

# MICHAEL R. HILLMANN

Deputy Chief of Police  
Los Angeles Police Department

## PROFESSIONAL LAW ENFORCEMENT EXPERIENCE Los Angeles Police Department – 41+ years

### STAFF OFFICER

#### DEPUTY CHIEF

Special Assistant, Office of Chief of Police  
Incident Management & Training Bureau  
31-08  
Operations-West Bureau  
01-07  
Special Operations Bureau

**December 4, 2002**

Deputy Chief, 06-01-08 to present  
Deputy Chief, 07-02-07 to 05-

Deputy Chief, 06-04-06 to 07-

Deputy Chief, 12-4-2002 to 06-04-06

### COMMAND OFFICER

#### CAPTAIN I

Air Support Division  
West Los Angeles Area  
2000  
Transit Group  
77th Street Patrol Division  
Northeast Patrol Division

**January 21, 1996**

Captain-III, 12-31-2000 to 12-4-2002  
Captain-III, 7-4-99 to 12-31-

Captain-II, 3-15-98 to 7-4-99

Captain-I, 8-12-96 to 3-15-98

Captain-I, 1-21-96 to 8-12-96

### LIEUTENANT

Metropolitan Division, Platoon Leader  
Anti-Terrorist Division, Acting Commanding Officer  
Hollywood Field Services Division

**November 11, 1982**

### SERGEANT I & II

Metropolitan Division, SWAT Platoon, Squad Leader

**September 26, 1976**

### POLICE OFFICER

Metropolitan Division, Element Leader, SWAT Platoon

**December 1, 1970**

### RECRUIT OFFICER

Los Angeles Police Academy

**October 24, 1966**

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### EDUCATION

- √ 1972 – Associate of Arts Degree, Police Science, East Los Angeles Community College, Los Angeles California.
- √ 1977 – Bachelor of Arts Degree, Human Services, University of Redlands, Redlands, California.
- √ California Commission on Peace Officers Standards and Training (POST) Certificates - Basic, Intermediate, Advanced, Supervisory and Management
- √ Supervisory & Management Development Course – LAPD, Command Development Course – LAPD.

### AWARDS AND ACHIEVEMENTS

- √ 1974 – Police Commission Unit Citation – Superior performance/SLA confrontation.
- √ 1976 - Developed Los Angeles Police Department's Crisis Negotiation Team (CNT).
- √ 1981 - Developed United States Department of Energy's Crisis Negotiation (CNT) Concept, Safeguards and Security Crisis Management Program, Emergency Operations Center (EOC) Standards, Tactical Operations Center (TOC) and Hostage Incident Response Procedures.

- √ 1983 – Developed Los Angeles Police Department's Tactical Intelligence Support Model and Terrorism Threat Analysis Program (Anti-Terrorist Division).
- √ 1987 - Commendation - United States Army, Commanding Officer, Headquarters, 160th Special Operations Aviation Group (Airborne), 1st Special Operations Command – training support - special operations.
- √ 1989 – Commendation - United States Marine Corps, Commanding General, 1st Marine Expeditionary Force - Superior performance of duty.
- √ 1990 - Commendation, National Tactical Officers Association, Award for Excellence.
- √ 1992 – Acting Commanding Officer – Commanded Metropolitan Division prior to Los Angeles area civil unrest.
- √ 1992 - Developed Los Angeles Police Department's Mobile Field Force (MFF) concept - civil disorder and emergency preparedness.
- √ 1993 – Commendation - LAPD Management Achievement Award - Leadership.
- √ 1993 - Commendation - Emergency Preparedness Commission - County of Los Angeles – Emergency Operations Planning and Response.
- √ 1994 – Commendation - Police Commission Unit Citation - Leadership.
- √ 1995 – Commendation - Planning/management 10 month, multi-agency, gang task-force investigation (Operation: SUNRISE).
- √ 1999 – Nominated - Department Management Achievement Award - Leadership.
- √ 2001 – Nominated - Department Management Achievement Award - Leadership.
- √ 2005 - Commendation - Planning/management - 6 month, multi-agency, gang task-force investigation (Operation: SILENT NIGHT).
- √ 2007 – Commendation - Flight Concepts Division - special operations support during GWOT.
- √ 2008 – Commendation – United States Attorney – Multi-agency gang task-force investigation.
- √ 2008 – Recipient California Peace Officers Association, Sherman Block Leadership Award

**SPECIALIZED EXPERTISE**

- √ Qualified subject matter expert (Superior/Federal Courts), special weapons and tactics, use of force, civil disorder/riot control and general law enforcement related field tactics.
- √ Inter-Departmental Committees/instruction - Counter-Terrorist Task Force, Officer Safety, Special Weapons And Tactics (SWAT) Concepts, Hostage Incident Response Procedures, Crisis Negotiation Strategy, Tactical Supervision, Dignitary Protection, Hostage/Kidnap Survival Procedures. Terrorist Incident Management, Civil Disorder and Riot Control Measures, Use of Force; Field Tactics, Operations Planning/Decision Making, Unusual Occurrence Management and Leadership, Critical Incident Decision Making (LAPD Command Officers), Less-lethal Impact Munitions.
- √ Liaison - allied law enforcement agencies/United States Government/military - counter-terrorism preparedness.
- √ 1984 – Intelligence sub-committee/security planner, 1984 Summer Olympic Games, Los Angeles
- √ 1985 and 1990 - POST Committee member, SWAT Basic Curriculum and Oleoresin Capsicum (OC) Chemical Agent.
- √ 1995 – LAPD Review delegate, Oklahoma City, Federal Building Bombing Review.
- √ 1997 - Municipal Liability Assessment Team member, Comprehensive Evaluation and Analysis of The Albuquerque Police Department, Special Weapons and Tactics Unit, (force incidents - 1982 to present/management operations of the SWAT Unit).
- √ 1997 – Panel member - Sarasota Police Department's Special Weapons and Tactics Unit, Training Policies and Practices Review.
- √ 1998 and 2002 – POST Committee Member, Managing Civil Disobedience Guidelines.
- √ 1999 - U.S. Army Chemical and Biological Counter-Measures Course.
- √ 1999 – Planner/Coordinator Operation WESTWIND (WMD Exercise).
- √ 1999 - Co-chair, Mobile Field Force (MFF) Committee – Department-wide 2000 Update.
- √ 1999 – LAPD Review delegate - Columbine School Shooting - developed lessons learned.

- √ 1999 – Board member - Quality Panel/Curriculum Review, United States Department of Energy, Central Training Academy, Special Response Team (SRT).
- √ 1999 – Board member - Corruption Investigation Board of Inquiry - LAPD Supervision & Management.
- √ 1999 – Presenter – EXXON Corporation – Kidnap Hostage Survival for Executives.
- √ 2001 – Panel member – Georgia Bureau of Investigation and Georgia State Police SWAT Review and Assessment.
- √ 2000/2002 - LAPD Strategic Planning Team - Emergency Preparedness Committee; Chairperson, Mobile Field Force (MFF) Sub-Committee.
- √ 2002 – Security planner – 2002 Democratic National Convention, Los Angeles.
- √ 2004 – Planner/Commander – AWI-04 – DETERMINED PROMISE, Multi-agency, Los Angeles/Long Beach ports security related WMD and tactical operations (full scale) exercise.
- √ 2004 – Homicide/Suicide Bomber Use of Force and Counter-measures – LAPD.
- √ 2006 – Panel member – FBI Homicide/Suicide Bomber Symposium – Quantico, Virginia.
- √ 2006 – Attendee - Texas A&M University Unified Command/NIMS/Emergency Management Training.
- √ 2007 – Panel member - West Point Military Academy, Global Leadership Conference, The Role of Training to Increase Mental Toughness for Critical Incidents.
- √ 2007 – Developed and delivered “21<sup>st</sup> Century Mobile Field Force Doctrine” training to LAPD, line officers, supervisors, command and staff personnel.
- √ 2008 – Committee member, National Incident Management System (NIMS), Department of Homeland Security, Intelligence/Investigation Function.
- √ 2008 – Co-author, “An Examination of May Day 2007”, Los Angeles Police Department Report to The Police Commission Regarding Points of Failure.

**INSTRUCTOR/LECTURER**

United States Air Force - "Police Response To Hostage Situations" - University of Southern California; Special Weapons and Tactics Concepts - Dallas County Sheriff's Department, Palm Springs Police Department, Flagstaff (AZ) Police Department, Rio Hondo Police Academy, Drug Enforcement Administration (DEA), United States Customs Service, Mt. San Antonio Community College, National Tactical Officers Association (NTOA), California Specialized Training Institute (CSTI), United States Department of Energy - Safeguards and Security Division - Central Training Academy; Dignitary Protection Operations - California Department of Justice (DOJ), Crisis Negotiations Team (CNT) operations - numerous municipal, county, state and Federal law enforcement organizations throughout the United States; Counter-Terrorist Incident Response and Management - United States Department of State, Anti-Terrorism Assistance Program (Philippines and other South American countries - government and law enforcement executive branch levels), National Law Enforcement Institute - Atlanta, GA, Dallas, TX, San Francisco, CA, California Specialized Training Institute (CSTI) - Terrorism Program, United States Department of Defense - U.S. Army; Civil Disorder and Riot Control Measures - International Association of Chiefs of Police (IACP), United States Marine Corps (USMC) - Special Operations Training Group (SOTG), Alaska State Troopers, California National Guard, California Youth Authority, California Department of Fish and Game, Federal Bureau of Investigation (FBI), Seattle Police Department, other municipal, county, state and Federal agencies throughout United States; Officer Safety Tactics - Golden West Community College, California Narcotics Officers Association (CNOA), United States Drug Enforcement Administration (DEA), Rio Hondo Community College, Denver Regional Council of Governments; California Peace Officers Association (CPOA) – Civil Disorder Management, California Chiefs Association – Civil Disorder Management; *Lessons Learned – May Day 2007 – Executive Level/California Highway Patrol, San Diego County Sheriff's Department, Denver Police Department, Rocky Mountain Tactical Officers Association.*

**PROFESSIONAL AFFILIATIONS**

- √ International Association of Chiefs of Police (IACP)
- √ National Tactical Officers Association (NTOA)

- ✓ California Association of Tactical Officers (CATO)
- ✓ Airborne Law Enforcement Association (ALEA)
- ✓ California Peace Officers Association (CPOA)
- ✓ American Society For Industrial Security (ASIS)
- ✓ International Association of Bomb Technicians and Investigators (IABTI).

**PUBLICATIONS**

"Tactical Intelligence Support Operations"; "Helicopter Rapid Deployment Operations"; "Crisis Negotiations - A Concept"; "Some Thoughts on Hostage Negotiations and SWAT"; "Civil Disorder and Riot Control"; "Physical Lag Times - Their Impact on the Use of Deadly Force"; "Passive Oriented Demonstrations"; "Chemical/Biological Terrorism and SWAT Response".

**CLEARANCE**

Secret – Federal Bureau of Investigation.