

# Paul F. Duffy, Jr.

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## EDUCATION

<b>Columbus State University</b>	<b>Georgia</b>
Master of Science in Public Administration	1998
<b>St. John's University</b>	<b>Louisiana</b>
Master of Science in Criminal Justice	2002
<b>Florida Atlantic University</b>	<b>Florida</b>
Bachelor of Science in Criminal Justice	1996

## PROFESSIONAL DEVELOPMENT

Law Enforcement Instructor Training Program	Use of Force Instructor Training Program
Less Than Lethal Instructor Training Program	Firearms Instructor Training Program
Active Shooter Instructor Training Program	Basic Tactics Instructor Training Program
21st Century / Anti-Bias Instructor Training Program	Instructional Systems Design Training Program
Federal Law Enforcement Training Accreditation Assessor Training Program	
Force Science Certification Course	

## WORK AND LEADERSHIP EXPERIENCE

<b>Senior Consultant</b>	<b>Pensacola, FL</b>
Group Nine Risk Consulting	2022-Present
<ul style="list-style-type: none"><li>• Provide consulting services for security risk consulting firm whose mission and passion is the protection of people, property, information, and reputation.</li><li>• Review case material and provide expert opinion regarding use of force and police procedures cases.</li></ul>	
<b>Senior Inspector / Expert Witness, Law Enforcement Use of Force</b>	<b>Brunswick, Ga / Pensacola, FL</b>
United States Marshals Service and Civilian Contractor	2010-Present
<ul style="list-style-type: none"><li>• Review case material and provide expert opinion regarding law enforcement use of force for the United States Attorney's Office in Central California, Western Oklahoma (2), and Utah as well as the United States Marshals Service, District of Oregon</li><li>• Instruct Use of Force for the United States Marshals Service and the Cherokee Nation Marshals</li><li>• Review the use of force policy / provide recommendations for the National Gallery of Art Police</li></ul>	
<b>Senior Inspector, Sex Offender Investigations Coordinator</b>	<b>Savannah, Ga</b>
United States Marshals Service, Southern District of Georgia	2018-2019
<ul style="list-style-type: none"><li>• Investigate violations of the Sex Offender Registration and Notification Act</li><li>• Prepare and present prosecutorial materials to the United States Attorney's Office</li></ul>	
<b>Senior Inspector, Investigator</b>	<b>Washington DC</b>

United States Marshals Service Office of Professional Responsibility 2008-2009

- Review all use of force reports for United States Marshals Service Operational Employees and Task Force Officers
- Investigate misconduct allegations of United States Marshals Service employees and contractors

**Senior Inspector, Instructor** Brunswick, Ga  
United States Marshals Service Training Division 2005-2008 / 2009-2018

- Provide instruction to Basic Deputy US Marshal Candidates and Court Security Officers
- Provide instruction to students in the High-Risk Fugitive Apprehension Program
- Design, develop, implement and evaluate current and new training programs.
- Program lead for the United States Marshals Service Adjunct Instructor Training Program training and certifying United States Marshals Service employees as instructors.

**Chief, Basic Programs** Brunswick, Ga  
United States Marshals Service Training Division

- Provide oversight of the Basic Deputy US Marshal Training Program
- Supervise Instructors and administrative employees assigned to the Basic Training Branch
- Lead curriculum review and development committees to revise or create training.

**Chief, Professional Development Branch** Brunswick, Ga  
United States Marshals Service Training Division

- Provide oversight of the Supervisory Leadership and Development and Chiefs Development Programs
- Coordinate the National Management Conference for Chiefs and Assistant Directors
- Advertise and select attendees for various career enhancing programs / training.

**Chief, Training Management Branch** Brunswick, Ga  
United States Marshals Service Training Division

- Maintain all training records for accredited programs to ensure compliance with accreditation requirements.
- Prepare training programs to undergo accreditation consideration.

**Deputy United States Marshal** Albany, Ga / Columbus, Ga  
United States Marshals Service Middle District of Georgia 1996-2005

- Conduct complex fugitive investigations.
- Provide dignitary protection and courtroom security.

**Military Police Officer / Investigator** Uijeongbu-si, Korea / Washington DC  
United States Army 1987-1990

## **AWARDS**

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- Florida Atlantic University - Dean's List
- Phi Kappa Phi (National Honor Society)

- Alpha Phi Sigma (National Criminal Justice Honor Society)
- Palm Beach Community College - President's Academic Honor List
- Palm Beach Community College - Dean's List
- William J. Bopp Award for Academic Excellence in Criminal Justice, Florida Atlantic University
- Founding Member, Criminal Justice Club, Florida Atlantic University
- 1999, 3<sup>rd</sup> Place, Toughest Cop in Georgia Contest, Georgia Police and Fire Olympics
- 2001, 1<sup>st</sup> Place, Toughest Cop in Georgia Contest, Georgia Police and Fire Olympics

## **ACCOMPLISHMENTS**

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- Authored or revised multiple United States Marshals Service Training Lesson Plans on topics to include.
  - Use of Force
  - Legal Updates
  - Principles of Adult Learning
  - Classroom Management
  - Student Centered Learning
  - Building Entries
  - Prisoner Search and Restraints
- As the Program Lead for the Adjunct Instructor Training Program and an Instructional System Design Instructor, I trained and certified over a thousand United States Marshals Service Employees as Instructors in various topics to include.
  - Over 200 Tactical Training Officers
  - Over 500 United States Marshals Service Less Lethal Instructors
- As the Chief of the Basic Training Program at the United States Marshals Service Academy, I conducted a curriculum review committee and implemented the recommended changes adding an additional twenty days to the existing program expanding lessons on
  - Officer Safety
  - Human Performance
  - Tactics
- As the Chief of the Professional Development Branch at the United States Marshals Service Academy, I was responsible for overseeing.
  - The Supervisory Leadership Development Program – training for all new supervisors
  - The Chief's Development Program – training for all new Chiefs
  - The selection of attendees to the FBI National Academy, the Naval War College, and the Army War College
  - The United States Marshals Service National Management Conference attended by the Presidentially appointed US Marshals, Chiefs, Assistant Directors, and Deputy Assistant Directors
- As the Chief of the Training Management Branch, I was instrumental in obtaining / maintaining accreditation through the Federal Law Enforcement Training Accreditation for
  - The United States Marshals Service Basic Training Program
  - The United States Marshals Service Court Security Program
  - The United States Marshals Service Detention Enforcement Training Program

- As the Chief of the Training Management Branch, I conducted multiple Curriculum Design and Curriculum Review Committees on topics to include.
  - United States Marshals Service Basic Deputy Program
  - United States Marshals Service Detention Enforcement Basic Program
  - United States Marshals Service Judicial Security Training Program
  - United States Marshals Service High Risk Apprehension Training Program
- As an Instructor at the United States Marshals Service Training Academy, I trained.
  - Over 3200 Basic Deputy United States Marshal Candidates
  - Over 1000 Court Security Officers
  - Over 100 United States Marshals Service Detention Enforcement Officers
- As a Partnering Organization Instructor with the Federal Law Enforcement Training Center in the Practical Application Branch, I monitored and graded student performance in Use of Force for a myriad of agencies
- As a Senior Inspector with the United States Marshals Service Office of Professional Responsibility, I was responsible for reviewing / approving all use of force reports submitted by United States Marshals Service Operational Personnel and Task Force Officers. Additionally, I was the lead investigator on five Deputy involved shooting incidents.
- As an Instructor with the United States Marshals Training Academy, I have conducted Use of Force Training in over forty-eight federal judicial districts for United States Marshal Operational Employees, Task Force Officers, Local and State Law Enforcement Employees, United States Attorney Employees, and local District Attorney Employees
- As a Senior Inspector with the United States Marshals Office, I provided an opinion on use of force for the
  - United States Attorney's Office in the District of Utah. The opinion assisted in a plea agreement as resolution to the case.
  - United States Attorney's Office in the Western District of Kentucky. The opinion assisted in a settlement to resolve the case.
  - United States Attorney's Office in the Central District of California. The opinion assisted in a successful verdict on behalf of the government.
  - United States Attorney's Office in the Western District of Oklahoma in case Theresa Stout v. USA et. al., Case No. 14-cv-427-WPJ and Lance Stout et.al, v. USA et.al, Case No. 15-cv-379-WPJ. The opinion assisted in a settlement.
- I have made Use of Force presentations at the University of Georgia, University of Tennessee, Louisiana State University, and Ohio State University
- Selected as a member of the 21<sup>st</sup> Century Anti Bias Policing Train the Trainer Program by the Department of Justice. Upon completion, I developed training in anti-bias policing for the United States Marshals Service
- Selected as a member of the Rehabilitation Act Committee by the Department of Justice. Upon completion, I developed training for law enforcement encounters with civilians with disabilities.
- I am currently contracted with the United States Marshals Service as a District Security Officer responsible for prisoner transport, prisoner production, court security, and other duties as assigned.