-escalation, crowd control/management, less-lethal weapons, counter-ambush, chemical agents, sting balls, flash bangs, live-fire shoot house, scenario based training and close quarter tactics. Taught and evaluated SWAT tactics using live-fire, marking cartridges, and scenario-based training.

Advised the chief of police, city manager, city attorney and city council on best practices for police use of force and tactics with a focus on reducing injury to officers and community members, reducing city liability and improving police legitimacy.

- 2011 Berkeley Police Department Officer of the Year.
- Team Leader of the 2013 Urban Shield SWAT Competition first place team.
- Involved in 1000+ tactical incidents, including assigned as Squad Leader in 75+ crowd control events.
- National Tactical Officers Association Public Order Section Chair. Coordinated the creation of the Public Order Unit National Standard. Coordinated the creation of specialized public order training for law enforcement.
- SME in public order equipment and tactics for DHS First Responder Resource Group. Identified police protective equipment deficiencies and made recommendations for new designs. Identified limitations of current crowd dispersal options and gave guidance for manufacturers to develop new less-lethal technologies.
- SME in public order for a National Institute of Justice Special Technical Committee on Public Order Unit Equipment. Worked with NIJ scientists to create national standards for police protective equipment.
- SME in active shooter response for the International Association of Chiefs of Police Collaborative Reform Initiative Technical Assistance Center (CRI-TAC). In partnership with the Department of Justice (DOJ) Office of Community Oriented Policing Services (COPS) and nine other law enforcement agencies.
- SME in ballistic shields for the ASTM Ballistics Shields Task Group.
- Created two California POST approved de-escalation courses. Trained hundreds of officers on tactics used to reduce use of force against people in mental health crisis, under the influence of drugs or alcohol, people armed with weapons other than a firearm or unarmed but non-compliant. Shared de-escalation course with agencies around the country. Advised law enforcement agencies and community members on de-escalation best practices.
- In January 2016, invited to attend Police Executive Research Forum (PERF) Reengineering Use of Force Meeting in Washington DC; in November 2016, invited to attend PERF ICAT presentation in New Orleans; in January 2019, invited to attend the PERF Less-lethal Symposium in Los Angeles.
- Responsible for acquisition of the following equipment: Outer vest carriers, FLIR handheld devices, DJI Mini 2 Drones, Axon Taser 7, Axon Body 3 Cameras, LEFTA training management software, Argus public order helmets, concealable limb guards, Avon C50 respirators, Revision Stinger hawk laser eye protection, red dot pistol sights, WRAP devices, Armored Mercedes Sprinter van, 40mm launchers, FN 303, Crye Airframe ballistic helmets, TCI hearing protection, ballistic shields, rifle plates and carriers, Angel Armor RUC body armor, breaching shotguns, Peacekeeper batons, Accuracy International sniper rifles, backpack breaching kits, individual first aid kits and vehicle medical kits.

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## **CERTIFICATIONS**

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1. Force Science Realistic De-escalation Instructor, 2022
2. FEMA Active Shooter Incident Management Course, 2022
3. ALERRT Active Shooter Instructor Level 1, Train the Trainer, 2022
4. CATO Chemical Agent Instructor, 2020
5. FN 303 Instructor/Armorer, 2018
6. ALICE Instructor, 2018
7. CTS Less-lethal instructor, 2018
8. CTS Sting ball Instructor, 2017
9. CTS Chemical Agent Instructor, 2017
10. CTS Distraction Device Instructor, 2017
11. Crisis Intervention Team (CIT), 2017
12. Gracie Survival Tactics Level 1 Instructor, 2015
13. Peacekeeper Baton Instructor, 2015
14. Force Science Analyst Certification, 2015
15. NTOA Shoot house Instructor, 2013
16. Simunition Scenario Instructor, 2012
17. NTOA Active Shooter Instructor, 2011
18. CA POST Long Rifle Instructor, 2011
19. CA POST Firearms Instructor, 2010
20. CA POST Impact Weapons Instructor, 2009
21. CA POST Defensive Tactics Instructor, 2007

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## **PROFESSIONAL DEVELOPMENT**

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1. Police & The Press: Navigating Today's Complex Interactions Webinar, 2022
2. FEMA Active Shooter Incident Management Course, 2022
3. ALERRT Level 1, Train the Trainer, 2022
4. At the Point of the Spear Fire Service Leadership, 2022
5. Officer Involved Shootings and Use of Force Investigations, 2022
6. National Tactical Officers Association Conference, 2021
7. Daigle Use of Force Symposium, 2021
8. Transform Community and Police Relations, 2020
9. PFC Structure Clearing, 2019

10. PFC Carbine Movement Under Fire, 2019
11. Daigle First Amendment Conference, 2019
12. PERF Less Lethal Symposium, 2019
13. CNOA San Bernardino Attack Debrief, 2017
14. NCRIC Domestic Terrorism Update, 2017
15. FTF Armored Vehicle Operations, 2017
16. Force Encounters Analysis, 2017
17. D-Co Active Shooter, 2017
18. PERF ICAT Implementation, 2016
19. NTOA Advanced Carbine, 2016
20. TACOPS Hostage Rescue, 2016
21. CATO Tactical Operations Liability, 2016
22. FEMA Campus Emergencies, 2016
23. CATO Supervising High Risk Search Warrants, 2016
24. CNOA Implications of the Use of Force, 2016
25. PERF Re-engineering Use of Force, 2016
26. CA POST Crowd Management, 2015
27. Federal/Speer Wound Ballistics Workshop, 2015
28. D-Co Maneuver Tactics, 2015
29. Tactical Leadership, 2015
30. NTOA Hostage Rescue, 2015
31. Bias Based Policing: Remaining Fair and Impartial, 2014
32. Fulcrum Concepts Advanced SWAT, 2013
33. Snipercraft Sniper Team Leader Course, 2013
34. Law Enforcement Officers Killed and Assaulted (LEOKA), 2012
35. FEMA LASER Active Shooter Course, 2012

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## **AFFILIATIONS**

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1. National Tactical Officers Association
2. California Association of Tactical Officers
3. Intl. Law Enforcement Educators and Trainers Assoc.
4. Police Executive Research Forum
5. International Association of Chiefs of Police