

Marcus Sprague
Curriculum Vitae

Formal Education

Master of Science Degree (2019) University of San Diego, Law Enforcement Public Safety Leadership

Bachelor of Science Degree (2017) California Coast University, Business Administration

California POST Commission Certificates

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| Peace Officer | Basic, Intermediate, and Advanced Certificates |
| Sergeant | Supervisory Peace Officer Certificate |
| Lieutenant | Management Certificate |

Associations

Member, California Association of Tactical Officers (CATO) Current Vice President

Member, California Association of Narcotics Officers

Member, National Tactical Officers Association

Member, International Association of Emergency Managers

Member, International Association of Chiefs of Police

Awards and Commendations

Distinguished Service Award from Santa Rosa Police Department for a complex investigation involving an ex-police officer and multiple armored car robberies.

Gold Meritorious award for acts of heroism performed at great personal risk with the intent of saving life and property during the October 2017 wildfire.

Law Enforcement Training

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| May 1998 | Basic Course-Intensive |
| July 1999 | Drug Influence - 11550 H&S |
| September 1999 | Narcotics Street Development |
| July 2000 | Advanced Officer Course |
| January 2001 | Drug Influence Update |
| March 2001 | Radar Operator |
| January 2002 | CPR/First Aid |

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| July 2002 | Intervention/Emotionally Disturbed Persons |
| October 2003 | Racial Profiling |
| October 2003 | Active Shooter Response |
| July 2004 | California Gang Investigators Association Training Conference |
| September /2004 | Gangs/Cal Gang Computer System |
| October 2004 | Special Weapons & Tactics Basic |
| October 2004 | Gang Awareness Update |
| October 2005 | Ethics/Character Training |
| October 2005 | Driving Under Influence Update |
| October 2006 | Search Warrants-Investigators |
| April 2006 | Vehicle Theft Investigations |
| February 2007 | Leadership Strategies |
| April 2007 | Electronic Surveil-Wiretap |
| May 2007 | Search Warrants-Investigators |
| October 2007 | Informant Development & Maintenance |
| February 2008 | Officer Involved Shootings Investigations |
| April 2008 | Economic Crime Investigation |
| November 2008 | Special Weapons & Tactics, Advanced |
| February 2009 | Officer Involved Shooting Investigations |
| April 2009 | Interview & Interrogation |
| October 2009 | Narcotics Investigation - 80 Hour |
| April 2010 | Crowd Management |
| September 2010 | Rifle Marksmanship and Sniper |
| October 2010 | Special Weapons & Tactics, Adv |
| April 2011 | Emotional Survival for Law Enforcement |
| March 2012 | Field Training Officer |

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| March 2012 | Field Training Officer |
| March 2012 | Ethics in Law Enforcement |
| June 2012 | Crowd Management |
| July 2012 | Spanish for L.E.-Basic |
| July 2013 | Special Weapons & Tactics, Advanced |
| September 2013 | Special Weapons & Tactics, Team Leader |
| October 2013 | Terrorism Liaison Officer – Basic |
| September 2013 | Tactical Science |
| November 2013 | Supervisory Course |
| November 2013 | Cato Training Conference |
| January 2014 | Cato Special Weapons & Tactics, Commander |
| April 2014 | Media Relations |
| December 2014 | Special Weapons & Tactics, Adv |
| February 2015 | Use of Force/Liability/Litigation |
| May 2015 | Warrant Service/High Risk-Supervision |
| August 2015 | Tactical Science |
| September 2015 | Internal Affairs Investigation |
| September 2015 | CATO Annual Conference |
| February 2016 | Electronic Surveillance |
| June 2016 | Tactical Lifesaver |
| August 2016 | Unified Response to School/Community Violence |
| August 2016 | Clandestine Lab Safety Supervisor |
| September 2016 | Narcotic Unit Supervision |
| September 2016 | Post Swat Guideline Update Workshop |
| November 2016 | CATO Annual Conference |
| March 2017 | Supervising Undercover Ops/Tactical Response |

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| June 2017 | California Association of Tactical Officers (CATO) Supervisory Leadership Program. The course was 1.5 years long, and met one day every other month. |
| August 2018 | Crisis Decision Making, Critical Incident Management Strategies |
| May 2019 | Crowd Management Strategies |
| September 2019 | Participated in update committee for POST SWAT Guidelines. |
| January 2021 | POST Management School |
| February 2022 | POST Curricula Development Workshop for Supervisor School |
| April 2022 | Developed POST-certified 8-hour Demonstration Response Class for CATO. |
| May 2022 | Developed 8-hour POST-certified Tactical Strategies for Leaders course for CATO. |
| February 2023 | Participated in curriculum update for POST Management School. |

Law Enforcement Experience

Santa Rosa Police Department **01/1998 to 05/2022**
 Santa Rosa, California

Lieutenant Special Services Division 01/2022-05/2022

- Division Manager for Investigative Functions
- Homicide, Violent Crimes, Sexual Assault, Narcotics, Crime Lab

Lieutenant, Field Operations Division, 06/2020 – 01/2022

- Watch Commander
- Manage K9 Program
- Manage UAS Program
- Tactical Commander for Special Weapons and Tactics, Mobile Field Force, Tactical Dispatch
- EOC – Law Enforcement Branch

Sergeant, Property Crimes Team 01/2016-01/2019

- Supervise Investigative unit and Forensic Identification lab
- Supervise Environmental Crimes detectives and collateral officers
- Developed city-wide application to coordinate Safe Water Act compliance
- Developed and integrated new technologies for investigations bureau

Sergeant, Patrol

2013-2015,
01/2019-06/2020

- Prepared performance evaluations
- Investigated use of force incidents and personnel complaints
- Acting Watch Commander
- Coordinated bi-monthly multi-agency probation/parole compliance operations.
- Implemented department-wide training related to in-progress crimes and tactics.

Detective, Property Crimes/Narcotics

2006-2010

- Investigated property and narcotics-related crimes, developed and managed confidential informants, authored search warrants, provided expert testimony, and facilitated community presentations.
- Assigned to Sonoma County Auto Theft Task Force
- Authored task force's informant management and confidential funds policy.
- Assisted in forming and obtaining equipment for an electronic surveillance program.
- Temporary assignment to the Violent Crimes Unit during a complex robbery investigation involving former police officers. Investigated OIS, robberies, and other violent crimes.
- Received Distinguished Service Award 2009

Uniformed Crime Suppression Team

2004

- Focused on the suppression and arrest of gang members and street-level narcotics.
- All members of the team are required to be on SWAT.
- Performed saturation patrols in high-crime-rate areas.
- Developed and maintained informants, conducted surveillance, controlled buys of contraband, and authored search warrants.

Officer, Uniformed Patrol

1998

- First responder to burglaries, homicides, robberies, domestic violence, narcotics-related crimes, gang crimes, and crimes of violence
- Conducted investigations, prepared reports, and worked with community members to identify and solve problems.
- Provided training to patrol on a variety of topics such as designer drugs, hotel/motel enforcement, community-oriented policing, tactics, and critical incident management

Team Leader SWAT

2013-2016

- Developed annual needs assessment training plan.
- Updated training, equipping, and documentation procedures.
- Successfully obtained federal and state grant funds for training and equipment.
- Facilitated group that authored the Standard Operating Procedure Manual.
- Developed a Threat matrix consistent with best practices.
- Updated deployment tactics.

Field Training Officer (FTO) Uniformed Patrol

2011-2013

- Provided training and mentoring to assigned trainees.
- Updated FTO manual
- Documented trainee performance with detailed evaluations
- Provided training to FTOs related to tactics, critical incident management.

RELEVANT EXPERIENCE

California Association of Tactical Officers Vice President 12/2019-Present
California Association of Tactical Officers Instructor 06/2017-Present

- Instruct SWAT Team Leader
- Instruct SWAT Commander
- Instruct SWAT Liability Best Practices
- Instruct Critical Incident Leadership for Patrol
- After Action Review Team- Coordinate and document debriefs of large-scale critical incidents and responsible for preparing and presenting the after-action reports to executives and attorneys representing their organizations.
- SWAT Audit Team- Conduct Independent Audit of SWAT program to include Selection, Retention, Deployment, Training, Equipping and Documentation practices.

Field Command Instructor 09/2018-Present

- Instruct law enforcement personnel in tactical science concepts.

Santa Rosa Junior College Adjunct Faculty 04/2018- Present

- Instructor for POST Supervisor School (Sergeants) to include Critical Incident Management for Supervisors

South Bay Regional Public Safety Training Consortium 04/2020-Present

- Instruct Tactical Strategies for Managers (Lieutenants)

Accomplishments (Santa Rosa Police Department)

Created and presented Street level designer drug enforcement training for patrol January 2000

Created Critical Incident Response training for patrol March 2012

Updated SWAT manual, selection, deployment, and documentation protocols. February 2014

Authored the Strategic Plan for the SWAT Team March 2015

Developed and formed the Santa Rosa Police Foundation, a non-profit organization to partner citizens with the department October 2016

Developed and implemented the first mobile application to mitigate civil risk for homeless enforcement/outreach program with other city departments and non-profit service providers January 2018

Developed department-wide critical incident management training, including principle-based decision-making scenarios and preparation for transitioning to mutual aid and I.C.S. January 2019

Managed overhaul of SWAT and Mobile Field Force chemical agent, less lethal selection, training, testing, and deployment and documentation practices May 2021

SWAT and Command Experience

Assigned to the Santa Rosa Police Department's Special Weapons and Tactics Team (2004-2016) was responsible for all personnel selection, training, deployment, and retention. Also implemented formal procedures for mission planning and deploying HNT and tactical support. Involved in over 80 missions.

Commanded and directed police and public safety personnel in over 200 high-risk field operations, including foot pursuits, field searches, barricaded suspects, major fires, and major vehicle collisions.

I oversaw updating the selection, training, testing, and deployment of the Mobile Field Force program after the George Floyd protest.

Teaching and Speaking Experience

I have taught tactics/strategy, critical incident response, and other tactical-related topics throughout California.

I regularly teach tactical strategies for middle management at POST Management School.

Developed Critical Incident Management curriculum adopted by POST for Supervisor School.

I have taught leadership, incident command, and critical incident management to command-level executives and line-level supervisors throughout California, Oregon, and Washington.

Featured speaker, California Association of Tactical Officers Conference, "Surviving the Microscope-How can we prepare to defend ourselves, our teams and our agencies." November 2016

Led curriculum and development team for CATO SWAT Team Leader and Commander courses June 2017

CATO Annual Training Conference Coordinator December 2019
December 2022

Presenter at the Ohio Tactical Officers Conference June 2024
Middle Management Course-Tactical Strategies
Law Enforcement Response to Civil Disorders

Presenter North American Active Assailant Conference June 2024
Tactical Strategies for SWAT

Host of the CATO podcast Present