

Curriculum Vitae'

Sgt. M.T. (Mike) Massine M.A., #308
Use of Force Coordinator



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PERSONAL BACKGROUND:

My first involvement in “combative” sport training was in boxing as a child. I learned from my father, who in 1957 was the Canadian Armed Forces boxing champion. I have continued boxing training throughout my life.

Between 1979 - 1982, I trained in free style wrestling at Medicine Hat High School, Medicine Hat, Alberta and competed successfully at a provincial (Alberta) level.

In 1981, I began training in Kodokan Judo and on December 13, 1997 I was promoted to the rank of first-degree black belt (Shodan). Between 1983 and 1987, I trained at the Lethbridge Judo Club, Lethbridge, Alberta which is designated by Judo Canada as a national training centre. I have competed successfully at the national level and am a life-time member of the Victoria Judo Club.

Over the years, I have received instruction in traditional Japanese Karate, Aikido, Kick Boxing, and Escrima (Filipino Stick Fighting).

I have been employed in the law enforcement profession since 1987, working in corrections and policing. Throughout my career I have practiced and taught officer safety, control tactics and use of force techniques at various local, national and international venues.

RELEVANT TRAINING/EDUCATION:

While enrolled at **Lethbridge Community College** (1985 to 1987) I received force options theory (i.e. officer presence, tactical communications, empty hand control tactics intermediate weapons and firearms training) as part of the two year **Law Enforcement Program**. All of my instructors were retired police officers and military personnel (Military Police/Intelligence).

Upon completion of the Law Enforcement program (April 1987), I was hired by **Alberta Correctional Services** as a Corrections Officer. I served at the Medicine Hat Remand Centre where I became a member of the Emergency Response Team. I received training in riot control tactics using compliance techniques and chemical agents, as well as the 24 inch straight baton and the 36 inch riot baton.

On November 24, 1988, I enlisted in the **Canadian Forces** and served as a **Military Policeman** until my release on September 12, 1996. Along with extensive force options training as it pertains to police work, I received training on and utilized various firearms (military and non-military) as well as pyrotechnic devices. I have also received

training in military tactics and close personal protection.

On September 6, 1996, I was hired by the **Saanich Police Department** and during Block I and Block III, received the **Justice Institute of British Columbia force options training** (i.e. officer presence, tactical communications, empty hand control tactics intermediate weapons and firearms training). Upon graduation from Block III on April 4, 1997, I was awarded the Oliver Thomson Memorial Trophy for physical fitness.

In December 1997, I completed the one week **Basic Standards Training 2 Instructor's Course** at the Justice Institute of British Columbia. This program is the mandatory licensing certification required by security officers in British Columbia. Topics I am certified to teach include: Use of Force Legal Issues, Tactical Communications, Personal Safety Theory and Restraint Techniques.

In March 1998, I completed the one week **Expert's Course on Non-firearm Prohibited Weapons** at the Justice Institute of British Columbia (Police Academy). During this course I examined and classified hundreds of non-firearm prohibited weapons and wrote assessments on several. My name is registered with the Royal Canadian Mounted Police Forensic Laboratory as being qualified to examine and classify non-firearm weaponry.

In April 1998, I completed the intensive three week **Special Weapons and Tactics (SWAT) Course** required to become a member of the Greater Victoria Police Emergency Response Team. Upon completion of this course I was ranked number one among my peers and served with the Team from May, 1998 to December 2003. During this time I participated in over 100 high risk operations.

In June 1998, I completed the one week **Effective Presentations Program** from the Justice Institute of British Columbia. This course teaches candidates how to develop lesson plans and teach adult professionals.

Between December 14 and 16, 1998, I successfully completed the **ASP Tactical Baton Instructor and Defense Technology Training Academy Aerosol Projector Instructor courses** which were held at Canadian Forces Base Esquimalt, B.C.

In April 1999, I successfully completed the Washington State Criminal Justice Training Commission **SWAT, Basic Course** held at Fort Lewis, Washington.

In April 2000, I successfully completed the **TASER International Advanced TASER and Air TASER Instructor Certification** course sponsored by the Victoria Police Department.

In March 2001, I successfully completed the Justice Institute of British Columbia **Drug Investigator Course**. This course taught drug investigation techniques, including planning and executing high risk warrants and vehicle stops.

I have completed several leadership training courses through **Henson College, Dalhousie University**. To date I have completed courses in Police Leadership and Management Development, Communication Skills for Police Personnel, Legal Issues in Policing (including police use of force), Problem Oriented Policing, Budgeting and Financial Management, and am a Certified Police Coach. I have completed one complete module which is entitled **Certificate in Police Leadership – Supervisory Skills**. I have also completed the **Advanced Certificate in Police Leadership** program which is a combination of all of the courses that are completed during one's course of study. As a result, I have submitted a business report entitled *A Feasibility Study Recommending a Full-Time Greater Victoria Emergency Response Team* to the Area Chiefs for consideration.

In September 2001, I completed the Justice Institute of British Columbia **Field Trainer Course** and am a certified police recruit Field Training Officer.

In April 2002, I attended a one week training seminar presented by the National Tactical Officers Association, receiving extensive training in the area of **High Risk Warrant Execution** from members of the Los Angeles County Sheriff's Department Special Enforcement Bureau.

In June 2002, I completed the Justice Institute of British Columbia **Tactical Surveillance Course** presented by the Organized Crime Agency of British Columbia.

In August 2002, I completed the "**Club Drugs**" course which is a self directed course hosted by The Backup Training Corporation. The Backup is a law enforcement training agency based in the United States which offers various accredited courses for law enforcement personnel. Club Drugs focused on recent drug trends as they pertain to GHB, Ecstasy, Ketamine, Rohypnol, LSD, Psilocybin, raves and the rave culture, Cocaine, Heroin, and prescription drugs that are commonly abused.

In January 2003, I completed the **Kinesic Level I, II, and III Interview and Interrogation Techniques** course presented by Glenn Foster and Associates.

In February 2003, I completed the **SIMUNITION Supervisor Training and Safety Course**. This was a one week course in the use and safe handling of SIMUNITION FX marking cartridges and its protective Equipment, Close Quarters Target (CQT) ammunition, weapons conversion kits, Greenshield lead-free frangible ammunition, as well as scenario-based training program development for application in law enforcement and military training.

In August 2003, I completed the **“Suicide by Cop”** course which is a self directed course hosted by The Backup Training Corporation. Suicide by Cop focused on the psychological, operational, investigational, and personal aspects of this phenomenon.

In October 2003, I completed the **Integrated Use of Force Instructor Course** hosted by the Justice Institute of British Columbia. This was the pilot course establishing a provincial certification process for use of force instructors within British Columbia. Areas covered included: Force Options Theory, Physical Control (Soft/Hard), Stuns/Strikes, Handcuffing, Baton, OC Spray, TASER, Lateral Neck Restraint, Weapon Retention/Retrieval, Edged Weapon Defense, Tactical Ground Fighting, and Multiple Assailant Defense. In July 2004, after completed 40 hours of in-service instruction, I received my designation as a Provincial Integrated Use of Force Instructor.

On March 1 and 2, 2004, I successfully completed the TASER International **Master TASER Instructor Course** sponsored by the BC Sheriffs, and held at the Justice Institute of BC. This course was taught by Gunnery Sergeant (Retired) Hans Marrero, United States Marine Corps, and Master TASER Instructor Murray Charlton, of MD Charlton Distributing.

On June 23, 2004, I completed the **Approved Firearms Verifier** course presented by the Canadian Firearms Centre and the National Weapons Enforcement Support Team (NWEST).

On October 12 and 13, 2005 I attended TASER International in Scottsdale, Arizona and was certified as a **TASER Armourer**. This course trained me in advanced trouble shooting and routine maintenance of the Advanced TASER M26 and the TASER X26.

On October 14, 2005 I attended TASER International in Scottsdale, Arizona and was certified as an **Instructor in Identification, Prevention, Management, and Investigation of Sudden and In-Custody Deaths** by John G. Peters, PhD of the Institute for the Prevention of In-Custody Deaths, Inc.

On November 11 and 12, 2005 I attended a TASER International **Software Corruption and Data Recovery Course** hosted by the Edmonton Police Service. This course certified me in the use of specialized computer software to recover and/or correct corrupted software in the Advanced TASER M26 and the TASER X26.

Between May 29 and June 2, 2006 I attended the **Five Day Reality Based Training Instructor School** in Victoria. This instructor level course was presented by Ken Murray of the Armiger Police Training Institute and was an advanced course in the design and implementation of a reality based training program specific to law enforcement.

I have successfully completed the **Master of Arts in Leadership and Training** at **Royal Roads University**, Victoria, BC. This is a two year (2005 – 2007) graduate degree focusing on leadership studies and advanced training principles and delivery. Degree awarded on June 15, 2007.

In July 2007 I completed the **Incident Command System – Level 100** course with the **Justice Institute of British Columbia**. This course is the first level of a multi-level critical incident command structure program.

On November 19, 2008 I was certified as a **BC Force Response Options Instructor-Trainer** for the Province of British Columbia on behalf of the Justice Institute of British Columbia.

Between April 15 - 17, 2009, I attended the Institute for the Prevention of In-Custody Deaths training seminar in Las Vegas, Nevada and was certified as a **Forensic Analyst**. This program trained participants in investigating and analyzing in-custody deaths.

Between December 7 – 10, 2009, I attended Charlotte, North Carolina where I was **re-certified as a TASER Master Instructor**. This program re-certified me as an instructor-trainer for the Advanced TASER M26, TASER X26, X12 Shotgun, eXtended Range Electronic Projectile (XREP), X3, Shock Wave, C2, and the evidence.com download software.

Between May 17 – 20, 2009, I attended the **Capital Regional District Threat Assessment and Management Course** facilitated by Proactive Resolutions. This course involved all aspects of analyzing risk associated with police/public interactions.

Between February 10 – 14, 2014, I attended the Washington State Criminal Justice Training Academy, Seattle, Washington where I successfully completed the **Force Science Institute Certification Course**. This intense one week course involved in depth analysis of dynamic use of force encounters and how science can be applied to determine whether or not an involved officer's action were reasonable and appropriate.

Between April 23 - 25, 2014, I attended the Institute for the Prevention of In-Custody Deaths in Las Vegas, Nevada for the **Legal, Medical and Scientific Constraints of Human Restraints Symposium**. This program trained participants in legal and medical implications of physical and mechanical restraints used by law enforcement personnel and their relationship to in-custody deaths.

Between November 7 – 9, 2016, I attended the Institute for the Prevention of In-Custody Deaths in Las Vegas, Nevada for the **Excited Delirium, Agitated Chaotic Events, Arrest-Related and In-Custody Deaths Conference**. Topics at this conference included current trends in drug use/misuse leading to police intervention, Excited Delirium theory updates, managing people with Autism, police subject restraint positioning, PTSD in policing, managing subjects with mobility issues, and managing subjects with behavioral health and cognitive impairments.

I continually research trends in police use of force training by reading books, periodicals, attending seminars and searching the Internet. I also constantly liaise with trainers from other police agencies across Canada, the United States, Europe and the United Kingdom.

INSTRUCTIONAL EXPERIENCE:

Throughout my Judo career, I have assisted in the instruction of Judo to junior club members with the Medicine Hat Judo Club, Lethbridge Community College Judo Club and the Queen's University Judo Club.

While enrolled in the first year of the Law Enforcement Program at Lethbridge Community College (1985 - 1986), I assisted in the instruction of self-defense training to my fellow students. During the second year of the program (1986 - 1987), I developed a new Course Training Standard and lesson plans and was the primary instructor

responsible for training 100 students.

While employed at the Medicine Hat Remand Centre, I completed the Saint John's Ambulance First Aid and CPR instructor's courses and was responsible for first aid and CPR training of 40 fellow officers.

During my Military Police career, I was assigned as the arrest and control tactics instructor for the Base Auxiliary Security Force (BASF). This unit serves as an assisting group to the regular Military Police, much like the police reserves assist the regular peace officers. Through out my military career, I trained 300 members of the BASF.

From 1997 to 2003, I was a Control Tactics/Use of Force Instructor with the Saanich Police Department. My responsibilities included supervising and instructing police members during staff training days, developing and implementing new training strategies and maintaining the training equipment used.

Since 1997, I have regularly attended the Police Academy (Justice Institute of British Columbia) and assisted control tactics staff with recruit confrontational simulation training.

Since 1998, I have attended the Greater Victoria Police Camp, which is held annually, and have taught sessions on control tactics/use of force to the camp participants.

In February 2002, I attended the American Society for Law Enforcement Training Annual International Training Seminar (Anchorage, Alaska) where I conducted a four hour training session on *Weapon Transition Skills for Police Officers*. This conference is held annually and police trainers from all over the world attend.

On May 17, 2005, I presented the topics of Excited Delirium and Modified Restraint and how they apply to line officers to approximately 130 senior police/corrections administrators, training officers, doctors, lawyers, and paramedics at a one day symposium hosted by Sheriff Bill Young, Las Vegas Metropolitan Police Department, in Las Vegas, Nevada.

On October 26 and 27, 2005 I attended the Jane's International Less Lethal Weapons Conference held in Leeds, England. On October 26, I delivered a presentation entitled *Managing the Risks of Sudden and Unexpected Death Proximal to Restraint and the Use of Lower Lethality Weapons: A Canadian Research Project* to an international audience from the United Kingdom, Europe, India and other regions of

the world.

On November 22, 2005 I was a guest speaker at the 4th Annual Conference on Police/Mental Health Systems Liaison – *Psychiatrists in Blue*, hosted by the Vancouver Police Department. I presented a review of the British Columbia/CPRC Conducted Energy Weapon Final Report to a group of mental health practitioners, police officers and administrators from across Canada.

On January 12, 2006 I was a guest speaker at the 2006 Corrections Health Care Workshop on Crystal Meth – Health and Criminal Justice Issues. I gave a presentation to the workshop delegates on Restraining Acutely Intoxicated Individuals and the Dangers of Excited Delirium.

On May 17, 2006 I attended the Montana Department of Justice Law Enforcement Training Academy (Helena, Montana, USA) where I conducted a course certifying 25 Montana state use of force instructors on delivering training in Excited Delirium and Modified Restraint Training.

On June 5, 2006 I attended Columbus, Ohio where I presented a two hour information session titled *Restraining Acutely Intoxicated Individuals and the Dangers of Excited Delirium* to 170 members of the Ohio Association of Chiefs of Police at their symposium on Conducted Energy Weapons – Research into Practice.

Between April 16 and May 4, 2007, I was the lead instructor for the British Columbia Force Response Options Instructor Course for the topics of Excited Delirium, Modified Restraint, and Conducted Energy Weapons. Over the course of this provincial instructor certification program I was an assistant instructor for the Vascular Neck Restraint, Tactical Ground Fighting, and the Reality-Based Training sessions.

Between December 1st and 3rd, 2007, I certified the use of force instructors for the Lethbridge Regional Police Service as instructors in Excited Delirium Syndrome, Modified Restraint Training, OC Spray and Conducted Energy Weapons. I also presented a workshop to these members on how to structure and facilitate reality-based training sessions with their members.

Between January 2004 and January 2008, I was the Control Tactics/Use of Force and TASER Training Coordinator for the Victoria Police Department. My responsibilities included supervising and instructing police members during staff training days, developing and implementing new training strategies, and maintaining the training

equipment used.

Since January 2008, I have been employed on a contractual basis with Vancouver Island University (formerly Malaspina University-College) as a University-College Instructor for the Criminology Program. Courses I have been contracted to teach thus far include *Introduction to the Criminal Justice System* and *Introduction to Policing*.

Between April 29 and May 3, 2013, I was an instructor-trainer at the inaugural Certified Use of Force Instructor Course (CUFIC), held at the Justice Institute of British Columbia. CUFIC is the current provincial standard as mandated by BC Police Services Division, required of all use of force instructors within the Province of British Columbia.

In October 2013 and January 2014, I attended the Saskatchewan Police College, Regina, Saskatchewan at their request and conducted two two-day Conducted Energy Weapons (CEW) Instructor Certification sessions. The focus of these sessions was a ground-up building of the Saskatchewan CEW Program where I certified 21 CEW Instructors and two CEW Instructor-Trainers.

Between May 27 and June 6, 2014, I was an instructor-trainer at the Certified Use of Force Instructor Course (CUFIC), held at the Justice Institute of British Columbia. CUFIC is the current provincial standard as mandated by BC Police Services Division, required of all use of force instructors within the Province of British Columbia. I hold the qualification of a provincially certified Master Trainer.

Between January 3, 2014 and November 28, 2014, I was the Control Tactics/Use of Force and TASER Training Coordinator for the Victoria Police Department. My responsibilities included supervising and instructing police members during staff training days, developing and implementing new training strategies, and maintaining the training equipment used.

Between February 1 and 5, 2016, I was the lead instructor for firearms and use of force training specifically developed for the Legislative Assembly Protective Services (LAPS) personnel and the BC Legislature Precinct. The Course Training Standard and lesson plans were developed from the ground up and during this five day period the first of three groups received comprehensive instruction on legal aspects of use of force, pistol theory and application, use of force skills enhancement and simulation training.

Between February 15 and March 4, 2016, I was the lead instructor at the inaugural Standardized Use of Force Instructor Course (SUFIC), hosted by the Justice Institute of British Columbia. SUFIC is the current provincial standard as mandated by BC Police Services Division, required of all use of force instructors within the Province of British Columbia. I was responsible for developing the curriculum for this course, including the Course Training Standard and all use of force lesson plans.

Between June 6 and 24, 2016, I was the lead instructor for firearms and use of force training specifically developed for the Legislative Assembly Protective Services (LAPS) personnel and the BC Legislature Precinct. The Course Training Standard and lesson plans were developed from the ground up and during this period two groups received seven days of comprehensive instruction on legal aspects of use of force, pistol theory and application, use of force skills enhancement and simulation training.

Since December 1, 2014, I have worked as the Justice Institute of British Columbia, Police Academy Use of Force Coordinator, New Westminster, BC. My responsibilities are split between recruit training and advanced programs at the Police Academy. I instruct use of force, tactics and legal studies to municipal police recruits, manage the Standardized Use of Force Instructor Course (SUFIC), Chair the Provincial Use of Force Community of Practice committee and work on projects relating to training and legislation (BC Provincial Policing Standards) in the Province of BC. I also work closely with other instructors and the police academy curriculum developer to ensure that all recruit and advanced programs curriculum is current and relevant. Finally, I liaise with members of the Policing & Security Branch, BC Ministry of Public Safety and Solicitor General in developing Provincial Policing Standards which form part of the BC *Police Act*.

EXPERT EVIDENCE:

I have submitted dozens of written Non-firearm Weapon Assessments to Crown Counsel. These assessments were for prohibited and dangerous/improvised weapons.

On June 9th, 2003, I was qualified in Provincial Court as an **expert in Non-Firearm Weapons** before The Honorable Judge Neal (R. v. Patterson).

On August 19th, 2004, I was qualified in Provincial Court as an **expert in Non-Firearm Prohibited Weapons (including electro-muscular**

disruption weapons) and ammunition before The Honorable Judge Keith Bracken (R. v. Snow, et al).

In September 2004, I was seconded to the British Columbia TASER Technology Review Team that was ordered by the British Columbia Office of the Police Complaint Commissioner. I reviewed 4599 TASER Field Use Reports that were submitted to TASER International in American policing use of force terminology. After reviewing each report, I made a determination of the actions of the subjects and police officers involved in terms of the Canadian National Use of Force Framework and Model. I provided evidence pertaining to the TASER, use of force and control tactics at the Coroner's Inquest of Robert Bagnell.

On January 6th, 2006, I was qualified in Provincial Court as an **expert in Non-Firearm Prohibited Weapons (specifically, flick knives)** in R. v. Emerson.

On November 7th, 2007, I was qualified in Provincial Court as an **expert in Use of Force/Control Tactics and Conducted Energy Weapons** before the Honorable Judge Dohm (R. v. Lowe).

On January 18th, 2008, I was qualified in Provincial Court as an **expert in the mechanical characteristics of non-firearm prohibited weapons** (R. v. Blok-Anderson).

On May 6th, 2008, I made a presentation to the **Thomas R. Braidwood, Q.C. Study Commission into the use of Conducted Energy Weapons for the Province of British Columbia**. The topic areas of my presentation included an overview of Conducted Energy Weapons (history, function, etc.), an explanation of the National Use of Force Framework and the force context for Conducted Energy Weapons, injury comparisons for Conducted Energy Weapons and other Force Options, a history of in-custody deaths and their relationship with historical police force options, and an overview of the Victoria Police Department Control Tactics and Conducted Energy Weapons training program.

Since June 2010 I have worked with staff at the British Columbia Ministry of Public Safety and Solicitor General to **develop the provincial standard training courses in Crisis Intervention and De-Escalation Techniques (on-line training) and Conducted Energy Weapons training (online and face-to-face training)**. These training courses were mandated as final recommendations of the Thomas R. Braidwood, QC Study Commission to Report on the Use

of Conducted Energy Weapons (TASERs) in British Columbia.

On March 23, 2011 I provided **expert testimony pertaining to the Victoria Police Department's training program for Excited Delirium and departmental policies concerning same** at the coroner's inquest into the in-custody death of John Ian RICE.

I was selected by Police Services Division, BC Ministry of Justice to attend RCMP Depot Division on July 8, 2014 to participate in an end user evaluation of new Conducted Energy Weapon (CEW) technology (X2 and X26P) that is being considered for use in Canada. I was selected for this project as I am regarded as a subject matter expert on CEW technology.

I have submitted several written Firearm Function Ability Assessments to Crown Counsel. In each case the report was submitted without question.

I have provided several written expert opinions on police use of force for various police agencies in the Province of British Columbia.

PUBLISHED WORKS:

In November 2002, I had an article entitled, *Integration of Use of Force Training*, published in *The Law Enforcement Trainer* magazine. This is a bi-monthly publication of The American Society for Law Enforcement Training that highlights articles submitted by its membership.

In the spring of 2007 my thesis: *Incremental Force Options Training Model – Peace Officer Safety Training for the Twenty First Century* was published by Royal Roads University as academic fulfillment of the requirements of a Master of Arts in Leadership and Training.

In May 2009, I had an article entitled, *Of the TASER®, Excited Delirium Syndrome and Media Reports – A Balanced Perspective*, published in *Blue Line* magazine.

In January 2011, I had an article entitled *Use of Force Theory and the Law - A Police Perspective* published in *The Thin Blue Line*.

I have provided a written review and revisions to the text book, *Canadian Police Work*, Third Edition by Curt T. Griffiths, soon to be published by Nelson Education.

BUSINESS REPORTS:

In August 2003, I submitted a business report entitled *A Feasibility Study Recommending a Full-Time Greater Victoria Emergency Response Team* to the Greater Victoria Area Chiefs of Police for their consideration for implementation.

In March 2004, I submitted a report to Chief of Police Gerald R. Whitman, Denver Police Department at his request, which outlines the Operational Deployment of TASER Technology by the Victoria Police Department.

In September 2004, I was seconded to the British Columbia TASER Technology Review Team that was ordered by the British Columbia Office of the Police Complaint Commissioner. Part of the team's mandate was to review the present use of force protocol for TASER technology and make recommendations for training and reporting standards for police officers serving the province. My contribution to the team's interim report was titled *Synopsis of TASER Field Use Data – TASER International, Edmonton Police Service, and Victoria Police Department: Interim Report*, as well as an overview of TASER technology. As part of the final report I wrote Lesson Plans and Course Training Standards for the areas of Excited Delirium, Modified Restraint, and Conducted Energy Weapons Training. These courses involved instructor and field user certifications and were adopted by the JIBC and CPRC as provincial and national training standards.

PROFESSIONAL AFFILIATIONS:

I am a charter member of the former British Columbia Use of Force Working Group chaired by the BC Provincial Use of Force Coordinator. This group was responsible for researching best practices in officer safety training and developing provincial training standards in areas of force response options training.

I am the current chair of the Province of British Columbia Use of Force Community of Practice. This is a panel of twelve use of force coordinators from BC municipal police agencies. The mandate of the committee is to research best practices in officer safety training and develop provincial training standards in all areas of force response options training.

I am a current member of the International Law Enforcement Educators and Trainers Association (ILEETA).

Past member of the American Society for Law Enforcement Trainers and the National Tactical Officers Association