



**Chief Alan C. Youngs** retired after 33 years with the Lakewood Colorado Police Department, a suburb of Denver. He held command positions within every division of the department. He is a graduate of the FBI National Academy, 166<sup>th</sup> Session. He has earned a bachelor's degree in political science, a master's degree in public administration and a law degree. He is bilingual English/Spanish.

Mr. Youngs is an attorney and a law enforcement expert witness in police policies, procedures, use of force, training and police academy administration. He has reviewed case files and has testified in numerous cases. His experience includes deposition and trial testimony. As an expert witness he has appeared for both the Plaintiff and Defense Bar.

Mr. Youngs is a licensed member of the Washington D.C. Bar, the Nebraska and Colorado United States District Courts, International Trade Court, Court of Appeals for the District and U.S. Supreme Court. He is a member of the Colorado Bar Association. He is Vice President of the Americans for Effective Law Enforcement (AELE). He is a graduate of the Police Executive Research Forum Senior Management Institute for Police. He has completed a Colorado Bar-approved, 40-hour training course on Arbitration and Mediation.

For the past 22 years, Mr. Youngs has been a police practice consultant providing court-appointed expertise in police agency Federal District Court Consent Decrees. He is an expert in applying Constitutional Standards, State Law, policy and practices involving police incidents. Instructs courses on police use of force, internal affairs and discipline. He frequently performs police management assessments on staffing, operations, policy, auditing, investigations, supervision and training.

### **Areas of Police Practice Expertise**

- Police officer-involved shootings
- Use of force
- Excessive use of force
- Internal Affairs
- Police practice and policy
- Effective police training, failure to train, inadequate training and other police training issues
- Discipline
- Mental Health
- Auditing
- Supervision

### **Instructor Certifications**

- Vision Impairment
- Deaf & Hearing Impaired
- Service Animals
- Searching individuals wearing medical appliances/prosthetics
- Non-firearm officer associated deaths
- AELE Certified Litigation Specialist
- Wheelchair Specialist
- Suicide Management Specialist
- Erratic Behavior Specialist

Mr. Youngs has been named a National and International Certified Instructor by the International Association of Directors of Law Enforcement Standards and Training (IADLEST). He recently attended a Train the Trainer course for Blue Courage.

Mr. Youngs was a physical fitness instructor and the head instructor of Defensive Tactics for the Lakewood Police Department for over 25 years. He has taught hundreds of students in martial arts, handcuffing techniques, use of batons, use of force, handgun retention, rape prevention and self-defense. He has reviewed and evaluated defensive tactics programs throughout the U.S. and foreign law enforcement

agencies. He taught Defensive Tactics at Red Rocks Community College and later became Director of the Red Rocks Police Officer Standards and Training (POST) Certified Police Academy.

Previously, was a certified instructor for the recognition of Excited Delirium and Agitated Chaotic episodes, by the Institute for the Prevention of In- Custody Deaths, Inc and was certified in Fraud Prevention.

## **Employment**

### **United States Federal District Court—Appointed Monitor**

- Appointed to the Federal U.S. District Court Consent Decree Monitoring Team of Puerto Rico.
- Work with a team of court-appointed professionals in assessing compliance with Consent Decree requirements.
- Specific duties of monitoring team are a police practices expert with a focus on police use of force, police complaints, shootings, training, supervision, recruitment, police academy auditing and other standards of Constitutional Policing practices and procedures.

### **Police Practice Consultant**

- Police practice and policy consultant, expert witness and speaker on oversight of police practices.
- Specialized focus on assessment of police use of force, officer-involved shootings, conducting investigations of police misconduct, policy review, analysis of data, audits of internal affairs and police agency management, review of police reports.
- Training on reporting, investigating and review of police use of force. Provide organizational management assessment for police departments relating to operational staffing analysis, 911 Centers, data management, investigations and support services.
- Associate with KRW, LLC, which conducts executive searches and management studies throughout the United States.

Mr. Youngs has been a Police Advisor to the U.S. Department of Justice, U.S.A.I.D. and U.S. State Department. He has worked as a Police Advisor to the Program Director in El Salvador, the Dominican Republic, Honduras, Paraguay, Peru, Jamaica and St. Kitts. He has provided technical assistance with the development of curriculum, training courses, procedural manuals, anti-corruption training, death investigations, and best practices consistent with democratic principles of policing.

Mr. Youngs has been a consultant for Dyn-Corp International. He conducted audits, inspections and due diligence in Israel, Jordan and Palestine. His assignment included recommendations regarding the security and base operations for the Jordan International Police Training Center (JIPTC), located in Muwaqqar, Jordan. JIPTC trained the national police forces of Iraq, Jordan and Palestine.

Mr. Youngs has helped conduct management audits of 70 law enforcement agencies in the United States, the Middle East, the Caribbean, South and Central America as a consultant. He was a contract employee at Fort Leavenworth, where he was an instructor, facilitator and role player involved in the democratic police training of Human Terrain Teams, which were deployed to Iraq and Afghanistan.

Mr. Youngs has lectured for the International Association of Chiefs of Police (IACP), the Dallas Crime Commission, The Institute for Law Enforcement Administration, the FBI Academy, the World Future Society, the Colorado, Connecticut, Illinois, Michigan and Northern California Chiefs of Police Associations, the Dallas, Tulsa, Pennsylvania State Police and Mexico City Police Academies.

He was a Colorado Police Officer Standards and Training Instructor. He was an Adjunct Professor of Criminal Justice at Rio Salado College and at Red Rocks Community College. He was the former Director of the Red Rock Police Officers Standards and Training (POST), Certified Police Academy. In the past, he has been a facilitator for Enlightened Leadership International, as well as an Adjunct Professor at the University of Colorado, Ottawa University, Remington College, Metropolitan State College, the University

of Phoenix and Penn State University. He has also reviewed class materials for the University of Notre Dame, pertaining to the future of law enforcement.

Mr. Youngs is a former member of the International Association of Chiefs of Police (IACP) Investigative Operations Committee and the IACP Professional Standards Committee.

## **Publications**

Mr. Youngs is a published author of 15 articles on law enforcement. These topics include: *The Future of Public/Private Partnerships*; *Trust and Transparency*; *Teamwork, an Innovative Approach*; *The Lakewood Police Department Cross Cultural Training Program*; and *The Use of Process Mapping in the Investigation of Domestic Violence*.

## **Awards and Achievements**

- United States Department of Justice International Criminal Investigation Training Assistance Program Outstanding Commitment and Service Award.
- United States Department of Justice International Criminal Investigation Training Assistance Program Instructors Award.
- United States Department of Justice Commendation for an Internal Affairs Class in Paraguay.
- Project Manager for the Public/Private Partnership program that won the Colorado Association of Chiefs of Police Pioneer Policing Award.
- Mayor's Award for Special Achievement in Promoting Cultural Diversity within the Community of Lakewood.
- Project Manager of the Process Mapping project that won the Colorado Association of Chiefs of Police Pioneer Policing Award. This same team won the Mayor's Innovative Program and also the Denver Regional Council of Governments Innovations Award.
- Commendation from Mayor and Lakewood City Council for Dedicated Service.
- Commendation from Jefferson County Community Corrections Board for Dedicated Service.
- Commendation from Police Athletic League (PAL) for Dedicated Service.
- Inducted into the Denver Post Hall of Fame.
- Inducted into the Lakewood Police Hall of Fame.
- Officer of the Month by the Green Mountain Kiwanis Club.
- Recipient of the Optimist International Law Enforcement Award.
- Awarded Colorado's Top 20 Police Pistol Shooter status by Governor Richard Lamm.
- Chairman of the Board for the West Metro Drug Task Force.
- Past President of the Police Futurists International.
- Past President of the Metropolitan Law Enforcement Association.
- Past President of the Penn State Poles Class for Police Executives.
- Appointed to Leadership Denver Board of Directors.
- Coordinator of the Senior Management Institute for Police sponsored by Harvard, Kennedy School of Government and Police Executive Research Forum.
- U.S. International Police Association representative to the Country of Argentina.
- Chosen by IACP to attend instructor training for Leadership in Police Organizations held at the Maryland State Police Academy (PERF).
- Chair of the American Society of Industrial Security (ASIS) Interpol Committee.
- Selected to be a Member of the FBI Task Force concerning Gangs, Terrorism and Weapons of Mass Destruction (WMD).
- Assisted in the making of two training films on Juvenile Violence and Gangs by the California and Arizona Police Officers Standards and Training (POST) Commissions.