



STANDARDS VALIDATION TEAM

BIOGRAPHY

August, 2013

FitForce™ was established in 1993 as a Division of Human Kinetics publishing company of Champaign, Illinois. Between 1998 and 2009 FitForce was a service of Integrated Fitness Systems DBA (doing business as) of self-employed consultant J. E. Smith, Jr. of Salem, Massachusetts. In 2009, FitForce was established as a corporation in the Commonwealth of Massachusetts. The consultant team consists of self - employed individual consultants.

FitForce™ and its consultant team (Fitness Intervention Technologies, Hoffman and Associates, and Thomas and Means) are the nationally recognized leaders in the field of public safety fitness in the areas of test standards validation, educational materials, staff training, and ongoing program support specific to law enforcement with over 70 person years of experience in developing and implementing physical fitness standards and programs within law enforcement.

The consultant team is uniquely qualified to conduct validation studies, provide fitness coordinator training and design programs. The Project Leader, Jay Smith, has worked on both sides of the standards development and implementation issue. During his tenure as Director of Physical Fitness & Health Maintenance Programs for the Massachusetts POST he directed the successful implementation of new medical guidelines and physical fitness standards for 18 police academies operated and certified by the Council. He was the agency contact/coordinator during standards validation; Jay has over 20 years experience with all phases of standards validation. He has provided expert witness support and testimony in several jurisdictions. In addition, Jay is the technical advisor to the National League of Cities - Law Enforcement Fitness/Wellness Initiative.

The Technical Advisor, Dr. Tom Collingwood, is the only professional in the field who is both a certified Fitness Program Director from the American College of Sports Medicine and a licensed Psychologist. He has over 30 years experience in developing physical fitness standards and programs within several hundred law enforcement agencies throughout the United States and has served as the primary law enforcement fitness consultant for the Presidents Council on

Physical Fitness and Sports, the International Association of Chiefs of Police and the American Society of Law Enforcement Trainers. He has also held law enforcement positions as a Military Policeman (U.S. Army), Police Psychologist (Dallas Police Dept.) and Training Director (Kentucky Dept. of Justice).

Bob Hoffman, the data analyst and trainer, has over 30 years experience in military as well as civilian public safety projects. In addition to many Special Forces and Ranger assignments, Bob was the trainer/developer of the Physical Readiness Program for the U.S. Army's Physical Fitness School and he headed the Army's Master Fitness Trainer school. As the director of the FitForce™ program at Human Kinetics –Bob conducted over 20 validation studies and dozens of training programs. He currently is a presenter for Thomas and Means in the National Physical Performance Standards Legal Issues Seminar.

The Presidents Council on Physical Fitness and Sports, the International Association of Chiefs of Police, the DEA, the U.S. Marshals Service, the U.S. Secret Service and the U.S. Army have all recognized the quality and quantity of the consultant team's experience.

Over the years, the consultant team has conducted over 95 standards validation projects for over 215 agencies. For those validation studies, job related physical readiness training and incumbent standards were defined with program, staff training and policy recommendations formulated. Example agencies that consultant services have been provided for are as follows

STANDARDS DEVELOPMENT

Federal Agencies	State agencies
Air Force Security Forces Command	
Bureau of Alcohol, Tobacco, Firearms & Explosives	Arizona Department of Public Safety (POST)
Border Patrol	Arizona Dept. of Game & Fish
Bureau of Indian Affairs	Arizona Highway Patrol
Bureau of Land Management	Arizona state wide Special Unit, Tactical, K9, Bicycle Patrol

Bureau of Reclamation	Georgia State Patrol
Customs Service	Idaho Dept. of Law Enforcement
Dept. of Nuclear Energy Couriers	Illinois Conservation Police
Drug Enforcement Administration	Illinois Local Government Police Training Board (POST)
Federal Air Marshal Service	Iowa Dept. of Public Safety
Fish & Wildlife	Kentucky Justice Cabinet (POST)
Internal Revenue Service	Maryland State Police
Marshals' Service	Massachusetts Criminal Justice Training Council – police, corrections, parole
National Park Service	Massachusetts Personnel Board for Firefighter Standards
Park Police	Missouri Dept. of Conservation
Secret Service	Missouri Highway Patrol
Secret Service Counter Assault Team	New York State Police
Secret Service Counter Sniper Team	Oklahoma Bureau of Narcotics
United States Air Force Security Forces	Pennsylvania State Police
USDOE/NNSA/Office of Secure Transportation	South Dakota Dept. of Criminal Investigation
	South Dakota Highway Patrol
	Tennessee Highway Patrol
	Texas Alcoholic Beverage Commission
	Texas Dept. of Criminal Justice
	Texas Dept. of Public Safety
	Texas Parks & Wildlife Division
	Wyoming Highway Patrol
	Wyoming Dept. of Criminal Investigation
	Wyoming Department of Corrections
County/Municipal/Other Agencies	
Addison, TX Police Dept.	Addison, TX Fire Department
Alexandria, VA Police Dept.	Arlington, TX Police Dept.
AMTRAK Police Dept.	Bellaire, TX Police Dept.
Bernalillo County, NM Metropolitan Detention Center	Champaign, IL Police Dept.
Cheyenne, WY Police Dept.	Cleveland Clinic
Collier County, FL Sheriffs Office	Colony, TX Police Dept.
Columbus, OH Police Dept	Casper, WY Police Department
Commonwealth Edison Nuclear Security Dept.	Cuyahoga Community College, Cleveland, OH 37 Municipal Police Depts.
Dalton, GA Police Dept.	DFW Airport Public Safety Dept.
Estes Park, CO Police Dept.	Frisco, TX Police Dept.
Gilbert, AZ Police Dept.	Glendale, AZ Police Dept.
Highland Park, TX Public Safety Dept.	Houston, TX Police Dept.
Honolulu, HI Police Dept.	Iowa City, IA Police Dept.
Illinois Intergovernmental Risk Management Agency – 67 municipal police depts.	Irving, TX Police Dept.
Kauai, HI Police Dept.	Killeen, TX Fire Dept.
Killeen, TX Police Dept.	Mecklenburg County Sheriffs Office
Mesquite, TX Fire Dept.	Minneapolis, MN Police Dept.
Mobile County, AL Sheriffs Office	New York-New Jersey Port Authority Police
Oneida Indian Nation Police	Phoenix, AZ Police Dept.

Plano, TX Police Dept	Romeoville, IL Police Dept
Scottsdale, AZ Police Dept	Springfield, MO Police Dept.
Sugar Land, TX Fire Dept	Sugar Land, TX Police Dept
Tempe, AZ Police Dept	Toledo, OH Police Dept
Tyler, TX Police Dept	Utah Risk Management Association – 19 municipal police depts.
Virginia Beach, VA Police Dept.	Washington Public Power Nuclear Security Dept
Washington DC Airport Public Safety Dept	Kerr County, TX Sheriffs Office
Dallas County, TX Sheriffs Office	Chesterfield County, VA Sheriffs Office
Program Design and Staff Training	
Federal Agencies	State Agencies
Bureau of Alcohol, Tobacco, Firearms & Explosives	Alabama Dept. of Corrections
Air Force	California Highway Patrol
Army Criminal Investigation Division	Florida Marine Patrol
Army Fitness Academy	Idaho Dept of Fish & Game
Army Surgeon General's Office	Idaho Dept. of State Police
Bureau of Prisons	Illinois Dept. of State Police
FBI	Kentucky State Police
Fish & Wildlife	Louisiana State Police
Immigration & Naturalization Service	Massachusetts State Police
Internal Revenue Service	Michigan State Police
NASA – Stennis Space Center	Nebraska Highway Patrol
State Dept. Security	New York State Police
	Ohio Highway Patrol
	Pennsylvania State Police
	Texas Alcoholic Beverage Commission
	Texas Dept of Criminal Justice
	Texas Dept of Public Safety
	Texas Parks & Wildlife Division
	Wyoming Highway Patrol
	Wyoming Department of Corrections
Municipal/County/Other Agencies	State Training Boards (POST)
Aurora, CO Police Dept	Arizona
AMTRAK Police Dept	Connecticut
BWI Airport Police & Fire	Florida
Boston, MA Police Dept	Idaho
Dallas, TX Police Dept	Illinois
Denver, CO Police Dept	Indiana
Denver, CO Fire Dept	Iowa
Downey, CA Police Dept	Kentucky
Galveston, TX Police Dept	Massachusetts
International Association of Chiefs of Police	Montana
Laramie, WY Police Dept	Nevada
Miami, FL Metro-Dade Police Dept	New Jersey

New York City Police Dept	North Carolina
Reno, NV Police Dept	Ohio
Salem, MA Police Dept	Oregon
Salem State College, MA Police Dept	Rhode Island
Springfield, MA Police Dept	Utah
Staunton, VA Police Dept	Wyoming

Members of the consultant team **have conducted over four hundred Public Safety Fitness Instructor courses** through FitForce – Fitness Coordinator Course, the Cooper Institute for Aerobics Research, the International Association of Chiefs of Police, public safety fitness clinics for the President’s Council on Physical Fitness and Sports, and Master Fitness Trainer courses for the U.S. Army.

LITIGATION EXPERIENCE

The Technical Advisor (Dr. Tom Collingwood) has served as an expert witness and provided expert testimony for several court cases involving fitness standards and programming. In addition, the consultant team attorney, Robert Thomas, is a nationally recognized authority on ADA and Civil Rights Act of 1991 litigation issues.

USA vs City of Wichita Falls, TX Police Dept (47 FEP cases 1629, ND TX, 1988).

W-82-CA-11 EEOC vs City of Waco Texas (1988).

A-85-CA-185 EEOC vs Texas Purchasing General Services. (1988)

State of New York vs the Yonkers, NY Police Dept. (case number unknown. 1989).

Peanick vs US Marshals Service. (case number unknown. 1994)

Miami Beach Tactical Officers Assn. vs. the City of Miami Beach. (case number unknown. 1994)

Franz vs the City of O'Fallon. MO. (case number unknown. 1995).

Faulkenbury vs the City of O'Fallon, MO (case number unknown, 1996)

Mr. Hoffman has served as an expert witness and provided expert testimony for the following court cases involving fitness standards and programming.

Expert witness testimony, Michigan State Police labor binding arbitration hearing, Lansing, MI, April 1995.

Expert witness testimony, Cape Canaveral Security Police binding arbitration hearing, Cape Canaveral, FL, September 1995.

Expert witness testimony, Campbell v. FitForce, Virginia Beach, VA, June 1996.

Mr. Smith has served as a technical consultant and provided expert testimony for the following parties regarding fitness standards and programming.

Hart v. City of Peabody, #93-2252-A, 34 (1558) G.E.R.R. (BNA) 427, 5 Mass. L. Rptr. No.10, 221 and 223 n.2 (Mass. Super. Ct. 1996)

New York State Police, Arbitration hearing. Albany, NY. 2004, 2005, 2006

IAFF Local 2346, Arbitration Hearing, City of Falmouth, MA and the Falmouth Fire Department, 2005.

Joseph B. Adams v Commonwealth of Pennsylvania, et al. No.1: CV-06-2154 (M.D.Pa)

The State of Arizona ex rel. Terry Goddard, the Attorney General, and The Civil Rights Division of the Arizona Dept. of Law v City of Cottonwood, and City of Cottonwood Police Department, No. C-2009-014365

Glen C. Rector v Michael B. Donley, Secretary, United States Department of the Air Force, Agency. EEOC Case No. 510-2010-00405X

Joseph Sessions v Michael B. Donley, Secretary, United States Department of the Air Force, Agency. EEOC Case No. 510-2010-00406X.

William Welch v Michael B. Donley, Secretary, United States Department of the Air Force, Agency. EEOC Case No. 510-2010-00407X.

United States of America v The Commonwealth of Massachusetts and Massachusetts Department of Correction, Case No. 1:09-cv-11623

Of note is that in most cases the issue was not the validity of standards as it was how an agency proceeded to implement standards. As a consequence, FitForce's approach will specify implementation policy and procedures and not just standards validation. The consultant team has also had experience in providing expert testimony in union bargaining sessions concerning the validity of physical fitness, fitness testing, and fitness standards.

PROJECT RELATED PUBLICATIONS

The consultant team has extensive publications in the field that is unmatched by any organization in the field.

VALIDATION & TECHNICAL REPORTS

Smith, J. (2013). Validation Report: A Transportability Study for the Kenner Police Department – Police Officer and Correctional Peace Officer Positions. Kenner, LA.

Smith, J. and Hoffman, R. (2013). Technical Report: Safety Services Officer Position – Limited Brands, Inc. – Job Task Analysis. Limited Brands, Inc., Columbus, OH.

Smith, J., Collingwood, T. and Hoffman, R. (2012). Validation Report: Physical Readiness Standards for the United States Department of Energy/National Nuclear Security Administration/Office of Secure Transportation. Albuquerque, NM.

Smith, J., Collingwood, T. and Hoffman, R. (2011) Validation Report: Physical Readiness Standards for United States Air Force Security Forces Command. Lackland AFB, TX

Smith, J.(2011) Validation Report: A Transportability Study for the Dallas County Sheriffs Office – Deputy 1 Position. Dallas, TX

Smith, J.(2011) Validation Report: A Transportability Study for the Kerr County Sheriffs Office – Deputy Position. Kerrville, TX

Smith, J.(2011) Validation Report: A Transportability Study for the Kerr County Sheriffs Office – Correction Officer Position. Kerrville, TX

Smith, J.(2011) Validation Report. A Transportability Study for Chesterfield County Sheriffs Office – Police Officer Position. Chesterfield, VA

Smith, J., Collingwood, T. and Hoffman, R. (2009) Validation Report: Physical Readiness Standards for Office of Law Enforcement/Federal Air Marshal Service. Reston, VA

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Bureau of Alcohol, Tobacco, Firearms, and Explosives: Special Agent. Washington, D.C.

Smith, J., Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Parks and Wildlife Division: Game Warden. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Parks and Wildlife Division: Park Peace Officers. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Alcoholic Beverage Commission. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for Texas Department of Criminal Justice: Office of the Inspector General. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for Bernalillo County Metropolitan Detention Center: Deputies. Albuquerque, NM

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for AMTRAK Police Department. New York, NY

Collingwood, T., Hoffman, R. and Smith, J. (2008) Validation Report: Physical Readiness Standards for the Dallas Police Department. Dallas, TX

Smith, J., Collingwood, T. and Hoffman, R. (2008). Validation Report: Transportability Study for the Dalton Police Department, Dalton, GA.

Hoffman, R., Collingwood, T. and Smith, J. (2008) Validation Report: Physical Readiness Standards for the CSX Transportation: Special Agent Position. Jacksonville FL.

Hoffman, R., Collingwood, T. and Smith, J. (2008) Validation Report: Physical Readiness Standards for the Wyoming Department of Corrections. Cheyenne WY.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for Nevada P.O.S.T.: Category I Positions. Carson City NV.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for Nevada P.O.S.T.: Category II Positions. Carson City NV.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for Nevada P.O.S.T.: Category III Positions. Carson City NV.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Internal Revenue Service: Special Agent Position. FLETC Glynco, GA.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Killeen Police Department. Killeen, Texas.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Killeen Fire Department. Killeen, Texas

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2007) Validation Report: Transportability Study for the Kauai Police Department. Kauai, Hawai'i

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report: Physical Readiness Standards for the Texas Department of Public Safety. Austin, TX

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report for the South Dakota Highway Patrol Transportability Study of Physical Fitness Standards. Pierre,SD.

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report for the South Dakota Department of Criminal Investigation :Transportability Study of Physical Fitness Standards. Pierre,SD.

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Texas Department of Public Safety. Austin, TX

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Pennsylvania State Police. Hershey, PA.

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Sugar Land Police Department. Sugar Land, Texas.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2006) Validation Report: Physical Readiness Standards for the Sugar Land Fire Department. Sugar Land, Texas.

Hoffman, R., Collingwood, T. and Smith, J.E., Jr. (2005) Validation Report for the Mecklenburg County Sheriffs Office. Huntersville, NC.

Collingwood, T., Hoffman, R. and Smith, J. (2005) Validation Report for the Department of Interior Law Enforcement Positions: NPS, FWS, BLM, BOR, BIA Criterion Physical Fitness Standards. Washington DC, Department of the Interior.

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2004) Validation Report: Physical fitness standards for Cuyahoga Community College – 24 Municipal agencies. Cuyahoga Community College, Cleveland, Ohio.

Collingwood, T, Hoffman, R. and Smith, J.E.,Jr. (2004) Validation Report: Physical fitness standards for the Drug Enforcement Agency. U.S. Department of Justice, Washington, D.C.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Colony Police Department Transportability Study of Physical Fitness Standards. The Colony, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Cheyenne Police Department Transportability Study of Physical Fitness Standards. Cheyenne, WY Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Wyoming Highway Patrol Transportability Study of Physical Fitness Standards. Cheyenne, WY.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Wyoming Department of Criminal Investigation :Transportability Study of Physical Fitness Standards. Cheyenne, WY.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Intergovernmental Risk Management Agency :Transportability Study of Physical Fitness Standards. Oakbrook, IL.

Collingwood, T., Hoffman, R. and Smith, J. (2003) Validation Report for the Irving Police Department Transportability Study of Physical Fitness Standards. Irving, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2003) Validation Report for the Romeoville Police Department Transportability Study of Physical Fitness Standards. Romeoville, Il Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2002) Validation Report for the Tyler Police Department Criterion Physical Fitness Standards. Tyler, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2002) Validation Report for the Springfield Police Department Physical Fitness Standards Transportability Study. Springfield, Mo Police Department.

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2001) Validation Report: Physical fitness standards for selection for the Columbus, OH Police Dept City of Columbus, OH Civil Service Commission.

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report for the Arizona Law Enforcement Academy (POST): Recruit Physical fitness standards Arizona Peace Officers Standards and Training Council, Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report for the Arizona Law Enforcement Academy (POST): Special Unit fitness standards: Tac, Bike and K9 Arizona Peace Officers Standards and Training Council, Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Arizona Department of Public Safety. Phoenix, AZ

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Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2000) Validation Report: Physical fitness standards for the U.S. Park Police U.S. Park Police, Personnel Division. Washington DC.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2000) Validation Report: Physical fitness standards for the Maryland State Police Pikesville, MD

Collingwood, T, Hoffman, R. and Smith, J.E., Jr. (1999) Validation Report: Physical fitness standards for the Missouri State Highway Patrol Jefferson City, MO

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Collingwood, T.(1988). Police officer selection medical standards: Final report. Needham, MA: Massachusetts Criminal Justice Training Council.

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Collingwood, T., Williams, H., and Vitalo, R.(1974). Importance of physical fitness for the selection and training of state police. Fitness Monograph Series. Vol. I, No. 1. Monroe, LA: National Consortium for Education, Northeast Louisiana State University, Department of Education.

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Smith, J.E., Jr. (In Press) FitForce Administrator Guide: A Total Fitness Resource, 2nd Ed. Coaches' Choice/Healthy Learning, Monterey, CA.

Collingwood, T and Hoffman, R. (2005) Fit for Duty: An Officer's Guide to Total Fitness 2nd Ed. Human Kinetics, Champaign, IL. .

Smith, J.E.,Jr. (1997) Health and Fitness. Chapter in Police Bicycle Patrol Training Manual. Dartmouth, MA COBWEB.

Smith, J.E., Jr. (1996) The Physical Agility Test. Chapter in The Complete Preparation Guide- Police Officer. New York, NY. Learning Express, LLC.

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STAFF SUMMARIES

PROJECT LEADER

Jay Smith M.S., C.S.C.S.
President/CEO, FitForce™, Inc.

EDUCATION

- B.A. Psychology: Salem State College
- M.S. Exercise Science: University of Kentucky
- Command Training School : Babson College & New England Chiefs of Police

CERTIFICATIONS

- Certified Strength and Conditioning Specialist: National Strength and Conditioning Assn.
- Certified Club Coach: USA Weightlifting
- Certified Fitness Specialist: Cooper Institute for Aerobics Research
- Certified Defensive Tactics Instructor Trainer: PPCT Management Systems
- Level 1 Coach: USA Track & Field

PROJECT RELATED EXPERIENCE

- Have conducted and or supervised over 40 validation studies for over 125 agencies for FitForce and or Fitness Intervention Technologies
- National Faculty of the FitForce training program, conducted over 150 fitness coordinator training courses
- Director of Physical Fitness and Health Maintenance Programs for the Massachusetts Criminal Justice Training Council
- Technical advisor to the National League of Cities – Mutual, national voluntary health and fitness pilot project
- Columnist for the American Society of Law Enforcement Trainers Journal

RELATED EXPERIENCE

- Technical advisor and national pilot project coordinator for National League of Cities-Mutual, Law Enforcement Fitness/Wellness Initiative
- Teaching Assistant: Department of Health and Physical Education: University of Kentucky
- Clinical Support staff of the Sports Medicine Center of the University of Kentucky

PROJECT TECHNICAL ADVISOR

Thomas R. Collingwood, Ph.D.

President: Fitness Intervention Technologies

EDUCATION

- B.S. Social Science: Ball State University
- M.S. Exercise Science: University of Kentucky
- Ph.D. Psychology: State University of New York at Buffalo

CERTIFICATIONS/LICENSES

- Certified Health/Fitness Director: American College of Sports Medicine
- Licensed Psychologist: Texas
- Elected Fellow of the American College of Sports Medicine and the American Psychological Association

PROJECT RELATED EXPERIENCE

- Developed the national training program of both the Cooper Institute for Aerobics Research and the FitForce program to train public safety Fitness Instructors. Approximately 10,000 officers from over 1000 agencies have been trained in over 400 courses worldwide.
- Validated job related fitness standards for over 30 public safety and security agencies.
- Designed the physical fitness programs for over 200 federal, state and municipal public safety and security agencies
- Served as a consultant for the redesign and development of the U.S Army's and Air Force's physical fitness program and standards.
- Consultant/clinician for law enforcement and military fitness to the Presidents Council on Physical Fitness and Sports
- Former Director of Fitness for the American Society of Law Enforcement Trainers
- Consultant for fitness programming for the International Assn. of Chiefs of Police
- Author of over 50 standards validation studies, articles and books on fitness standards and programs for public safety officers.
- Recipient of numerous recognition/achievement awards from the International Assn. of Chiefs of Police, U.S. Secret Service, U.S. Marshals Service, DEA and the Presidents Council on Physical Fitness and Sports

RELATED EXPERIENCE

- Director of Continuing Education: Cooper Institute for Aerobics Research
- Senior Research Scientist/Asst. Prof., Arkansas Rehabilitation Research and Training Center: University of Arkansas
- Military Police Officer: U.S. Army
- Security Officer: Zeis Security Systems
- Police Psychologist: Dallas Police Dept.
- Training Director: Kentucky Dept. of Justice

PROJECT DATA ANALYST and TRAINER
Robert Hoffman M.S.
Former Director, FitForce Program of Human Kinetics

EDUCATION

- B.S. U.S. Military Academy at West Point
- M.S. Physical Education: Indiana University

CERTIFICATIONS

- Certified Health Fitness Instructor: American College of Sports Medicine
- Certified Army Master Fitness Trainer

PROJECT RELATED EXPERIENCE

- Director of the FitForce Division of Human Kinetics Publishing Co. This Division provides a full service National Public Safety Fitness program
- Has validated standards and provided fitness program consultation for over 20 agencies nationwide
- Co-presenter of the National Physical Performance Standards Legal Issues seminar
- Training developer for the Physical Readiness Program of the U.S. Army Physical Fitness Academy
- Developed physical training programs for DEA agents deployed to South America

RELATED EXPERIENCE

- Served and retired from the U.S. Army after 22 years
- Developed physical training programs for DEA Agents through the Army Rangers and Special Forces deploying to South America
- Author of 4 books and over 20 articles on physical fitness

**PROJECT CONSULTANT ATTORNEY
Robert F Thomas ,J.D.**

EDUCATION

- J.D. University of North Carolina

CERTIFICATIONS

- Licensed Attorney: State of North Carolina

PROJECT RELATED EXPERIENCE

- Partner in the law firm of Thomas and Means
- Co-Director of the ABLE Seminars for Legal Issues in Law Enforcement
- Consultant to numerous state and local law enforcement agencies on policy review and risk - management assessment
- Legal Instructor for International Assn. of Chiefs of Police, Institute for Police Technology and Management, Southern Police Institute
- Co-Editor of the "Police Law Journal"

RELATED EXPERIENCE

- Former Senior Police Attorney for the Charlotte, NC Police department
- Former Counsel to the North Carolina Police Executives Assn and North Carolina Association of Chiefs of Police
- Former Co-Director of the Southeastern Center for Police Law and Liability Management

SELECTED CLIENT REFERENCES

Available upon request.