

DR. PAUL SIPE

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(602) 531-7571

I have been a certified Arizona peace officer for over 30 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 primarily provides consulting services on law enforcement use of force cases. This considers the many aspects of human factors and psychology at play in stressful critical incidents and seeks to provide understanding of use of force incidents as it relates to state or federal law and/or department policy. The services provided are used for legal and administrative procedures in use of force cases and as an expert witness for court purposes. Force Encounters Review can and has provided reviews of non-force related criminal cases, such as human sex trafficking and cold case homicide.

MARCH 21ST, 1994 – AUGUST 31ST, 2024

POLICE OFFICER/DETECTIVE- MESA, ARIZONA POLICE DEPARTMENT

- **December 2013-August 2024: 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 and related investigation. 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 be responsible for parcel interdiction and related investigation. 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 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

MAY 2024

PHD-HUMAN SYSTEMS ENGINEERING, 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 41 Officer Involved Shooting or Use of Force Investigations. Ten as Case Agent and ten as Scene Investigator. Several cases involved human factors expert analysis.
- 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
- Expert in Human Factors in Use of Force
- More than 900 Death Investigations

TRAINING AND EXPERIENCE:

Testified as Expert on Human Factors and Video Analysis in Riverside County Superior Court on October 25th, 2024.

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| Arizona Association of Chiefs of Police: Presenter | July 2025 |
| VersaTerm IA Pro Conference: Presenter | October 2024 |
| International Association of Chiefs of Police: Presenter | October 2023 |
| Arizona Association of Chiefs of Police: Presenter | September 2023 |
| 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 |

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| 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 |

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| 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 |

PUBLICATIONS:

Dissertation: Sipe, P. (2024) 'Police jiu-jitsu: Engineering optimal outcomes in use of force application to reduce major injuries to officers and citizens'. Arizona State University. ProQuest.

Taylor, P., Sipe, P., Bartel, L. (2021) 'Lost in transition: The effects of transitioning between firearms and electronic control devices on perceptual response times', *The Police Journal: Theory, Practice, and Principles* 0(0) 1-14, Sage Publications.