

Steve Ijames

EDUCATION

- Bachelor of Science degree in Criminal Justice Administration, Drury University, Springfield, Missouri
- Master of Science Degree in Public Administration, City University, Bellevue, Washington
- Graduate, 186th FBI National Academy

LAW ENFORCEMENT/PROFESSIONAL EXPERIENCE

Poplar Bluff, Missouri Police Department

- April 1979 through February 1981-Patrol Officer
- February 1981 through August 1982-Narcotics Detective

Springfield, Missouri Police Department

- August 1982-1000 hour police academy training
- January 1983-uniformed patrol
- September 1985-undercover narcotics
- October 1987-uniformed patrol
- July 1988-Detective-criminal investigations
- September 1989-Sergeant-criminal investigations
- April 1990-Crisis Action Team leader (SWAT)
- December 1992-Lieutenant, Special Operations Commander
- October 1995-Captain, Uniformed Operations Division
- July 1998-Major, Operations Division Commander
- June 2001-Major, Investigations Division Commander
- June 2007-retired from the Springfield Police Department

Greene County Sheriff's Department, Springfield, Missouri

- June 2007

INSTRUCTOR/TRAINER RATINGS

- Defense Technology: Noise/Flash Diversionary Device, Chemical Munitions, Aerosol Chemical Munitions, Impact Projectiles-Instructor/Trainer

- National Tactical Officers Association (NTOA): Course developer-Noise/Flash Diversionary Device, Chemical Munitions, Impact Projectiles-Instructor/Trainer
- International Association of Chiefs of Police (IACP): Course developer-Noise Flash Diversionary Devices, Chemical Munitions, Impact Projectiles-Instructor/Trainer
- TASER International M26 and X26 Advanced TASER-Master Instructor Trainer
- International Association of Chiefs of Police (IACP): Course developer-Conducted Energy Device (CED)-Instructor/Trainer

INSTRUCTOR RATINGS-CERTIFICATIONS

- PR24 Instructor
- Missouri Department of Public Safety-Generalist and Specialist Instructor
- Los Angeles Sheriffs Department-Noise/Flash Diversionary Device Instructor
- Missouri State Highway Patrol-Firearms Instructor
- Heckler and Koch International/MP-5 Submachine Gun Instructor
- Oklahoma Miner Training Institute-Certified Explosives Surface Blaster
- Heckler and Koch/Glock Weapons System Armorer

INTERNATIONAL TRAINING/PROFESSIONAL EXPERIENCE

- **Instructor:**
United States Department of Justice ICITAP Program, implementing the Somali National Police Convoy/Escort training program, **Mogadishu, Somalia**, June 1994.
- **Instructor:**
United States Department of Justice ICITAP Program. Advance team member assisting in the planning and implementation of the Haitian National Police training program, **Port Au Prince, Haiti**, September, 1994.
- **Instructor:**
United States Department of Justice ICITAP Program. Instructor Coordinator, directing the training activities and logistical support for the 24 member international instructor cadre, providing the interim Haitian Police training program, **Port Au Prince, Haiti**, October/November, 1994.
- **Lead Instructor:**
National Tactical Officers Association 1996 European Less Lethal Training Program, presenting to SWAT officers from **London, Amsterdam, Brussels, Düsseldorf and Nuremberg**, March 1996.

- **Lead Instructor:**
National Tactical Officers Association 1997 European Less Lethal Force Conference, **Amsterdam and Belfast, Northern Ireland**. Providing less lethal training for officers from 17 European countries.
- **Instructor:**
United States Department of Justice ICITAP Program. Lead instructor, tactical command and less lethal force options training, Civil Disorder Management Course for Federation Police Commanders, **Sarajevo, Bosnia-Herzegovina**, June, 1998.
- **Evaluator:**
Commissioned by the United States Department of Justice ICITAP Program, to conduct an in depth site evaluation of the Haitian National Police Public Disorder Unit (CIMO). The evaluation addressed organization and structure, training, equipment, tactics, and recommendations for future US Government assistance-Port **Au Prince, Haiti**, July, 1998.
- **Assessor:**
Commissioned by the United States Department of Justice ICITAP Program, to conduct an on site review and assessment of the Salvadoran National Police Special Weapons and Tactics Program, **San Salvador, El Salvador**, November, 1998.
- **Evaluator:**
Commissioned by the United States Department of Justice ICITAP Program, to conduct an on sight evaluation and performance critique of the Public Order Unit of the National Police Force of Ghana, **Accra, Ghana-West Africa**, July 1999.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Public Order Supervision and Management Training Program, provided for the command element of the Haitian National Police CIMO Unit, **Port Au Prince, Haiti**, June, 1999.
- **Featured Presenter:**
Impact Projectile Use and Deployment, Janes International Less Lethal Weapons Conference, **London, England**, November 2/3, 1999
- **Evaluator:**
Commissioned by the Police Executive Research Forum (PERF) as a Use of Force/Officer Involved Shooting/Homicide Suppression subject matter expert, for an on site evaluation of the Jamaican Constabulary Force (JCF). **Kingston and Ocho Rios, Jamaica**, October, 2000.
- **Featured Presenter:**
Impact Projectile Injuries, Janes International Less Lethal Weapons Conference, **Edinburgh, Scotland**, December 12-16, 2000
- **Evaluator:**
Commissioned by the International Association of Chiefs of Police as an

observer/evaluator, addressing the public order management of 35,000 protestors at the Summit of the Americas. **Quebec City, Canada**, May 1-3, 2001.

- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Civil Disorder Supervision and Management Training Program, provided for the Timorese National Police, **Dilli, East Timor-SE Asia**, March, 2002.
- **Evaluator:**
Commissioned by the International Association of Chiefs of Police as an observer/evaluator, addressing the public order management process of the G8 Summit, **Ottawa, Canada**, June 25/27-2002.
- **Keynote Address:**
Safe and Effective Impact Round Use, Janes International Less Lethal Weapons Conference, **Manchester, England**, September 2002.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Civil Disorder Command, Supervision, and Management Training Program, provided for the Tanzanian National Police, **Dar es Salam, and Zanzibar-Tanzania**, November/December, 2002.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Civil Disorder Line Officer Training Program, provided for the Tanzanian National Police, **Moshi-Arusha, Tanzania**, March/April, 2003
- **Featured Presenter:**
Impact Technology Advancements, Janes International Less Lethal Weapons Conference, **Glasgow, Scotland**, October 1-4, 2003
- **Team Leader:**
Coordinated the curriculum and directed the activities of four instructors providing the Police Executive Research Forum (PERF) "Safe Encounters" (less lethal force options/homicide reduction) program for select officers from the Grants Pen District, Jamaican Constabulary Force (JCF). **Kingston, Jamaica**, November 2-14, 2003.
- **United States Delegate/Featured Presenter:**
4th annual International Law Enforcement Technology Forum, sponsored by the Police Scientific Development Branch (PSDB) of the United Kingdom Home Office, addressing impact projectiles and TASER technology, **Gatwick and London**, February 1-5, 2004.
- **Consultant:**
Counter-terror and dignitary protection advance team member, assessing site, driver, and venue security for the International Olympic Games, **Athens, Greece**, June, 2004

- **Assistant Team Leader:**
Thirty day Counter-terror and dignitary protection detail, the International Olympic Games, **Athens/Marathon/Glyfada, Greece**, August, 2004
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Civil Disorder Command, Supervision, and Management Training Program, provided for the National Police of Yemen, **Sana'a, Yemen**, March, 2005
- **United States Delegate/Featured Presenter:**
5th annual International Law Enforcement Technology Forum, sponsored by the Royal Canadian Mounted Police, addressing impact projectile injury potential and TASER misuse, **Ottawa, Canada**, June 20-23, 2005.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Civil Disorder Line/Operator Training Program, provided for the National Police of Yemen, **Sana'a, Yemen**, July, 2005.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the combined Command/Line Operator Civil Disorder Training Program, provided for the Ugandan National Police, **Kampala, Uganda**, May/June, 2006.
- **Lead Instructor:**
United States Department of Justice ICITAP Program, Lead Instructor for the Command/Line Public Order Management training program, provided for the Tanzanian National Police, **Dar es Salam, Tanzania**. June 19-23, 2006.
- **Featured Presenter:**
Impact Projectile Fatalities, Janes 9th Annual International Less Lethal Force Conference, **Leeds, England**, October 25-26, 2006
- **Consultant:**
Commissioned by the Inspector General of the Garda Síochána Inspectorate, to conduct a review and inquiry into the facts and circumstances surrounding the fatal shooting (lethal and less lethal projectiles) of John Carthy at Abbey Lara, CO. Longford, **Republic of Ireland**, October 27-28, 2006
- **Featured Presenter:**
TASER-The American Experience, Association of Chief Police Officers (ACPO) annual conference, **Stratford on Avon, England**, September 24, 2007
- **Advance Team Leader:**
United States Department of Justice ICITAP Program, lead advance in preparation of a senior command, command, "train the trainer", and line block of civil disorder management training for 4,100 officers, provided for

the Pakistani National Police, **Karachi, Islamabad, and Punjab Police college at Sihala, Pakistan**, March 28-April 4, 2008.

- **Team Leader:**

United States Department of Justice ICITAP Program, team leader overseeing a "train the trainer" and line block of civil disorder management training for 4,100 officers, provided for the Pakistani National Police at the National Police college, **Islamabad, Pakistan**, May-June 2008.

TRAINING/PROFESSIONAL EXPERIENCE

- **Lead Instructor/Program Developer:**

IACP-Less Lethal Force Instructor/Trainer Program-addressing impact projectiles, chemical munitions, and noise/flash diversionary devices.

IACP-TASER Instructor/trainer

IACP-Rapid Deployment to High Risk Situations.

IACP-Contemporary Patrol Administration Program.

NTOA-Less Lethal Force Instructor/Trainer Program-addressing impact projectiles, chemical munitions, and noise/flash diversionary devices.

- **Instructor:**

IACP-SWAT Supervision and Management Program

IACP-Advanced Critical Incident Management Program

- **Instructor:**

California Association of Tactical Officers, SWAT Team leader/commander training program

- **Branch Davidian Compound-Police Observer:**

Invited by the FBI Hostage Rescue Team to be a police observer (inner perimeter sniper position "Sierra One"), during the resolution efforts at the Branch Davidian Compound. Waco, Texas, March, 1993

- **Primary Instructor:**

National Tactical Officers Association Conferences in 1992, 1993, 1994, 1995, 1996, 1997, and 1999, teaching hostage rescue, less lethal force options, and MP5 submachine gun.

- **Featured Instructor:**

Law Enforcement Television Network (LETN), Less Lethal Force Options in High Risk Incidents, 1993 and 1996, and line officer training with impact projectiles.

- **Featured Presenter**-International Association of Chiefs of Police (IACP) Annual Conferences

1. 1995 (Miami)
2. 1997 (Orlando)
3. 2000 (San Diego)
4. 2005 (Miami)

5. 2006 (Boston)
 6. Addressing use of force, less lethal force options, TASER, and the de-escalation philosophy
 7. 2007 (New Orleans), offering three presentations-Force Less Than Deadly: What We Know, Barricades and the Mentally Ill, Beyond Rapid Deployment: A Real World Approach to Effectively Preparing for the Active Shooter
- **Featured Presenter:**
International Association of Law Enforcement Firearms Instructors (IALEFI) International Conferences, 1996 and 1997, addressing use of force and less lethal force options.
 - **Featured Presenter:**
American Society of Law Enforcement Trainers (ASLET) National and International Conferences, 1998 and 1999, addressing use of force and less lethal force options.
 - **Featured Presenter/Instructor:**
The International SWAT Roundup Training and Competition, Orlando, Florida, 1997, 1998, 1999, 2001, addressing use of force and less lethal force options.
 - **Assessor:**
Appointed to the National Institute of Justice review panel for Less Lethal, counter terror and hostage rescue technology research grants-1998, 1999, 2004, 2005, 2006 Washington, DC.
 - **Featured Presenter/Instructor:**
The Illinois Tactical Officers Association Annual Conference, 1999, 2002, 2004, and 2007 addressing impact projectile use and deployment, TASER, Chemical Munitions, and Noise Flash Diversion Devices.
 - **Featured Presenter:**
National Defense Industrial Association (NDIA) International Conference on Non-Lethal Munitions, addressing use of force and less lethal options, Washington, DC, March, 2000.
 - **Presenter/panelist:**
Penn State University Applied Research Laboratory, Human Effects Advisory Panel on Less Lethal Projectiles and Crowd Control, Orlando, Florida, September 2000.
 - **Featured Presenter:**
United States Army Less Lethal Weapons/Public Order Management Instructor/Trainer Program, Fort Leonard Wood, June 2002.
 - **Consultant:**
United States Army Less Lethal Weapons Policy/Procedure Development panel, addressing the creation of a new policy manual for US Army use of impact round technology in operations "Other Than War" (OTW), Fort Leonard Wood, July 2002.

- **Section Chair-Contemporary Operational and Technology Limits:**
Penn State University Applied Research Laboratory, 2nd Annual International Conference on Minimal Force Options, State College, PA. October, 2002
- **Keynote Address:**
Non-lethal Technology and Academic Research Symposium, International Public Order Training-Impact Rounds, International Acceptability, and Lessons Learned in the Operational Realm, San Diego, Ca., November 2002.
- **Featured Presenter:**
Barksdale Air force Base, Critical Response Seminar, Addressing High Risk Incident Training and Preparation, Bossier City, La. December, 2002.
- **Consultant:**
For the prosecution, Malvo-Muhammed "East Coast Sniper" case. July, 2003.
- **Featured Presenter:**
California Association of Tactical Officers (CATO) Annual Conference, "Impact Projectiles-Operational Use and Injury Reduction Strategies", Palm Springs, CA., September, 2003.
- **Featured Presenter:**
Non-lethal Technology and Academic Research Symposium (NTAR 5), Impact Projectiles-Death and Serious Injury Factors and Preventive Strategies, Washington, DC. November 2003.
- **Featured Presenter:**
FBI National Academy Annual Training Session, "Less Lethal Force Options (Impact Rounds-TASER) Involving the Mentally Ill", Kansas City, Missouri, July 2004
- **Featured Presenter:**
California Association of Tactical Officers (CATO) Annual Conference, "Contemporary Tactical Issues" presentation, Palm Springs, CA., September, 2004
- **Courseware Developer and on Camera Instructor:**
Law Enforcement Television Network (LETN), Impact Projectiles, OC spray, M/X26 TASER, High Risk raid planning, Spring/Fall 2004. These programs were viewed by thousands of police officers throughout the United States via satellite.
- **Appointed:**
Stern Commission, impaneled to investigate and report on the facts surrounding the Boston Police FN303 impact projectile death of Victoria Snelgrove, during a public order event following the Boston-New York baseball game leading to the World Series. Boston, November, 2004-March, 2005.
- **Panelist/presenter:**

Police Executive Research Forum (PERF), International Use of Force Symposium, addressing use of force investigations and TASER technology. San Diego, CA., 12-2004

- **Presenter:**
US Air Force Research Laboratory, Crowd Behavior and Modeling Simulation Workshop, addressing, "Public Order Management, Culture-Motive-Circumstance", San Antonio, Texas. January 26, 2005
- **Consultant:**
Appointed as an outside expert to review the Los Angeles Police Departments proposed Use of Force Sourcebook and Force Options Chart, Los Angeles, March, 2005
- **Appointed:**
Advisory board, International Association of Chiefs of Police (IACP), for the creation of the NIJ funded, "emerging technology" executive brief on electro muscular disruption (TASER) devices, April, 2005.
- **Presenter-panelist:**
U.S. Department of Justice, Less-Lethal Technology Symposium, addressing TASER devices and the use of force continuum, Washington, DC., April 4-5, 2005
- **Assessor:**
Chosen to review and make recommendations concerning agency applications for the technology grants offered by the Department of Homeland Security, Commercial Equipment Direct Assistance Program. Arlington, VA., June, 2005
- **Consultant:**
Topeka City Managers Independent Commission, Investigating the Topeka Police Department Narcotics and Command functions, following the indictment of two narcotics officers for corruption. October-December, 2005.
- **Featured instructor/presenter:**
The National Summit on Police Use of Force, Institute for Law Enforcement Administration, the Center for American and International Law, addressing Best Practices in the Use of Less Lethal Weapons, Dallas, Texas, January 23-24, 2006.
- **Panelist:**
United States Institute for Peace and U.S. State Department, Subject matter expert for the conference on a U.S. standing civilian police rapid deployment force for international conflict intervention operations, Washington, D.C., 5-3-06.
- **Presenter:**
Crowd Behavior Modeling and Simulation Summit, Washington, D.C., 5-10/11-06.

- **Key Note Address:**
U.S. Military Non-lethal Senior Leadership Symposium, Fort Leonard Wood, June 9, 2006.
- **Consultant:**
Rand Corporation, Firearms Discharge Expert Panelist, Assessment group focusing on NYPD use of force and related investigations. New York City, May 18, 2007.
- **Featured presenter:**
California Association of Tactical Officers (CATO) Annual Conference, "Barricades and the Mentally Ill, Noise Flash Diversion Devices, and Leadership at the Public Order Crisis Site, Anaheim, CA., September, 2007.
- **Panelist:**
The 114th International Association of Chiefs of Police (IACP) Conference, TASER: Policy Considerations. New Orleans, October, 2007.
- **Featured presenter:**
California Association of Tactical Officers (CATO) Annual Conference, "Legal and Agency Issues-Interacting with the Mentally Ill, Ontario, CA., October, 2008.
- **Program co-chair and featured presenter:**
Institute for Law Enforcement Administration, 2008 Use of Force Conference, addressing the Ethical Use of Force-TASER Focus, and Force Modeling, Plano, Texas, October 2008
- **Adjunct Instructor:**
 - Drury College Law Enforcement Training Academy, Springfield, Missouri.
 - Indian Meridian Law Enforcement Training Center, Stillwater, Oklahoma.
 - University of Missouri Law Enforcement Training Center, Columbia, Missouri.
 - University of North Texas Police Academy, Denton, Texas.
 - Barton County Community College, Great Bend, Kansas.
 - Missouri State Highway Patrol Academy, Jefferson City, Missouri.
 - Nebraska Law Enforcement Training Academy, Grand Island, Nebraska.
 - Associate Professor, Criminal Justice Undergraduate Programs, Evangel University, Springfield, Missouri
- **Programs:**
I have trained thousands of officers around the world since 1986, on a variety of law enforcement topics, including:
 - a. supervision and management of special weapons teams
 - b. chemical munitions and aerosols
 - c. patrol response to high-risk incidents

- d. fundamental and advanced SWAT concepts
- e. selection, evaluation, and use of less lethal force options
- f. use of explosives in law enforcement
- g. hostage rescue
- h. noise flash diversionary devices
- i. vehicle assaults
- j. executive protection/dignitary escort
- k. stopping and approaching vehicles
- l. narcotic and dangerous drug investigations
- m. use of force/de-escalation/level of force continuum
- n. use of the police long rifle marksman/observer

- **Expert Testimony:**

I have provided consultation, depositions, and/or expert testimony on numerous cases at the local, state, national, and international level.

- **Security Clearance:**

United States Government, Secret

OPERATIONAL EXPERIENCE

- I have served as both Operations and Investigations Division Commander, directing the activities of over 350 employees. The commands included the direct review of approximately 1400 police use of force incidents, 250 vehicle pursuits, and numerous SWAT operations (approximately 300 search warrants, 20 barricaded suspects, and an occasional hostage incident each year). Division officers are assigned to the following sections:
 1. Uniformed Patrol
 2. Traffic
 3. SWAT
 4. Crisis Negotiators
 5. K-9
 6. Community Policing
 7. DARE/Crime Prevention
 8. Police Reserves
 9. Community volunteers
 10. Criminal Investigations
 11. Narcotics Investigations
- Crisis Action Team (SWAT) founder and team leader-supervisor-commander since its inception. The team is a full time tactical unit that is recognized throughout the nation for its performance and dedication to training and professionalism. As an operator I served in a variety of roles including police long rifle marksman/observer, breacher (explosive and conventional), and

entry team member. I have participated in, supervised, and/or reviewed my teams operational role in:

- A. Over 2000 narcotic/high risk search warrants (approximately 1,500 personally).
- B. The resolution of over 200 barricaded suspect incidents.
- C. The resolution of eight hostage situations-three requiring rescue entries, and two requiring a police long rifle marksman.

PROFESSIONAL ACCOMPLISHMENTS

- Awarded the American Police Hall of Fame, "Silver Star for Bravery", for the neutralization of an armed hostage taker during a rescue entry into a convenience store.
- Appointed to the National Tactical Officers Associations (NTOA) Board of Directors, 1993, 1994, 1995, 1996, 1997, 1998.
- Recipient of the 1995 National Tactical Officers Association Award of Excellence, the organizations highest honor.
- Appointed chair of the National Tactical Officers Association (NTOA) Less Lethal Force section, 1998, 1999, 2000.
- Appointed as an Editorial Advisor for Police Chief Magazine, Journal of the International Association of Chiefs of Police (IACP), 1998.
- Appointed to the NTOA Less Lethal Force "Delphi Group", consisting of 25 experts in the field of use of force, tasked with creating a "model policy" for the training and deployment of less lethal projectiles.
- Authored numerous articles in international law enforcement trade magazines, including the NTOA magazine The Tactical Edge, the IACP magazine The Police Chief, Police, Law and Order, Tactical Response, and Police and Security News, addressing such topics as hostage rescue, explosives in law enforcement, live fire shooting house construction, Less Lethal Force Options, Chemical Agents, Forced Entry, Noise/flash diversionary devices, TASER technology, and command level decision making in crisis situations.
- Appointed to the Post Certification Governing Board, law Enforcement Continuing Education, Southwest Missouri State University-1996.
- Appointed Chairmen of the Board, American Board of Law Enforcement Experts, American College of Forensic Examiners (ACFE), 1998.
- Awarded Diplomat Status, American Board of Law Enforcement Experts, American College of Forensic Examiners (ACFE), 1998.
- Tactical consultant for the Paramount Pictures version of the Tom Clancy novel, Rainbow Six, December 1999.
- Selected as a subject matter expert by the International Association of Chiefs

Police (IACP), to participate in the process of creating Model Policies for SWAT Teams and their related Operations. June, 2000.

- Model policy and training key writer for the IACP Policy board, addressing Impact Projectiles, Noise Flash Diversion Devices, Chemical Munitions, Electro-muscular disruption (TASER) systems, and hostage-barricade resolution.
- Appointed to the editorial advisory board, Tactical Response Magazine, July 2003.
- Appointed to the editorial/policy advisory board, Policeone.com, March 2008

PROFESSIONAL ORGANIZATION AFFILIATION

- International Association of Chiefs of Police (IACP)
- National Tactical Officers Association (NTOA)
- FBI National Academy Associates (FBINAA)
- American College of Forensic Examiners (ACFE)
- Midwest Tactical Officers Association (MTOA)
- Illinois State Tactical Officers Association (ITOA)
- California Tactical Officers Association (CATO)
- International Association of Law Enforcement Firearms Instructors (IALEFI)
- American Society of Law Enforcement Trainers (ASLET)
- Board Member-National Alliance for the Mentally Ill (NAMI), SW Missouri

PERSONAL INFORMATION

- Born in 1957
- Married since 1979 to first/only wife
- Two children, ages 21 and 24
- Group Leader-Project Hope (501 C3 Christian home building mission to Nicaragua)

CONTACT INFORMATION

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