

PAUL SIPE

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I have been a certified Arizona peace officer for over 29 years. I have extensive experience working as a Homicide Detective with responsibilities for investigating criminal and non-criminal death, officer involved shootings, police use of force resulting in death, and in-custody death investigations. I also have extensive experience as an Organized Crime Detective with responsibilities for investigating for-profit criminal enterprises and conspiracies; up to and including the case agent role in Title 3 authorized wiretap investigations.

EXPERIENCE

MAY 9TH, 2021-PRESENT

OWNER- FORCE ENCOUNTERS REVIEW LLC

- **Police Use of Force Consulting**

Force Encounters Review provides consulting services on law enforcement use of force cases. This considers the many aspects of human factors at play in stressful critical incidents and seeks to provide understanding aspects are at play in a use of force incident as they relate to state or federal law and/or department policy, if applicable.

MARCH 21ST, 1994 – PRESENT

POLICE OFFICER/DETECTIVE- MESA, ARIZONA POLICE DEPARTMENT

- **December 2013-Present: Homicide Unit Detective**

A Homicide Unit detective is tasked with the investigation of all death cases, to include homicides, officer-involved shootings, use of force incidents resulting in death, and other incidents as directed by the Chief of Police. Homicide detectives work closely with other law enforcement agencies and the Maricopa County Attorney's Office. Homicide detectives are responsible for major case investigation and preparation for trial. In addition, this positional assignment conducts case presentations to the chief of police and police staff when requested.

- **May 2011-December 2013: Organized Crime Section Detective**

Responsibilities include using various investigative techniques such as wiretaps, search warrants, undercover operations, and confidential reliable informants to dismantle organized for-profit crime syndicates. Detectives are also be responsible for parcel interdiction. Detectives will work frequently with other units such as financial/document crime units, street crime units, asset forfeiture, criminal investigative units, major felony unit, gang syndicate unit, local agencies, and Federal agencies.

- **December 2010-May 2011: Assistant Police Chief Adjutant**

Responsibilities include maintaining a workload assigned by an assistant chief of police, to include maintaining the assistant chief's schedule, arranging meetings, completing research and gathering information to present to the assistant chief of police regarding policy and/or departmental issues, liaison with units in the bureau under the assistant chief's span of control and with other bureaus and assistant chiefs as necessary.

- June 2007-December 2010: Organized Crime Section Detective**
 Responsibilities include using various investigative techniques such as wiretaps, search warrants, undercover operations, and confidential reliable informants to dismantle organized for-profit crime syndicates. Detectives are also responsible for parcel interdiction. Detectives will work frequently with other units such as financial/document crime units, street crime units, asset forfeiture, criminal investigative units, major felony unit, gang syndicate unit, local agencies, and Federal agencies.
- October 2001-June 2007: Community Action Team/ Street Crimes Detective**
 Responsibilities for this position include the ability to work in a covert capacity, conduct surveillance, locate and apprehend repeat offenders. This assignment includes the suppression of illicit drug activities, trafficking in stolen property, as well as determining what problems are of an immediate concern to the community and department and developing strategies to combat them. Detectives in this assignment will maintain a strong working relationship with members from the Criminal Investigative Unit, Patrol, ROP, Adult Probation, AZ Parole and other agencies. Detectives in this unit routinely write and serve search warrants and are responsible for regularly audited buy funds/sheets.
- December 1994-October 2001: Patrol Officer**
 A Police Officer performs general duty police work or specialized police work in the protection of life and property. In carrying out the responsibilities of an entry-level Arizona Peace Officer, a Mesa Police Department Police Officer: interacts with a culturally and socially diverse population; employs discretion in solving problems; maintains public order; prevents crime; enforces laws and ordinances; conducts investigations; makes arrests; issues summonses/citations, and warnings; assists the public; and may perform administrative support tasks.
- July 1994-December 1994: Police Officer Recruit: Academy**
 A Police Officer - Recruit attends the Mesa Police Department Academy to learn and perform the responsibilities of an entry-level Arizona peace officer which include interacting with a culturally and socially diverse population, employing discretion in solving problems, maintaining public order, preventing crime, enforcing laws and ordinances, conducting investigations, making arrests, issuing summonses/citations and warnings, and assisting the public. Upon successful completion of academy instruction, the incumbent receives further training in the Field Officer Training Program.
- March 1994-July 1994: Police Officer Recruit Assigned to Jail**
 Responsibilities included working in operating a twenty-four hour/day City detention facility in accordance with established procedures and requirements set forth in federal/state laws, City ordinances, and department orders. Duties include: taking custody of prisoners from arresting officers; booking prisoners into the City jail by completing required documentation and forms; fingerprinting prisoners; verifying the identification of persons in custody and checking for outstanding warrants; transporting prisoners to and from the county jail and other law enforcement agencies; escorting prisoners to and from court and processing necessary paperwork; handling video arraignment court sessions for prisoners; and bonding out prisoners according to established guidelines.

EDUCATION

AUGUST 2021-PRESENT

PHD-HUMAN SYSTEMS ENGINEERING (IN PROG, ARIZONA STATE UNIVERSITY

JUNE 2020

MS-FORENSIC PSYCHOLOGY, ARIZONA STATE UNIVERSITY

JULY 2018-DECEMBER 2018

**ADVANCED SPECIALIST IN HUMAN FACTORS IN USE OF FORCE CERTIFICATION,
FORCE SCIENCE INSTITUTE**

JULY 2007

BACHELOR OF ARTS- POLICE SCIENCE, OTTAWA UNIVERSITY

SKILLS

- Participated in 32 Officer Involved Shooting Investigations. Ten as Case Agent and ten as Scene Investigator.
- Extensive Human Factors in Use of Force Training and Practical Application
- Multiple Homicide Investigations
- Case Agent for three Title 3 Wiretaps
- Multiple Complex Case Court Appearances
- Solid Law Enforcement Writing Skills

TRAINING AND EXPERIENCE:

Forensic Investigative Genetic Genealogy	March 2023
IHIA Advanced Homicide Conference	June 2021
Zetx Cellular Analysis and Investigation	May 2021
Forensic Video Analysis	February 2021
Force Investigations and Cognitive Interviewing	November 2020
Fair and Impartial Policing	July 2019
Know Your Authority	April 2019
Mass Casualty Response	March 2019
Force Science Advanced Specialist Course	December 2018
Force Science Certification Course	February 2018
Forensic Pathology	April 2017
Use of Cover and Movement	April 2017
Penlink PLX- Phone Analysis	March 2017
Use of Force and Body Worn Cameras	February 2017
Incident De-Escalation and Tactics	September 2016
Basic Crisis Intervention	September 2016
Blood Stain Pattern Analysis- Bevel/Gardner	August 2016
Immediate Action Team Tactics for Patrol	November 2015
Infant and Child Death Investigation	March 2015
Interview and Interrogation Seminar	April 2014
Basic Homicide School	March 2014
Mental Conditioning for Lethal Force Encounters	December 2013
Weapons Investigations	July 2012
Sinaloa Cartel	July 2012
Marijuana, Organized Crime, and Terrorism	July 2012
Hells Angels Investigations	July 2012
Eyewitness False Identification	September 2011

Pharmaceutical Investigations	July 2011
Home Invasions and Kidnaping	July 2011
Technology for Narcotics Officers	July 2011
Undercover Operations	July 2011
Blood Stain Pattern Familiarization	February 2011
Sudden Unexplained Infant Death Investigations	July 2010
IED/ VBIED Threats and Trends	June 2010
Organized Retail Crime	March 2010
Tactical Scouting	July 2009
Undercover Operations Issues	July 2009
Hidden Compartments Smuggling	July 2009
Undercover Officer Rescue	April 2009
Border in Crisis	April 2009
Human Trafficking Investigation	September 2008
Financial Institutions and Securities Fraud	September 2008
Human Trafficking	September 2007
Surveillance	June 2007
Taser Certification X26	November 2006
Arizona Summit on Vehicle Theft	May 2006
Gang Investigations	May 2005
Stash House Investigations	March 2005
Use of Force Response Process	December 2004
Ethical Decision-Making	October 2004
Hate Crimes	December 2003
Surveillance	July 2003
Gordon Graham Leadership Tools	January 2003
Narcotics Investigations and Search Warrants	November 2002
Knock and Talk	November 2002
Racial Profiling	June 2002
PERF Community Policing Conference	December 2001
Multiple Assailant Defense	September 2001
Clandestine Labs	September 2001
Less Lethal Bean Bag Training	June 2001
Close Quarters Ballistic Weapon Defense	April 2001
WMD for First Responders	December 2000
Outlaw Motorcycle Gangs	July 2000
Extremism	May 2000
Psychology of Killing	February 2000
Tactical Handcuffing	June 1999
Ground Defense	April 1999
Background Investigation	April 1999
Use of Force Response	November 1998
Interpersonal Violence Investigation	April 1997
Crime Analysis	August 1995

Yearly training in firearms, baton, taser, and other proficiency skills.