



Office of the Mayor  
Laurel Lunt Prussing

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October 1, 2014

To: Urbana City Council

From: Laurel Prussing

Re: Three Appointments for Your Consideration

Dear Charlie, Eric, Carol, Bill, Dennis, Mike and Diane:

Here are three excellent candidates I am recommending for appointment. The resumes of each are attached.

**Finance Director: *Elizabeth Hannan***

Elizabeth has 26 years of experience with the City of Champaign where she has successfully dealt with a broad range of responsibilities including developing and administering budgets and managing in areas of both administration and operations in Public Works. I believe her in-depth understanding of city government makes her an excellent match for Urbana's Finance Department.

**Economic Development Manager: *Brandon S. Boys***

Brandon has done a great job as Economic Development Coordinator for Urbana for the past year under the management of Tom Carrino. He brought a wide range of experience in other communities to this task and has built on it to achieve innovative development in Urbana.

**Police Lieutenant: *Joel Sanders***

Police Chief Patrick Connolly says it best: "Joel has been with the department for 15 years, and his interaction with the community is second to none. Joel demonstrates that he supports the department's philosophy with respect to working together in the community to resolve the community problems, and I believe he will be an invaluable asset to the leadership team."

Sincerely,



## Brandon S. Boys, MUP, CAPM

### Highlights of Qualifications:

- Multiple programmatic achievements during two years in the Urbana Economic Development Division.
- Over three years of combined experience managing staff in public, non-profit, and private organizations.
- Masters in Urban Planning, International Certificate in Urban & Regional Development, AICP eligible.
- Over five years of diverse employment and board experience in economic development, sustainable community development, transit planning, municipal governance, and organizational management.
- Over three years of combined experience managing staff in public, non-profit, and private organizations.
- Successful in forming multi-stakeholder collaboration between public and private organizations.
- Experienced in managing programs that serve the public, businesses, and agency stakeholders.
- Skilled in the use of ArcGIS, Microsoft Access, Adobe Creative Suite, and Email Marketing software.

### Work Experience:

*City of Urbana, IL*

**Economic Development Coordinator**

**Redevelopment Specialist**

*Economic Development Division*

Sep. 2013 – Present

Jan. 2012 – Aug. 2013

- Currently serve as the City of Urbana's Tax Increment Finance (TIF) Administrator and Enterprise Zone Administrator and manage Urbana's Redevelopment Incentive and Business Grant programs.
- Facilitated the mutual adoption of the City's new UBA contract and includes financial performance goals.
- Proposed a novel process for the redevelopment of the 200 Block of North Vine Street and facilitated the drafting and implementation of a RFQ process which will soon result in a broker representing the site.
- Spearheaded the development of an Intergovernmental Agreement between the City of Urbana and the CUMTD for proposal generation for a new transit facility and other redevelopment in Downtown Urbana.
- Presently developing an application for a new Urbana Enterprise Zone in coordination with Champaign County and the City of Champaign. The new zone is expected to generate new revenue for the City's economic development functions and may also extend incentives for new home construction.
- Negotiated three Redevelopment Agreements with Cake Design Development that have resulted in a combined \$1 million redevelopment in Downtown Urbana and an additional proposed \$.5 million project. Participated in negotiations and administration of three additional redevelopment agreements.
- Led a complete revision of Urbana's Redevelopment Incentive and Business Grant programs including the development of incentive policies that promote energy efficiency and leverage existing grant funds.
- Coordinated with the leadership of the Small Business Development Center (SBDC) and Senior Corps of Retired Executives (SCORE) to create the new Business Development incentive program that leverages the services of these Small Business Administration-funded providers to support applicant businesses.

- Worked with over 20 new and expanding businesses in the Business Development program resulting in the creation of over 50 jobs in Downtown Urbana and triggering a new level of vibrancy on Main Street.
- Served as the Project Manager for a multi-departmental implementation of the Cunningham Avenue Corridor Beautification Plan which had laid dormant for several years prior to this revitalized effort.
- Led the effort to analyze nearly 200 industrial parcels for nonconformities as part of a major rezoning effort using GIS and Microsoft Access to produce customized letters to all property owners and tenants.

*University of Groningen, The Netherlands*

*Faculty of Spatial Sciences*

**NEURUS Fellow**

Aug. 2011 – Dec. 2011

- Conducted research on Sustainable Economic Development in Groningen as a fellow of the Network for European and U.S. Regional and Urban Studies (NEURUS).
- Performed a detailed economic analysis of the Hondsrug Region's industries and workforce.
- Surveyed and interviewed municipal, business and institutional members of the Hondsrug Geopark Project Team who were creating the first Geopark in the Netherlands.
- Provided recommendations to improve the proposed Geopark program's economic impact.

*University of Illinois, Urbana, IL*

*Dept. of Urban & Regional Planning*

**Graduate Teaching Assistant**

Aug. 2010 – May 2011

- Instructed undergraduates in Introduction to City Planning and Ecology & Planning courses.
- Concurrently completed coursework in State and Local Finance, Microeconomics, Urban Economics, Regional Analysis, Sustainable Economic Development, Organizational Development, Physical Planning, Planning Law, Urban and Planning Theory, GIS, and Survey Design & Analysis. Final GPA: 3.96

*Brandon Boys Consulting, Ashland, WI*

*Self-Employed*

**Political Campaign Consultant** – Bewley for Assembly

Apr. 2010 – July 2010

- Managed the establishment of a downtown campaign office in coordination with the regional and state political parties and with the other state and federal campaigns that would share the office.
- Recruited and trained volunteers to the phone bank and database for campaigning and fundraising.

**Safe Routes To School Project Consultant** – Ashland School District

Apr. 2009 – July 2010

- Served as lead author of two grant applications to the state Safe Routes to School program in coordination with a group of ten officials from the Ashland School District and the City of Ashland
- Received a total of \$275,000 for both grants which were used to plan and construct a multi-use trail system with lighting for Lake Superior Elementary and Ashland High School students.
- Oversaw the programmatic implementation of the Safe Routes to School grant at Lake Superior Elementary in coordination with the district administration and elementary school staff.

- Recruited parent volunteers and organized the first annual Walk to School Day.
- Wrote and received an additional \$6,000 in grants from three charitable foundations toward the purchase of a student bicycle fleet for Physical Education classes at Lake Superior Elementary.

*Bay Area Rural Transit Commission, Ashland, WI*

**Assistant Transit Manager**

Oct. 2008 – Apr. 2009

- Oversaw the activities of eight staff and assisted in the administration, grant-writing, marketing and operation of a public bus system serving two counties, three cities and two Native American reservations.
- Planned, designed, and implemented a revised route service and a new Ashland City Bus service.
- Conducted research and conceptual planning for the Ashland new transit facility utilizing ARRA funding.

*Alliance for Sustainability, Ashland, WI*

**Center Coordinator**

Jan. 2007 – Oct. 2008

- Managed a 501c3 nonprofit, responsible for all aspects of the organization's operation including supervision of one employee and four summer interns, preparing the \$100,000 annual budget, program implementation, grant-writing, fundraising, marketing, event planning, volunteer management, and monthly reporting to a board of 21 regional representatives including 10 municipal and federal reps.
- Participated in the formation and implementation of the Sustainable Chequamegon Initiative 2006-2011 Strategic Plan. This plan was formed through input from hundreds of Chequamegon Bay region citizens.
- Assisted in the planning and implementation of the Chequamegon Bay region's Green Team Network, a three-year program comprised of representatives from 18 businesses, municipalities, schools and government agencies who each implemented projects to reduce their organization's environmental impacts – this program became the basis for a Green Team Network in the Duluth-Superior metro.
- Planned and managed *Campaign Sustain*, a groundbreaking door-to-door program that reached 8000 households, replacing 4000 incandescent light bulbs with energy-efficient CFLs and promoted the use of public transportation. Hired and managed four interns during each of the two summers of the program.

*Black Cat Coffeehouse, Ashland, WI*

**Kitchen Manager**

Apr. 2006 – Dec. 2006

**Barista**

Feb. 2005 – Mar. 2006

- Supervised four employees as Kitchen Manager. Responsible for all operations, scheduling, and ordering.

**Board Experience:**

*Urbana Business Association, Urbana, IL*

**Board Member**

Jan. 2014 – Present

- Appointed board member for a 501c6 business association to represent the City of Urbana.
- Organized two Board retreats to initiate a new strategic planning process for the organization.

*Common Ground Food Cooperative, Urbana, IL*

**Vice President**

Nov. 2013 – Present

**Board Member**

Oct. 2012 – Present

- Elected representative of a non-profit board for a cooperatively owned natural foods grocery store.
- Participate in policy formation, strategic planning, owner outreach, and oversight of General Manager.
- The co-op recently completed a \$2.5 million expansion and grossed over \$7 million in sales in 2013.

*Alliance for Sustainability, Ashland, WI*

**Vice President**

Dec. 2008 – July 2010

- Board member to a 501c3 non-profit; elected Vice President and Chair of the Programs Committee.
- Participated in the hiring and supervision of a new Executive Director and recruited new board members.
- Assisted in writing a successful collaborative grant proposal on behalf of eight governmental entities in the greater Ashland area in application to Wisconsin's pilot Energy Independent Communities Program.
- Oversaw the implementation of the Wisconsin Energy Independent Community grant and led the organization of the 2010 Pie and Politics tri-state event featuring the Lt. Governor of Wisconsin.

*Bay Area Rural Transit Commission, Ashland, WI*

**Chairman** – re-elected 2007, 2008

Aug. 2006 – Sept. 2008

**Commission Representative** – re-appointed 2006, 2008

May 2005 – Sept. 2008

- Appointed by City Council to the regional public transit commission; elected Chairman for three terms.
- Maintained relationships with BART's seven governmental partners which include three Cities, two Counties, and two Native American Tribes and presided over deliberations of BART's \$900,000 budget.
- Led negotiations to form an agreement with the Northland College Student Association to allow students to ride free with an ID and to establish a regional Saturday bus service.
- Oversaw negotiations with the Ashland County Aging Unit to assume their funding stream and in turn subcontract their paratransit services while increasing regional public transportation funding by over \$200,000 per year. This agreement resulted in the creation of a dedicated City of Ashland bus service.
- Secured \$25,000 from the City of Ashland toward the purchase of a trolley bus for the new City of Ashland point-deviation bus service and \$5,000 toward a study for a new transfer station.
- Participated in negotiations with Washburn Area Senior Citizen Services to assume the operation of their paratransit service in order to establish a new public demand bus service in the City of Washburn.

*City of Ashland, WI*

*Ashland City Council*

**City Council President** – re-elected October 2007

Oct. 2007 – April 2008

**City Council President**

Apr. 2006 – April 2007

**City Council Member**, re-elected to a second term in April 2006

Apr. 2004 – April 2008

- Served on the Ashland City Council for four years; elected the youngest City Council President at 24.
- Invited to the inaugural National Convening of the Young Elected Officials Network in Washington, DC.
- Participated in the creation of Ashland's 2004 Comprehensive Plan—recognized as the best planning document of a small city by the Wisconsin Chapter of the American Planning Association in 2005.
- Supported the resolution making Ashland the second Eco-Municipality in the State of Wisconsin. There are now 29 communities in Wisconsin that have adopted this resolution.
- Presided over Committee of the Whole meetings and deliberations of the City's \$19 million budget.
- Developed and implemented an annual job evaluation procedure for Ashland's City Administrator.

### **Education:**

- 2012 University of Illinois, Urbana-Champaign, IL  
 Department of Urban and Regional Planning  
**Master of Urban Planning (MUP)**  
 Master's Research Topic: Sustainable Economic Development  
 GPA: 3.96
- 2012 University of Groningen, The Netherlands  
 Faculty of Spatial Sciences  
**International Certificate in Urban and Regional Development**  
NEURUS Fellow (Network for European and U.S. Regional and Urban Studies)
- 2004 Northland College, Ashland, WI  
**Bachelor of Science in Environmental Studies**  
 Emphasis in Community Organizing  
 Graduated Cum Laude

### **Professional Affiliations and Certifications:**

- American Planning Association
  - *Will test for AICP certification in 2014.*
- Consumer Cooperative Management Association
- Cooperative Board Leadership Development
- Illinois Tax Increment Association
- Illinois Enterprise Zone Association
- International Economic Development Council
- International Council of Shopping Centers
- Project Management Institute
  - *Certified Associate of Project Management (CAPM), 2013*

## Public Presentations:

- 02/18/2014 Downtown Urbana's Emerging Innovation Ecosystem  
Facilitated panel discussion of downtown creative business owners at the Urbana Developer's Luncheon – Civic Center, Urbana, IL
- 04/08/2013 Cunningham Avenue Beautification Implementation Update  
Presentation to the Urbana City Council – City Hall, Urbana, IL
- 12/10/2012 Urbana's Revised Economic Development Incentive Programs  
Presentation to the Urbana City Council – City Hall, Urbana, IL
- 04/13/2012 Sustainable Economic Development: Issue Framing and Opportunities for the Hondsrug Geopark  
Presentation of Master's Research to faculty and students of the Network for European and U.S. Regional and Urban Studies (NEURUS) – School Of Geographical Sciences and Urban Planning, Arizona State University, Tempe, AZ
- 06/22/2011 Northwoods Sustainability: Reflections and Lessons  
Presentation of recommendations for sustainable community and economic development to a Joint Session of the Urbana City Council, Plan Commission, and Sustainability Advisory Commission – City Hall, Urbana, IL
- 02/04/2009 Toward a Sustainable Society: Developing Systems that Reinforce Change  
Commissioned keynote speaker for UW-Superior's National Teach-In on Climate Change – Rothwell Student Center, Superior, WI
- 03/14/2008 Bay Area Rural Transit Commission: Sustainability Action Plan  
Presentation to the Chequamegon Bay Green Team Network at the Sustainability Action Plan Sharing Session – AmericInn Conference Center, Ashland, WI
- 10/17/2007 Sustainability, The Natural Step, and Specific Business Applications  
Commissioned by the University of Wisconsin Superior Small Business Development Center to present to the PeerSpectives CEO Roundtable, Heartwood Conference Center, Trego, WI
- 09/22/2004 All Change Stems From You  
Faculty Organized Lecture Series – Alvord Theater, Northland College, Ashland, WI

## **Elizabeth A. Hannan**

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### Experience

#### **Administrative Services Manager • City of Champaign Public Works Department**

702 Edgebrook Drive • Champaign, IL 61820 • 217.403.4700

August 2003 to present

Responsible for managing a division including thirty-two employees in Administration, Fleet Services, Recycling, and Parking Programs (customer service, collections, and enforcement). Prepare written reports and make presentations to City Council on related matters. Manage development of the department's budget, including implementing significant budget reductions and a significant staff reorganization. Approve all purchases and payments for the Public Works Department. Manage all hiring for the Department. Work closely with AFSCME union leadership, including participation in collective bargaining. Responsible for planning, start-up, and operation of the City's first parking deck. Responsible for implementation of the City's multi-family recycling program, including implementation of a user fee.

#### **Financial Services Manager / Budget Officer • City of Champaign Finance Department**

102 North Neil Street • Champaign, IL 61820 • 217.403.8940

July 1993 to August 2003

Coordinated development of the City's \$100 million annual budget, working with staff in all City departments and at all levels in the organization. Prepared financial projections, including revenue forecasts and Five-year Financial Forecast. Managed accounts payable. Provided oversight for all City purchases in excess of \$5,000. Prepared written reports and made presentations to the City Council on a variety of subjects. Participated in negotiation of the AFSCME labor agreement. Worked with an interdepartmental committee to develop new purchasing procedures. Supervised a staff of five to nine.

#### **Financial Analyst • City of Champaign Finance Department**

102 North Neil Street • Champaign, IL 61820 • 217.403.8940

February 1989 to July 1993

Worked on development of the City's annual budget. Prepared financial projections, including revenue forecasts. Developed projections and made recommendation on the City's property tax levy. Prepared written reports and made presentations to the City Council. Developed a database and related reports for management of the City's capital improvement planning process. Managed a cash defeasance (in-substance payoff) of two bond issues. Automated budget document production. Supervised a staff of two.



**Research Intern • City of Champaign Finance Department**  
102 North Neil Street • Champaign, IL 61820 • 217.403.8940  
October 1988 to February 1989

Assisted with development of the annual budget. Prepared Council Bills and accompanying reports.

**Operations Coordinator • Urbana Chamber of Commerce**  
Lincoln Square • Urbana, IL  
October 1987 to May 1988

Served as staff liaison to Legislative and Transportation Committees. Managed bookkeeping functions. Supervised office secretary.

**Graduate Intern • City of Cincinnati Planning Department**  
801 Plum Street • Cincinnati, OH 45202 • 513.352.2400  
March 1985 to June 1985

Assisted in development of measures of economic activity to be used in the City's Economic Monitoring System. Performed statistical analyses.

### Education

**Post-graduate studies in Economics • 1986**  
University of Cincinnati • Cincinnati, OH

Completed required courses for Master of Arts in Economics. Recipient of University Graduate Scholarship. Teaching Assistant for courses in Mathematical Analysis for Economists and Macroeconomic Theory.

**Bachelor of Arts in Economics • 1985**  
University of Cincinnati • Cincinnati, OH

### Selected Professional Development Activities

Currently pursuing Certified Public Finance Officer (CPFO) certification through Government Finance Officers Association – passed operating and capital budgeting exam in May 2014

Government finance courses including advanced governmental budgeting, advanced governmental accounting, planning and sale of municipal bonds, and performance measurement sponsored by GFOA

General Public Purchasing, a three-day course sponsored by National Institute of Government Purchasing (NIGP)

Attended national conferences of Government Finance Officers Association (GFOA), International City and County Management Association (ICMA), National Institute of Government Purchasing (NIGP), and American Public Works Association (APWA)

## Joel R. Sanders

Results oriented Police Sergeant with the ability to develop productive police/community partnerships. Detail oriented with the ability to think strategically, build strong relationships and lead teams toward effective and impactful results.

### Qualification Highlights:

- 23 years of law enforcement success fulfilling a variety of assignments including 12 years as Patrol Sergeant at the Urbana Police Department
- Officer training and supervision
- Demonstrated track record of developing community and law enforcement programs, including policy development and implementation
- Workflow prioritization, planning and scheduling including administration and operational management
- Practical and theoretical foundation of law enforcement, problem oriented policing and community policing
- Strong community relations background
- History of community service outside of law enforcement

### Professional Experience:

**Professional Practice Training Group, Vernon Hills, IL 2013- Present**  
*Co-Founder and Vice President*

- *Lead Instructor for Behavioral Health/ Public Safety Training*
- *Instructor for Leadership Development and Change Management Programs*
- *Certifications and Training Programs Offered include:*
  - *Certified Instructor QPR Gatekeeper (suicide prevention training)*
  - *Certified Instructor Below 100 (police officer safety training)*
  - *The Impenetrable Police Officer (police officer emotional help and officer involved suicide prevention)*
  - *Encounters with Behavioral Health (how to recognize and engage individuals with behavioral health or mental health issues)*
  - *Violence in the Workplace (civilian course focused on recognizing, responding to and preventing acts of workplace violence)*

***Urbana Police Department, Urbana, IL***

**1999-Present**

*Patrol Officer (1999-2002)*

*Patrol Sergeant (2002-Present)*

*METRO SWAT Crisis Negotiator (2002- Present)*

- *Assistant Team Leader, (2010-Present)*
- *Crisis Negotiations Team Member (2002-Present)*

*Field Training Officer (2001-Present)*

*Mobile Field Force Instructor (2003-2005)*

*Crisis Intervention Team (2005-Present)*

- *Leader of CITSC (2012-Present)*
- *Coordinator of CIT Program (2006-Present)*
- *CIT Member (2005-Present)*

*Coordinator Bicycle Patrol Program (2005-2012)*

**Accomplishments:**

- Created the Department's refocus and new approach toward CIT including:
  - Founding, developing and leading a multi-disciplinary countywide steering committee (CITSC) aimed at improving law enforcement response to individuals in a mental crisis.
  - Authoring a policy for countywide CIT response and facilitation of the policy approval and implementation.
- Assisted in Department Goals to refocus the Patrol Division towards a proactive policing approach
- Assisted with two redevelopments of FTO Program
- Served on the Strategic Planning Committee
- Assisted with the development and coordination of UPD Bicycle Patrol Unit
- Promoted to Sergeant on 09/11/2002 and have supervised duties on all three shifts.

***East Moline Police Department***

**1994-1999**

*Patrol Officer (1994-1999)*

*United Township High School Liaison Officer (1995-1998)*

*Neighborhood Watch Coordinator (1997-1999)*

**Accomplishments:**

- Developed UTHS/EMPD School Resource Officer program.
- Created a successful Crime Stoppers Program at UTHS
- Formed a database for tracking UTHS student gang members
- Originated a tracking system for crimes committed on UTHS grounds

**LeRoy Police Department**  
*Patrol Officer*

**1990-1994**

**Champaign County Juvenile Detention Facility**  
*Assistant Detention Officer/Transportation Officer*

**1988-1990**

**Community Engagement:**

***Quest United Methodist Church, Urbana, IL***

- Church Leadership and Missions Team (2010-Present)
- Leader of Quest UMC and CU Habitat for Humanity Angel Build program in Urbana (Summer 2014)
- Education missions team which included traveling to Liberia, Africa to assist in the building of a new school (January, 2013)
- Leader of Quest Red Bird Missions team serving the people of Appalachia in Southeastern KY (2009-present)

***One to One Mentoring, Urbana Middle School, Urbana, IL***

- Mentor "At-Risk" youth in the community (2012-Present)

***Cops on Top***

- Special Olympics fundraiser (2010-Present)

***Law Enforcement Torch Run***

- Special Olympics awareness campaign (2009-Present)

**Education:**

A.A. Criminal Justice, Parkland College, 1989

B.S. Criminal Justice, Illinois State University, 1993

Coursework towards M.S. in Law Enforcement Administration, Western IL University, 1995-1999

## Professional Training and Development Record

### **Bicycle Patrol**

- **Basic and Advanced Bicycle Patrol MTU VI (IPMBA CERTIFIED)**  
June, 1994

### **Crisis Intervention Team**

- **Communication with Aggressive Mentally Ill and Emotionally Disturbed Individuals ILEAS 01/19/2011**
- **Excited Delirium –Classroom Urbana Civic Center 06/12/2008**
- **CIT Officer Certification Champaign Police Department 1/10-15/2005**
- **Suicide Assessment Champaign Police Department 10/7/2003**

### **Drug Interdiction**

- **Proactive Policing for the 21<sup>st</sup> Century Holiday Inn, Urbana 2/20/2001**
- **Criminal Patrol Drug Enforcement Champaign Police Department 5/1-5/2000**
- **Drug Interdiction Operation Valkyrie Stop MTU IV, April, 1996**

### **Instructor**

- **Below 100 Instructor ILEAS 04/21/2014**
- **QPR Gatekeeper Instructor FOP Headquarters, Springfield June 2012**
- **Arms Report Writing – Train/Trainer Urbana Fire Department 11/15/2001**
- **Field Training Officer Northwestern, Evanston 8/14-18/2000**

### **Initial Basic Police Training**

- **400 hour Basic Recruit Training Course PTI March, 1993**

### **Investigations**

- **Search Warrant Preparation and Execution Champaign Police Department 12/03/2012**
- **Lead Homicide Investigator Champaign Police Department 11/09-11/13 2012**
- **DOA Death Investigations CPD 04/07/2008**
- **Advanced Reid Technique of Interview and Interrogation John Reid and & Associates April, 1997**
- **Basic Reid Technique of Interview and Interrogation John Reid & Associates - January, 1997**
- **Crime Scene Procedures MTU IV November, 1994**

### **Juvenile/School Resource**

- **Police Juvenile Officer** Champaign Police Department 11/3-7/2003
- **40 HR Basic School Recourse Officer Course** NASRO April, 1997
- **Satanism and the Occult** Rock Island County Regional Office of Education – 1997
- **Gang Awareness in Your Community** Triton College – September, 1996
- **Drugs, Guns and Gangs in School** Law Advisory Group, 1995
- **Police Juvenile Officer MTU IV**, Rock Island County 1995

### **Negotiations**

- **Illinois Crisis Negotiators Association Conference** April 2007-2014
- **Calm Creative Communications in Crisis** 04/17/2012
- **Responding to War Veterans** Danville 02/04/11
- **Electronic Criminal Surveillance Officer Training I** Illinois State Police 1/6-9/2004
- **Basic Hostage Negotiations** Northwestern 4/1-5/2002
- **First Responder Hostage Situations** Danville Police Department 3/2/2001
- **Basic Hostage Negotiations** Inst. Of Police Tech. & Management: University of North Florida - May, 1998

### **Patrol**

- **Gang Crime Update** Danville 05/11/2009
- **Legal and Critical Tasks for Police Officers** Champaign Police Department 05/15/2007
- **DUI Enforcement** Fire Service Institute 10/14/1999
- **Survival Spanish Review** Champaign Police Department 3/28/2002
- **Officer Survival Communication Spanish** Champaign Police Department 4/24-26/2001
- **Emergency Response Awareness** Danville Police Department 8/30/1999
- **Domestic Violence for Patrol** Clarion-Champaign 4/14-15/1999

### **Police Mental/Emotional Health**

- **Breach Point** ILEAS 02/13/2014
- **The Enemy within- Police Suicide** Springfield 10/15/2013
- **Police Work Stress Disorders** Danville Police Department 01/25/2013
- **Bulletproof Mind** Holiday Inn, Urbana 11/8/2001

### **Supervision and Leadership**

- **Ondra Berry Diversity Training** Urbana Civic Center 02/16/2012
- **Modern Police Leadership** Normal, Il 24hr course 2010
- **Performance Improvement Program** Danville 05/15/2009
- **Quota-Free Police Productivity System** Danville 05/14/2009
- **7 Habits of Highly Effective Law Enforcement Officers** 9/11/2006  
Champaign Police Department
- **Law Enforcement Leadership** 3/15-19/2005 Hawthorn Suites,  
Champaign
- **Preventing Biased Police Practices** 1/24-25/2005 Champaign Police  
Department
- **Effective Supervision** 3/22/2004 Champaign Police Department
- **Communicating with Power** 4/3/2003 Holiday Inn, Urbana
- **Critical Incident Response** 3/25-27/2003 Champaign Police  
Department
- **Police Leadership** 3/7/2003 Champaign Police Department

### **Tactical**

- **Excited Delirium – Practicum** Urbana Civic Center 06/12/2008
- **FEMA ICS For Single Resources and Initial Action Incidents**  
10/14/2007
- **NIMS – 100** 8/25/2006 SIEBEL Hall .
- **Managing Civil Actions in Threat Incidents- Protester Devices**  
06/05-07/2006
- **Critical Incident Communication for Dispatchers and Patrol** .  
1/18/2006 Champaign Police Department
- **Tactical Edge** 10/19-21/2004 ST. Louis, Mo
- **Prism Firearms** 2/10/2003 ESDA
- **ITOA Training Conference** 11/24-26/2002 Oakbrook, Il
- **Mobile Field Force** 5/27/1999 Fire Service Institute
- **Verbal Judo** MTU VI November, 1994