



POLICE TRAINING SOLUTIONS

PROFESSIONAL RELEVANT

Course and Service Offerings

Better Police Training. Stronger Communities.

POLICE TRAINING SOLUTIONS



We are a transformational training and consulting company founded in 2016 to bring the lessons learned from the Seattle Police Department consent decree process to agencies through out the nation.



We are experienced trainers and consultants.



We are dedicated law enforcement professionals working with agencies to restore legitimacy with the public.



ABOUT US



**Tom
Ovens**

He is a retired police officer with over thirty years of service. Tom was most recently assigned to the Force Review Unit/Force Investigations Team, FRU/FIT, where he reviewed and conducted investigations in police use of force.

Prior to working in the FRU, Tom worked in the Office of Police Accountability, OPA, where he was a Lieutenant and supervised investigations and investigated complaints of official misconduct. Prior to OPA, Tom was assigned to the training unit of the Seattle Police Department where he supervised a squad of officers in the performance of their duties as instructors for the Department for seven years. His extensive training background keeps him up to date on current issues surrounding law enforcement.

He has extensive experience in patrol and detective work, supervising and training law enforcement officers, and review of, creation of and implementation of policy. His patrol experience includes uniformed bicycle patrol, uniformed patrol in a police cruiser and emphasis patrol in plain and marked police vehicles. Tom was a Sergeant for over ten years in two separate agencies.

Tom has served as an expert witness for over twenty-three years and has testified in both State and Federal Court. He is a recognized expert in use of force, training, patrol work, police procedure, police supervision, patrol procedures, tactics, tactical operations, and investigations. He provides a unique and valuable perspective on how agencies and officers can best navigate the fluid and constantly changing environment that they must now operate in.



**Jeff
Paynter**

He has more than 29 years in law enforcement, working at the Spokane Police Department, the Federal Way Police Department, and the Lakewood Police Department. His assignments include patrol, criminal investigations, SWAT, and three years as an FBI Task Force Officer with the South Sound Gang Task Force. Jeff is a sergeant with Lakewood Police Department.

He is a CJTC certified Lead Integrated Arrest Tactics Instructor, a certified Handgun Instructor, and a Patrol Tactics Instructor. Jeff was a full-time instructor at the Basic Law Enforcement Academy from 2013 to 2016, where he taught defensive tactics, patrol tactics, and use of force.

He received the departmental Medal of Valor for his actions during the apprehension of homicide suspect Marcos Perea in 2016, and he has received commendations for his work in training and criminal investigations. Sgt. Paynter has consulted on more than thirty-five civil lawsuits involving police use of force and tactics.



SERVICES



We offer turnkey training products for officers, instructors, sergeants and commanders on topics relevant to agencies going through a consent decree process.



We build custom courses to meet specific needs of the agency.



We offer consulting services specializing in litigation consulting, incident analysis, and internal investigations.

CLIENTS



Washington Counties Risk Pool
Created *by* Counties *for* Counties



TRAINING

You can't rely on yesterday's training and expect better results. Our proven approach, built on evidence-based methods, will transform your officers and agency into the stewards your city expects.

TRAINING



Based on 30 years of law enforcement experience



Modeled on situational problem identification



Built to simulate real-time decision-making challenges

OFFICER AND DETECTIVE TRAINING

1 Use of Force Core Principles

A **16-hour course** aimed at line officers. The course delivers the latest information and best practices to officers about use of force topics relevant to the current environment.

2 The 10 Essentials of a Use of Force Report

An **8-hour course** that is aimed at delivering essential skills for officers in documenting the use of force.

3 Use of Force for Force Investigators

A **16-hour course** aimed at training those detectives that investigate serious uses of force.

SERGEANT'S TRAINING

1 The 21st Century Sergeant's Academy

A **40-hour course** that is aimed at delivering essential skills for sergeants covering leadership, use of force, force investigation, and critical analysis of force. It is inherent that police supervisors understand the current standards (practices) for using force, documenting force, and critically analyzing force incidents.

2 Sergeants Investigation of Force

A **16-hour course** that helps the sergeant to understand the current standards for using force, documenting force, and critically analyzing force. Investigators also must fully investigate force incidents. A quality investigation will ensure that officers are following law, policy, and training.

3 24/7 365 Sergeant

A **20-hour course** that is aimed at delivering advanced skills for sergeants covering leadership, liability, tactical leadership, and employee wellness. This course focuses on leadership and supervision in the areas critical to re-establishing police legitimacy.

INSTRUCTOR TRAINING

1 Use of Force Instructor

A **40-hour course** aimed at teaching instructors current case law and the best methods to build integrated training that upholds constitutional policing. This is a high-level course where students will be expected to challenge themselves and each other.

2 Use of Force Transformative Practices for Trainers and Supervisors

A **40-hour course** that is aimed at delivering essential skills for trainers and supervisors responsible for delivering cognitive and skill-based training to officers in the key areas of use of force, tactics, and de-escalation.

3 Expert Professional Presenter

A **24-hour course** that is aimed at delivering advanced instructional skills, presentation methods and design to trainers who are presenting cognitive skills training.

COMMAND TRAINING

1 24/7 365 Command

A **24-hour course** that is aimed at delivering the latest information and best practices to commanders surrounding leadership, use force, recruitment, retention, internal investigations, and personnel practices.

2 Critical Analysis of Force

A **16-hour course** aimed at teaching command staff, force review personnel methods to critically review force, identify and address issues and to identify important lessons learned.

CONSULTING

We offer both management and incident-based consulting services. Incident based services involve incident review, litigation consulting and internal investigations review.

Enhancing Police Training with Management Consulting



A **5-year strategic training plan** to meet the future needs of the department that is consistent with the consent decree.



An **instructor development plan** to build the necessary instructors to deliver the five-year training plan.



A **systematic process that revises the five-year training strategy** to incorporate changes based on a current needs assessment.

Ready to Get Started?

CONTACT US

🌐 www.policetrainingsolutions.com

✉ tom@policetrainingsolutions.com

☎ 425-221-5095

POLICE TRAINING SOLUTIONS
PROFESSIONAL RELEVANT

