



WORKMAN CONSULTING
& TRAINING GROUP, LLC

Paul D. Workman

6666 Wealthy Street, Clarkston, MI 48346

PHONE 248-760-5541 • E-MAIL: PAUL@WORKMAN.CONSULTING



2022 – Present: Owner of Workman Consulting & Training Group, LLC.

Our mission is to provide independent, honest, reliable, and transformative consultation, analysis, and training. Utilizing thirty-one years of public service in law enforcement and the United States Military, we provide thorough, expert analysis of force encounters, objective review of policy and procedure, operations and training guidance, and command climate evaluations. In addition, our education and training curriculum includes courses in Understanding Force Encounters, Civilian Oversight and Review Board Training, Force Investigation Methodology, Active Violence Emergency Response Training (AVERT), Civilian Response to Active Assailants, Establishing Community Policing Programs, and more.

Law Enforcement Experience

2020 – Present: Lieutenant, Oakland County Sheriff's Office Emergency Response and Preparedness (ERP)

- Design, implementation, and review of all Sheriff Office training programs, to include (but not limited to) the Field Training Officer program, the Corrections Officer Training program, Emergency Vehicle Operations, Response to Resistance (Use of Force), de-escalation, leadership, firearms, and defensive tactics.
- Developed and oversee two grant funded Community Policing and Education programs.
- Reviewed hundreds of Use of Force (Response to Resistance) and Pursuit Reports.
- Over 25 years of total law enforcement experience.

2017 – 2020: Sergeant, Emergency Response and Preparedness (ERP). Included management of the Training Unit

2011 – 2017: Sergeant, Road Patrol (Oakland Township and Rochester Hills, Michigan)

2007 - 2011: Sergeant, Oakland County Sheriff's Office Corrections Division

1997 – 2007: Deputy and Deputy II (Supervisor/Patrol) at the Oakland County Sheriff's Office

Education

- Northwestern University School of Police Staff and Command
- American Military University, BS Emergency and Disaster Management
- Oakland Community College, AS Criminal Justice – (Magna Cum Laude)

Human Performance and Analysis Certifications

- IPAAM: A Methodology for Force Analysis
- Operator Certification – AXON Investigate (AXON)
- Force Encounters Analysis (Human Performance Training and Consulting)
- Realistic De-escalation Instructor (Force Science Institute)
- Force Encounters Analysis (Human Performance Training Institute)
- Advanced Specialist in the Behavioral Analysis of Force Encounters (Force Science Institute)
- Force Science Analyst (Force Science Institute)

Active Assailant Response

- Civilian Response to Active Shooter Events Instructor (ALERRT)
- Certified School Security Specialist (American Crime Prevention Institute)
- Active Violence Emergency Response Training Instructor (AVERT-HSI)
- ALICE Instructor (recertification)

Memberships / Speaking Engagements

- Member – Oakland Schools Criminal Justice Advisory Committee
- Treasurer – Oakland County Tactical Training Consortium (OakTac)
- Organizer / Presenter – Community Policing and Education Series (COPS Program Grant)
- Organizer / Presenter – Community Policing and Education Events (Community Foundation Program Grant)
- Member – Association of Force Investigators (AFI)
- Panelist – Oakland County School Safety Summit - 2022
- Member – Oakland Community Health Network Violence Prevention Needs Assessment Advisory Committee
- Member – Oakland County Behavioral Threat Assessment Team

Military Experience United States Army

2012: Retired at the rank of Captain (prior enlisted service)

- Over 20 years of completed service.
- **Awarded Meritorious Service Ribbon**

2002 – 2012 Commissioned Officer: US Army Reserve

- Military Police Officer and Chemical Officer
- Awarded a Direct Commission from Staff Sergeant to Lieutenant

2008 – 2009: Headquarters and Headquarters Company Commander, 783rd Military Police Battalion, Afghanistan

- Conducted high level investigations that included personnel discipline, detainee abuse allegations, possession of contraband and illegal substances, and fraternization. All investigations were satisfactorily completed and were reported to the Department of Defense for oversight.
- **Awarded the Bronze Star Medal**

1991 – 2002: US Army Reserve – Served as a Military Police Officer, Corrections Specialist, Military Police Investigator, Infantryman

- Inducted into the Sergeant Audie Murphy Club for Leadership Excellence
- Recognized as the Soldier of the Year and Non-Commissioned Officer of the Year (multiple levels)

Additional Law and Order Schools / Training

- Use of Force Summit – 2021 and 2022
- Below 100 Instructor Course
- ACPI School Security Strategies and Design
- NRA Law Enforcement Tactical Shooting Instructor
- Crisis Intervention Team: Youth Training
- Practical Interview and Interrogation
- Crisis Intervention Team Training
- Detainee Operations Certification Course
- Criminal Interview and Interrogation Techniques
- Oakland Police Academy - (Excellence in Leadership Certificate)
- Military Police Investigator
- Corrections Specialist Course
- Basic Military Police Course

Additional Leadership Specific Schools and Training

- Field Force Command and Planning for Executives
- Supervisor Liability
- Supervision of the FTO Program
- Supervisor Leadership and Liability Course
- Military Police Officer Captains Career Course
- Police Supervision
- Company Team Leader Development Course
- Chemical Officer Basic Course (Honor Graduate)

Awards and Accomplishments

- Command Officer of the Year – Oakland County Sheriff's Office
- Community Service Citation
- Sheriffs Special Commendation
- Sheriffs Distinguished Unit Citation (x4)
- Disaster Bar Citation
- Professional Excellence Unit Citation
- Professional Excellence Citation
- Meritorious Service Medal
- Bronze Star Medal
- Oakland County Sheriff Military Service Bar (x2)
- Afghanistan Campaign Medal
- NCOA Military Excellence Award
- Induction – Sergeant Audie Murphy Club Excellence in Leadership
- Army Achievement Medal (x6)
- American Legion Officer of the Year (x2)
- Army Good Conduct Medal
- Expert Infantryman Badge