



STANDARDS VALIDATION TEAM

BIOGRAPHY

May, 2009

FitForce™ was originally established in 1993 as a Division of Human Kinetics publishing company of Champaign, Illinois. Since 1998 FitForce has been a service of Integrated Fitness Systems DBA (doing business as) of self-employed consultant J. E. Smith, Jr. of Salem, Massachusetts. In 2009, FitForce was established as a corporation in the Commonwealth of Massachusetts. The consultant team are self - employed individual consultants.

FitForce™ and it's consultant team (Fitness Intervention Technologies, Hoffman and Associates and Thomas and Means) are the nationally recognized leaders in the field of public safety fitness in the areas of test standards validation, educational materials, staff training, and ongoing program support specific to law enforcement with over 60 person years of experience in developing and implementing physical fitness standards and programs within law enforcement.

The consultant team is uniquely qualified to conduct validation studies, provide fitness coordinator training and program design. The Project Leader, Jay Smith, has worked on both sides of the standards development and implementation issue. During his tenure as Director of Physical Fitness & Health Maintenance Programs for the Massachusetts POST he directed the successful implementation of new medical guidelines and physical fitness standards for 18 Council-operated and –certified police academies. He was the agency contact/coordinator during standards validation; Jay has 20 years experience with all phases of standards validation. He has provided expert witness support and testimony in several jurisdictions. In addition, Jay is the technical advisor to the National League of Cities- Law Enforcement Fitness/Wellness Initiative.

The Technical Advisor -Dr. Tom Collingwood is the only professional in the field who is both a certified Fitness Program Director from the American College of Sports Medicine and a licensed Psychologist. He has over 30 years experience in developing physical fitness standards and programs within several hundred law enforcement agencies throughout the United States and has served as the primary law enforcement fitness consultant for the Presidents Council on Physical Fitness and Sports, the International Association of Chiefs of Police and

the American Society of Law Enforcement Trainers. He has also held law enforcement positions as a Military Policeman (U.S. Army), Police Psychologist (Dallas Police Dept.) and Training Director (Kentucky Dept. of Justice).

Bob Hoffman, the data analyst and trainer has over 30 years experience in military as well as civilian public safety projects. In addition to many special forces and ranger assignments, Bob was the trainer/developer of the Physical Readiness Program for the U.S. Army's Physical Fitness Academy and he headed the Army's Master Fitness Instructor school. As the director of Human Kinetics – FitForce™ program Bob conducted over 20 validation studies and dozens of training programs. He currently is a presenter for Thomas and Means in the National Physical Performance Standards Legal Issues Seminar.

The Presidents Council on Physical Fitness and Sports, the International Association of Chiefs of Police, the DEA, the U.S. Marshals Service, the U.S. Secret Service and the U.S. Army have all recognized the quality and quantity of the consultant teams' experience.

Over the years, the consultant team has conducted over 95 standards validation projects for over 215 agencies. For those validation studies, job related physical readiness training and incumbent standards were defined with program, staff training and policy recommendations formulated. Example agencies that consultant services have been provided for are as follows

STANDARDS DEVELOPMENT

Federal Agencies	State agencies
Bureau of Alcohol, Tobacco, Firearms & Explosives	Arizona Department of Public Safety (POST)
Drug Enforcement Administration	Arizona Dept. of Game & Fish
Internal Revenue Service	Arizona Highway Patrol
Dept. of Nuclear Energy Couriers	Arizona state wide Special Unit, Tactical, K9, Bicycle Patrol
National Park Service	Georgia State Patrol
Border Patrol	Illinois Conservation Police
Bureau of Indian Affairs	Illinois Local Government Police Training Board (POST)
Bureau of Land Management	Idaho Dept. of Law Enforcement

Bureau of Reclamation	Iowa Dept. of Public Safety
Customs Service	Kentucky Justice Cabinet (POST)
Fish & Wildlife	Maryland State Police
Marshals' Service	Massachusetts Criminal Justice Training Council – police, corrections, parole
Park Police	Massachusetts Personnel Board for Firefighter Standards
Secret Service	Missouri Dept. of Conservation
Secret Service Counter Assault Team	Missouri Highway Patrol
Secret Service Counter Sniper Team	Oklahoma Bureau of Narcotics
	New York State Police
	Pennsylvania State Police
	South Dakota Dept. of Criminal Investigation
	South Dakota Highway Patrol
	Tennessee Highway Patrol
	Texas Alcoholic Beverage Commission
	Texas Dept. of Criminal Justice
	Texas Dept. of Public Safety
	Texas Parks & Wildlife Division
	Wyoming Highway Patrol
	Wyoming Dept. of Criminal Investigation
County/Municipal/Other Agencies	
Addison, TX Police Dept.	Addison, TX Fire Department
Alexandria, VA Police Dept.	Arlington, TX Police Dept.
AMTRAK Police Dept.	Bellaire, TX Police Dept.
Bernalillo County, NM Metropolitan Detention Center	Champaign, IL Police Dept.
Cheyenne, WY Police Dept.	Cleveland Clinic
Collier County, FL Sheriffs Office	Colony, TX Police Dept.
Columbus, OH Police Dept	
Commonwealth Edison Nuclear Security Dept.	Cuyahoga Community College, Cleveland, OH 37 Municipal Police Depts.
Dalton, GA Police Dept.	DFW Airport Public Safety Dept.
Estes Park, CO Police Dept.	Frisco, TX Police Dept.
Gilbert, AZ Police Dept.	Glendale, AZ Police Dept.
Highland Park, TX Public Safety Dept.	Houston, TX Police Dept.
Honolulu, HI Police Dept.	Iowa City, IA Police Dept.
Illinois Intergovernmental Risk Management Agency – 67 municipal police depts.	Irving, TX Police Dept.
Kauai, HI Police Dept.	Killeen, TX Fire Dept.
Killeen, TX Police Dept.	Mecklenburg County Sheriffs Office
Mesquite, TX Fire Dept.	Minneapolis, MN Police Dept.
Mobile County, AL Sheriffs Office	New York-New Jersey Port Authority Police
Oneida Indian Nation Police	Phoenix, AZ Police Dept.
Plano, TX Police Dept	Romeoville, IL Police Dept
Scottsdale, AZ Police Dept	Springfield, MO Police Dept.
Sugar Land, TX Fire Dept	Sugar Land, TX Police Dept
Tempe, AZ Police Dept	Toledo, OH Police Dept
Tyler, TX Police Dept	Utah Risk Management Association – 19 municipal police depts.

Virginia Beach, VA Police Dept.	Washington Public Power Nuclear Security Dept
Washington DC Airport Public Safety Dept	
Program Design and Staff Training	
Federal Agencies	State Agencies
Bureau of Alcohol, Tobacco, Firearms & Explosives	Alabama Dept. of Corrections
Bureau of Prisons	California Highway Patrol
FBI	Florida Marine Patrol
Immigration & Naturalization Service	Idaho Dept of Fish & Game
Internal Revenue Service	Idaho Dept. of State Police
Fish & Wildlife	Illinois Dept. of State Police
NASA – Stennis Space Center	Kentucky State Police
Air Force	Louisiana State Police
Army Criminal Investigation Division	Massachusetts State Police
Army Fitness Academy	Michigan State Police
Army Surgeon General's Office	Nebraska Highway Patrol
State Dept. Security	New York State Police
	Ohio Highway Patrol
	Pennsylvania State Police
	Texas Alcoholic Beverage Commission
	Texas Dept of Criminal Justice
	Texas Dept of Public Safety
	Texas Parks & Wildlife Division
	Wyoming Highway Patrol
Municipal/County/Other Agencies	State Training Boards (POST)
Aurora, CO Police Dept	Arizona
AMTRAK Police Dept	Connecticut
BWI Airport Police & Fire	Florida
Boston, MA Police Dept	Idaho
Dallas, TX Police Dept	Illinois
Denver, CO Police Dept	Indiana
Denver, CO Fire Dept	Iowa
Downey, CA Police Dept	Kentucky
Galveston, TX Police Dept	Massachusetts
International Association of Chiefs of Police	Montana
Laramie, WY Police Dept	Nevada
Miami, FL Metro-Dade Police Dept	New Jersey
New York City Police Dept	North Carolina
Reno, NV Police Dept	Ohio
Salem, MA Police Dept	Oregon
Salem State College, MA Police Dept	Rhode Island
Springfield, MA Police Dept	Utah
Staunton, VA Police Dept	Wyoming

Members of the consultant team **have conducted over four hundred Public Safety Fitness Instructor courses** through FitForce – Fitness Coordinator Course, the Cooper Institute for Aerobics Research, the International Association of Chiefs of Police, public safety fitness clinics for the President’s Council on Physical Fitness and Sports, and Master Fitness Trainer courses for the U.S. Army.

LITIGATION EXPERIENCE

The Technical Advisor (Dr. Tom Collingwood) has served as an expert witness and provided expert testimony for several court cases involving fitness standards and programming. In addition, the consultant team attorney, Robert Thomas, is a nationally recognized authority on ADA and Civil Rights Act of 1991 litigation issues.

USA versus City of Wichita Falls, TX Police Dept (47 FEP cases 1629, ND Tx, 1988).

W-82-CA-11 EEOC versus City of Waco Texas (1988).

A-85-CA-185 EEOC versus Texas Purchasing General Services. (1988)

State of New York versus the Yonkers, NY Police Dept. (case number unknown. 1989).

Peanick vs US Marshals Service. (case number unknown. 1994)

Miami Beach Tactical Officers Assn. Vs. the City of Miami Beach. (case number unknown. 1994)

Franz vs the City of O'Fallon. MO. (case number unknown. 1995).

Faulkenbury vs the City of O'Fallon, MO (case number unknown, 1996)

Of note is that in most cases the issue was not the validity of standards as it was how an agency proceeded to implement standards. As a consequence, FitForce's approach will specify implementation policy and procedures and not just standards validation. The consultant team has also had experience in providing expert testimony in union bargaining sessions concerning the validity of physical fitness, fitness testing, and fitness standards.

PROJECT RELATED PUBLICATIONS

The consultant team has extensive publications in the field that is unmatched by any organization in the field .

VALIDATION TECHNICAL REPORTS

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Bureau of Alcohol, Tobacco, Firearms, and Explosives: Special Agent. Washington, D.C.

Smith, J., Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Parks and Wildlife Division: Game Warden. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Parks and Wildlife Division: Park Peace Officers. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for the Texas Alcoholic Beverage Commission. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for Texas Department of Criminal Justice: Office of the Inspector General. Austin, TX

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for Bernalillo County Metropolitan Detention Center: Deputies. Albuquerque, NM

Smith, J. , Collingwood, T. and Hoffman, R. (2008) Validation Report: Physical Readiness Standards for AMTRAK Police Department. New York, NY

Collingwood, T., Hoffman, R. and Smith, J. (2008) Validation Report: Physical Readiness Standards for the Dallas Police Department. Dallas, TX

Smith, J., Collingwood, T. and Hoffman, R. (2008). Validation Report: Transportability Study for the Dalton Police Department, Dalton, GA.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Internal Revenue Service: Special Agent Position. FLETC Glynco, GA.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Killeen Police Department. Killeen, Texas.

Hoffman, R., Collingwood, T. and Smith, J. (2007) Validation Report: Physical Readiness Standards for the Killeen Fire Department. Killeen, Texas

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2007) Validation Report: Transportability Study for the Kauai Police Department. Kauai, Hawai'i

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report: Physical Readiness Standards for the Texas Department of Public Safety. Austin, TX

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report for the South Dakota Highway Patrol Transportability Study of Physical Fitness Standards. Pierre, SD.

Collingwood, T., Hoffman, R. and Smith, J. (2006) Validation Report for the South Dakota Department of Criminal Investigation :Transportability Study of Physical Fitness Standards. Pierre,SD.

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Texas Department of Public Safety. Austin, TX

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Pennsylvania State Police. Hershey, PA.

Collingwood, T., Hoffman, R. and Smith, J.E.,Jr. (2006) Validation Report: Physical Readiness Standards for the Sugar Land Police Department. Sugar Land, Texas.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2006) Validation Report: Physical Readiness Standards for the Sugar Land Fire Department. Sugar Land, Texas.

Hoffman, R., Collingwood, T. and Smith, J.E., Jr. (2005) Validation Report for the Mecklenburg County Sheriffs Office. Huntersville, NC.

Collingwood, T., Hoffman, R. and Smith, J. (2005) Validation Report for the Department of Interior Law Enforcement Positions: NPS, FWS, BLM, BOR, BIA Criterion Physical Fitness Standards. Washington DC, Department of the Interior.

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2004) Validation Report: Physical fitness standards for Cuyahoga Community College – 24 Municipal agencies. Cuyahoga Community College, Cleveland, Ohio.

Collingwood, T, Hoffman, R. and Smith, J.E.,Jr. (2004) Validation Report: Physical fitness standards for the Drug Enforcement Agency. U.S. Department of Justice, Washington, D.C.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Colony Police Department Transportability Study of Physical Fitness Standards. The Colony, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Cheyenne Police Department Transportability Study of Physical Fitness Standards. Cheyenne, WY Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Wyoming Highway Patrol Transportability Study of Physical Fitness Standards. Cheyenne, WY.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Wyoming Department of Criminal Investigation :Transportability Study of Physical Fitness Standards. Cheyenne, WY.

Collingwood, T., Hoffman, R. and Smith, J. (2004) Validation Report for the Intergovernmental Risk Management Agency :Transportability Study of Physical Fitness Standards. Oakbrook, IL.

Collingwood, T., Hoffman, R. and Smith, J. (2003) Validation Report for the Irving Police Department Transportability Study of Physical Fitness Standards. Irving, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2003) Validation Report for the Romeoville Police Department Transportability Study of Physical Fitness Standards. Romeoville, Il Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2002) Validation Report for the Tyler Police Department Criterion Physical Fitness Standards. Tyler, Tx Police Department.

Collingwood, T., Hoffman, R. and Smith, J. (2002) Validation Report for the Springfield Police Department Physical Fitness Standards Transportability Study. Springfield, Mo Police Department.

Smith, J.E., Jr., Collingwood, T. and Hoffman, R. (2001) Validation Report: Physical fitness standards for selection for the Columbus, OH Police Dept City of Columbus, OH Civil Service Commission.

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report for the Arizona Law Enforcement Academy (POST): Recruit Physical fitness standards Arizona Peace Officers Standards and Training Council, Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report for the Arizona Law Enforcement Academy (POST): Special Unit fitness standards: Tac, Bike and K9 Arizona Peace Officers Standards and Training Council, Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Arizona Department of Public Safety. Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Gilbert Police Department. Gilbert, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Glendale Police Department. Glendale, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Phoenix Police Department. Phoenix, AZ

Collingwood, T, Hoffman, R. and Smith, J. E., Jr. (2001) Validation Report: Physical fitness standards for the Scottsdale Police Department. Scottsdale, AZ

Collingwood, T, Hoffman, R. and Smith, J.E., Jr.(2001) Validation Report: Physical fitness standards for the Tempe Police Department. Tempe, AZ

Collingwood, T., Hoffman, R. and Smith, J.E., Jr.(2001)Validation Report: Physical fitness standards for the Honolulu Police Department Honolulu, HI

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2000) Validation Report: Recruit and Incumbent fitness standards for the Plano Police Department Division of Personnel, Plano, Texas

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2000) Validation Report: Physical fitness standards for the U.S. Park Police U.S. Park Police, Personnel Division. Washington DC.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2000) Validation Report: Physical fitness standards for the Maryland State Police Pikesville, MD

Collingwood, T, Hoffman, R. and Smith, J.E., Jr. (1999) Validation Report: Physical fitness standards for the Missouri State Highway Patrol Jefferson City, MO

Collingwood, T. (1999) Validation Report: Physical fitness standards for Oklahoma Bureau of Narcotics Special Agents. Oklahoma City, OK.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (1999) Validation Report: Physical fitness standards for Conservation Agents of the Missouri Department of Conservation. Jefferson City, MO

Collingwood, T. (1999) Validation Report: Physical fitness standards for the Addison Police Department. Addison, TX.

Collingwood, T. (1999) Validation Report: Physical fitness standards for the Addison Fire Department. Addison, TX.

Collingwood, T. (1998) Validation Report: Physical fitness standards for the Oneida Indian Nation Police, Oneida, NY

Collingwood, T., Hoffman, R. and Smith, J.E., Jr (1998) Physical fitness validation standards report for Kentucky police officer recruits Kentucky Department of Criminal Justice Training, Richmond, KY.

Smith, J.E., Jr. (1998) A Review of the Health and Fitness Policies and Procedures of the Police Nationale d'Haiti. Science Applications International Corporation, San Diego, CA.

Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (1997) Validation of applicant, recruit and incumbent physical fitness standards for the New York State Police Training Division, Albany, NY.

Hoffman, R. and Bahrke, M. (1997) Validation of physical fitness standards for the Iowa Department of Public Safety, Des Moines, IA

Hoffman, R. and Bahrke, M. (1997) Validation of physical fitness standards for the Minneapolis Police Department, Minneapolis, Mn

Collingwood, T. (1997). Validation of physical fitness standards for the Houston Police Department. Houston, TX.

Collingwood, T. (1997). Validation of physical fitness standards for the Minnesota State Patrol. Minneapolis, MN.

Hoffman, R. and Bahrke, M. Comparative validation of fitness standards for the Iowa City Police Department Iowa City, Ia.

Collingwood, T. (1996) Validation of physical fitness standards for the U.S. Marshals Service. Washington DC.

Collingwood, T. (1996). Validation of physical fitness standards for the Toledo Police Department. Toledo, OH.

Hoffman, R. and Bahrke, M. (1996) Validation of physical fitness standards for the Virginia Beach Police Department, Virginia Beach, Va.

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Collingwood T.(1991). Physical fitness standards validation report. Arlington, TX: Arlington Police Department, Division of Training.

Collingwood, T.(1991). Physical fitness program and standards validation report. Pikesville, MD: Maryland State Police, Personnel Division.

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Collingwood, T.(1989). Physical fitness standards: Final report. Chicago, IL: Commonwealth Edison Nuclear Security Force, Security Administration.

Collingwood, T.(1989). Physical fitness maintenance standards: Validation report. Nashville, TN: Tennessee Department of Public Safety, Training Division.

Collingwood, T.(1989). Fire fighters physical fitness standards: Final report. Boston, MA: Massachusetts Personnel Commission.

Collingwood, T.(1989). Physical fitness standards validation report. Atlanta, GA: Georgia State Patrol, Training Division.

Collingwood, T.(1988). Police officer selection medical standards: Final report. Needham, MA: Massachusetts Criminal Justice Training Council.

Collingwood, T.(1988). Selection and retention medical standards: Final report. Washington, D.C.: U.S. Customs Service, Office of Personnel.

Collingwood, T.(1987). Physical fitness selection standards: Final report. Fort Worth, TX: DFW Airport Public Safety Department. Personnel Division.

Collingwood, T.(1987). Selection and retention fitness standards for the counter assault and counter sniper teams: Final report. Washington, D.C.: U.S. Secret Service, Office of Training.

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Collingwood, T.(1985). Selection and retention medical standards project: Final report. Washington, D.C.: U.S. Secret Service, Office of Training.

Collingwood, T. and Upton, J.(1985). Physical fitness profile and standards project: Final report. Addison, TX: Addison Police Department.

Collingwood, T. and Upton, J.(1985). Physical fitness profile and standards project: Final report. Mesquite, TX: Mesquite Fire Department.

Collingwood, T., Johnson, S., Laiming, V., and Storlie, J.(1984). Exercise and diet programs while traveling. Washington, D.C.: U.S. Secret Service, Office of Training.

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Collingwood, T.(1983) Personal fitness program handbook. Washington, D.C.: U.S. Secret Service, Office of Training.

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Collingwood, T.(1979). Police officer physical fitness: Exercise programs, Vol. II., Training Key #266. Gaithersburg, MD: International Association of Chiefs of Police.

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BOOKS AND BOOK CHAPTERS

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Smith, J.E., Jr. (In Press) FitForce Administrator Guide: A Total Fitness Resource, 2nd Ed. Coaches' Choice/Healthy Learning, Monterey, CA.

Collingwood, T and Hoffman, R. (2005) Fit for Duty: An Officer's Guide to Total Fitness 2nd Ed. Human Kinetics, Champaign, IL. .

Smith, J.E.,Jr. (1997) Health and Fitness. Chapter in Police Bicycle Patrol Training Manual. Dartmouth, MA COBWEB.

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ARTICLES

Smith, J.E., Jr. (2007). On the Job (Fitness) Training. Emergency Number Professional Magazine, March, 2007.

Smith, J.E., Jr. and Tooker, G. (2005). Health and Fitness in Law Enforcement: A voluntary model program response for a critical issue. CALEA Update, # 85.

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Collingwood, T., Hoffman, R. and Smith, J.E., Jr. (2003). The need for physical fitness. Law and Order, June 2003, 44-50.

Smith, J.E., Jr. (2001). Are we lowering our fitness standards? FBI National Academy Journal. 3,1, 8-11.

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Hoffman, R. (1996). Just do it! American Police Beat. III, 5, 24.

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Hoffman, R. (1996) How today's law-enforcement officers rank. Muscle & Fitness 57, 76, 232, 235-236.

Smith, J.E., Jr. (1996) Combat Fitness. International Use of Force Journal. May.

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- Collingwood, T. and Kohl, H. (1994). Application of specificity/sensitivity analysis to define physical performance standards for public safety officers: Abstract. Medicine and Science in Sport and Exercise. 26, s26, 18.
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- Smith, J.E.,Jr. (1994) Fitness as a mandate? PPCT Training and Information Journal. March.
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COLUMNS

Smith, J.E.,Jr. (1993-98). The Fitness Column. The ASLET Journal. The American Society of Law Enforcement Trainers, Lewes, DE.

PROJECT LEADER
Jay Smith M.S., C.S.C.S.
President: FitForce™, Inc.

EDUCATION

- * B.A. Psychology: Salem State College
- * M.S. Exercise Science: University of Kentucky
- * Command Training School : Babson College & New England Chiefs of Police

CERTIFICATIONS

- * Certified Strength and Conditioning Specialist: National Strength and Conditioning Assn.
- * Certified Club Coach: USA Weightlifting
- * Certified Fitness Specialist: Cooper Institute for Aerobics Research
- * Certified Defensive Tactics Instructor Trainer: PPCT Management Systems

PROJECT RELATED EXPERIENCE

- * Director of Physical Fitness and Health Maintenance Programs for the Massachusetts Criminal Justice Training Council
- * National Faculty of the FitForce training program having conducted over 50 Fitness Instructor courses
- * Have conducted validation studies for FitForce and Fitness Intervention Technologies
- * Technical advisor to the National League of Cities – Mutual, national voluntary health and fitness pilot project
- * Columnist for the American Society of Law Enforcement Trainers Journal

RELATED EXPERIENCE

- * Technical advisor and national pilot project coordinator for National League of Cities-Mutual, Law Enforcement Fitness/Wellness Initiative
- * Teaching Assistant: Department of Health and Physical Education: University of Kentucky
- * Clinical Support staff of the Sports Medicine Center of the University of Kentucky

STAFF SUMMARIES

PROJECT TECHNICAL ADVISOR

Thomas R. Collingwood Ph.D.

President: Fitness Intervention Technologies

EDUCATION

- * B.S. Social Science: Ball State University
- * M.S. Exercise Science: University of Kentucky
- * Ph.D. Psychology: State University of New York at Buffalo

CERTIFICATIONS/LICENSES

- * Certified Health/Fitness Director: American College of Sports Medicine
- * Licensed Psychologist: Texas
- * Elected Fellow of the American College of Sports Medicine and the American Psychological Association

PROJECT RELATED EXPERIENCE

- * Developed the national training program of both the Cooper Institute for Aerobics Research and the FitForce program to train public safety Fitness Instructors. Approximately 10,000 officers from over 1000 agencies have been trained in over 400 courses worldwide.
- * Validated job related fitness standards for over 30 public safety and security agencies.
- * Designed the physical fitness programs for over 200 federal, state and municipal public safety and security agencies
- * Served as a consultant for the redesign and development of the U.S Army's and Air Force's physical fitness program and standards.
- * Consultant/clinician for law enforcement and military fitness to the Presidents Council on Physical Fitness and Sports
- * Former Director of Fitness for the American Society of Law Enforcement Trainers
- * Consultant for fitness programming for the International Assn. of Chiefs of Police
- * Author of over 50 standards validation studies, articles and books on fitness standards and programs for public safety officers.
- * Recipient of numerous recognition/achievement awards from the International Assn. of Chiefs of Police, U.S. Secret Service, U.S. Marshals Service, DEA and the Presidents Council on Physical Fitness and Sports

RELATED EXPERIENCE

- * Director of Continuing Education: Cooper Institute for Aerobics Research
- * Senior Research Scientist/Asst. Prof., Arkansas Rehabilitation Research and Training Center: University of Arkansas
- * Military Police Officer: U.S. Army
- * Security Officer: Zeis Security Systems
- * Police Psychologist: Dallas Police Dept.
- * Training Director: Kentucky Dept. of Justice

PROJECT DATA ANALYST and TRAINER
Robert Hoffman M.S.
Former Director: FitForce Program of Human Kinetics

EDUCATION

- * B.S.: U.S. Military Academy at West Point
- * M.S. Physical Education: Indiana University

CERTIFICATIONS

- * Certified Health Fitness Instructor: American College of Sports Medicine

PROJECT RELATED EXPERIENCE

- * Director of the FitForce Division of Human Kinetics Publishing Co. This Division provides a full service National Public Safety Fitness program
- * Has validated standards and provided fitness program consultation for over 20 agencies nationwide
- * Co-presenter of the National Physical Performance Standards Legal Issues seminar
- * Training developer for the Physical Readiness Program of the U.S. Army Physical Fitness Academy
- * Developed physical training programs for DEA agents deployed to South America

RELATED EXPERIENCE

- * Served and retired from the U.S. Army after 22 years
- * Developed physical training programs for DEA Agents through the Army Rangers and Special Forces deploying to South America
- * Author of 4 books and over 20 articles on physical fitness

PROJECT CONSULTANT ATTORNEY
Robert F Thomas ,J.D.

EDUCATION

- * J.D. University of North Carolina

CERTIFICATIONS

- * Licensed Attorney: State of North Carolina

PROJECT RELATED EXPERIENCE

- * Partner in the law firm of Thomas and Means
- * Co-Director of the ABLE Seminars for Legal Issues in Law Enforcement
- * Consultant to numerous state and local law enforcement agencies on policy review and risk - management assessment
- * Legal Instructor for International Assn. of Chiefs of Police, Institute for Police Technology and Management, Southern Police Institute
- * Co-Editor of the "Police Law Journal"

RELATED EXPERIENCE

- * Former Senior Police Attorney for the Charlotte, NC Police department
- * Former Counsel to the North Carolina Police Executives Assn and North Carolina Association of Chiefs of Police
- * Former Co-Director of the Southeastern Center for Police Law and Liability Management

SELECTED CLIENT REFERENCES

Available upon request.