

## **Michael J. Guido**

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### **Education:**

1972-1976 Penn Trafford High School Harrison City, Pa – Diploma  
1976-1978 Boyce Park Community College Monroeville, Pa – Criminal Justice Degree  
1979 Pennsylvania State Police Academy Hershey, Pa - Act 120 Certification

### **Professional Experience:**

#### **Dickinson College Police Department**

**Lieutenant of Operations** 2008 - Present

Responsible for the training, supervision, motivation, discipline and performance of the public safety officers. In charge of all general orders, including writing, annual review and revision. IACLEA accreditation officer. Act as a liaison between the College and the Community with a focus on off campus housing as well as police relations.

#### **Carlisle Borough Police Department**

**Sergeant – Patrol Division** 1993-2008

Responsible for supervision, motivation, discipline and performance of police officers who provide service to the community. Review and enforce department policies and procedures.

**Department Training Officer** 1992-2008

Oversee all department training, write and review policies concerning the use of force and defensive tactics. Review use of force reports. Retrain officers that exhibit substandard tactics, lack of understanding of policies, or failure to follow procedures. Provide testimony in court proceedings on the policies and procedures of the Carlisle Police training program.

### **Corporal Patrol Division 1992-1993**

Responsible for all areas of police work: calls for service, traffic enforcement, accident investigations as well as assuming the Sergeants duties when they were unavailable. Assist with relaying and enforcing the department's policies and philosophy to subordinate officers.

### **Narcotics Detective 1987-1989**

Responsible for drug investigations of narcotics in the Borough of Carlisle.

### **Patrol Officer 1980 – 1992**

Performed all phases of police work such as radio calls, traffic enforcement, accident investigation and other duties as assigned or required by the community.

## **Special Response Team**

### **Team Leader 1992-2008**

In charge of training, supervision, motivation, discipline and performance of a sixteen-member SRT team. Helped established and maintain the team general orders. Devised tactical plans for high-risk warrant service, VIP protection, hostage rescue and other high-risk police duties the team may be asked to provide.

### **Member 1985- 2008**

Responsible for high-risk warrant service, VIP protection, hostage rescue and other high-risk police response as needed to serve the residents of Cumberland County.

## **Cumberland County Drug Task Force**

### **Detective 1987-1989**

As a task force member I conducted drug investigations throughout Cumberland County and made undercover narcotic purchases for other agencies. As a narcotics detective I was involved in approximately 75 drug investigations.

## **Teaching Experience:**

### **Master Instructor - Pennsylvania County Probation and Parole Officers Firearms training Commission 2006 – Present**

The designation Master Instructor allows the instructor to certify any probation or parole officer in firearms training for the state firearms commission.

### **Training Officer for Cumberland County Juvenile Probation 2005-Present**

Provide guidance and expertise in the formulation, review and revision of policies covering the use of force, arrests, warrant service, and report writing. Oversee all tactical training needs as well as the actual physical training in defensive tactics, building searches, firearms and the use of force continuum.

### **Training Officer for Cumberland County Domestic Relations 2003-Present**

Provide guidance and expertise in the formulation, review and revision of policies covering the use of force, arrests, warrant service, and report writing. Oversee all tactical training needs as well as the actual physical training in defensive tactics, building searches, firearms and the use of force continuum.

### **County Probation and Parole Officers Firearms Education and Training Commission Curriculum Committee 2002 - Present**

Develops lesson plans, stress courses and simulation training for firearms for this statewide commission. Outlines proper tactics while carrying a firearm, discusses stress levels that may arise if involved in a critical incident and the proper use of force response to an armed encounter.

### **Dickinson College Police Department Carlisle, Pa 2002-2008**

Served as a policy and procedure consultant. Responsible for the development of lesson plans and stress courses for the firearm program, conduct training on the use of force and how it applies to their police department on a college campus, oversee quarterly firearms training and qualify the officers once a year in the standard MPOETC firearms course.

### **Pennsylvania Association of School Business Officials 2002**

Developed and presented programs on the growing dangers of aggressive behavior in our schools. These programs outlined detail signs of aggression that school employees and bus drivers should be aware of, weapons that may be concealed, ways to defuse hostile students by verbal discussion, how to remain calm during a critical incident. Through use of SRT members, attendees were shown what to expect during an aggressive police response.

### **Rapid Deployment Training Municipal Police Officer Education Training Commission 2001- Present**

Aided in the development and currently provide training to the Rapid Deployment to an Active Shooter course. This course details tactics for the response of patrol officers to an active shooter in a target rich environment. Areas covered in detail are the psychological strain such an incident will place on an officer, the tactics needed to quickly search a structure that has an armed person within it, the use of deadly force or less lethal means to end the assault, and the difference between a static hostage taker and a rapidly moving target rich encounter.

### **Cumberland County District Attorney's Office Central Processing Department 2000-2005**

Responsible for training booking agents in defensive tactics and the use of force. Developed and annually review the department's use of force policy and procedures. Review all use of force incidents and provide remedial training to officers that display substandard tactical skills and failure to follow policy.

### **Use of Force Instructor for the 759<sup>th</sup> Military Police Battalion US Army Fort Carson, Co 2000**

Provided training on pressure point control, suspect control, handcuffing tactics, close quarter combat techniques and firearms. Lectured on the use of force, report writing and the demands of stress during a critical incident.

### **Instructor for Harrisburg Area Community College Municipal Police Officer Education and Training Commission Academy Harrisburg, Pa 1999- Present**

Perform firearms and building search training to entry-level cadets. Instruct on the proper use of force when confronted with varying resistance levels.

**Training Officer for Cumberland County Adult Probation 1999-Present**

Provide guidance and expertise in the formulation, review and revision of policies covering the use of force, arrests, warrant service, and report writing. Oversee all tactical training needs as well as the actual physical training in defensive tactics, building searches, firearms and the use of force continuum.

**Trained 728<sup>th</sup> Military Police Battalion US Army Taegu, South Korea 1996**

Participated in the selection of soldiers that would form a Special Response Team. After the team was selected, provided training in building searches, team movement, bus assaults, vehicle assaults, hostage rescue, firearms, and the use of force relevant to SRT functions.

**Professional Background:**

**MG Tactical Advantage Owner 2000-Present**

Provide professional consulting services and training to Law Enforcement, Probation/Parole and Correction Departments in the areas of defensive tactics, firearms, use of force, report writing, policy and procedure development, risk reduction and civil liability. Expert Witness testimony for Grand Jury cases as well as civil law suits.

**Guest Lecturer at Penn State Dickinson School of Law 2000-Present**

Address law students regarding use of force options, the proper use of force within the police profession and lead discussions about case law that applies to such encounters.

**Municipal Police Officers Education and Training Commission (MPOETC), Harrisburg, Pa 2009**

Serving on the MPOETC committee creating the 2010 curriculum for mandatory in-service training on the use of force and report writing.

**PA Chiefs of Police Association Harrisburg, Pa 2001**

Developed and delivered a 2 day seminar on officer survival. This program provided an overview of the use of force continuum, appropriate times to use deadly force or less lethal means, policy development and review as well as the reporting of the use of force.

**Penn Prime Insurance Company Harrisburg, Pa 2001**

Developed and presented a program on officer survival in the courtroom after a critical incident. This program reviewed the proper use of force, policy review, civil liability, case law and testifying in court.

### **Summary Of Qualifications:**

More than twenty eight years of comprehensive law enforcement experience ranging from a patrol officer to supervisor. Successfully managed records of employee productivity, morale and discipline. Assisted with policy and procedure development and revision. Recognized as a certified instructor in Firearms, Tactical Team, Active Countermeasures, PR-24 Side Handle Baton, Expandable Baton, Straight Baton, Knife Defense, Defensive Tactics, Violent Student Management, Violent Patient Management, Tactical Handcuffing, Pressure Point Control Tactics, Pepper Ball Projectile, FX simunitions, Monadnock MDTS, and Patrol Response to an Active Shooter.

During the past twenty six years I have trained officers from around the country from dozens of different agencies in the use of force, documentation and proper report writing. I have assisted numerous agencies in establishing and updating current and manageable professional standards that are reviewed and revised on a regular basis. I have been qualified as an expert witness for the Cumberland County District Attorneys office and provided numerous expert witness opinions in federal civil law suits.

Outside the law enforcement profession I have instructed health care professionals and school officials on the proper way to safely control unruly patients and students. On numerous occasions, I have given classes and keynote speeches to local business and agencies on personal protection and law enforcement in today's society.

### **Publications:**

#### **PA Chiefs of Police 2000**

Proper use of Verbal Commands

#### **ASLET Law Enforcement Trainer 2006**

Avoiding " Training Scars"

#### **The Firearms Instructor 2008**

Training Trouble – Deadly Response