



Spencer Fomby

Police Captain

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EDUCATION

B.A Administration of Justice
Howard University,
Washington DC, USA 1997

Visiting Fellow in Police Science
University of Derby, U.K
2016-2021

MEMBERSHIPS

National Tactical Officers
Association

California Association of
Tactical Officers

Intl. Law Enforcement
Educators and Trainers Assoc.

Intl. Association of Chiefs of
Police

AWARDS

2011 Berkeley Police Dept.
Officer of the Year

2013 First Place Urban Shield
SWAT Competition (Team
Leader)

SUMMARY OF EXPERIENCE

22 year veteran law enforcement officer. 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.

Managed development and implementation of department training and education program through annual organizational needs assessment. Designed, developed, and implemented an annual training plan and evaluated training results. Developed, planned, managed, and implemented police training activities and programs, including the recruit academy, field training program, quarterly training, and leadership development.

Created two CA POST approved De-escalation courses. Certified Force Science Analyst and Force Science Realistic De-escalation Instructor.

Instructor in the following disciplines: 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.

QUALIFICATIONS

- 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.
- Involved in 1000+ high-risk tactical operations, including being assigned as Squad Leader in 75+ crowd control events.
- 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).