

***Horace Boatwright***

## Public Safety Consultant

Unionspec Resources, Inc  
Highland, CA  
PH: (909) 936-7314  
Website: Unionspec.com  
Email: horace@unionspec.com

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**Professional Summary**

I am a career law enforcement professional with 33 years of experience with the San Bernardino County Sheriff's Department (SBSD), retiring at the rank of Undersheriff. While at SBSD, I worked numerous assignments at all ranks (itemized list herein). Command assignments included Undersheriff, Assistant Sheriff of Criminal Operations, Deputy Chief of Valley/Mountain Patrol Bureau, West Valley Detention Center, Employee Resources, and the Fontana Patrol Station. I have extensive experience in administration, patrol, custody, public affairs, and training academy.

As the Undersheriff, I attended closed-session meetings with the County Board of Supervisors, County Counsel, Human Resources, and Risk Management to discuss and advise on Lethal Force Encounters (LFE), Corrections In-Custody Death, and Traffic Collision litigation.

One of my many responsibilities was overseeing the Civil Liabilities and Professional Standards Division. The Civil Liabilities Division coordinates with Risk Management, County Counsel, and Independent Law Firms hired to defend the Department and its employees in State and Federal Civil litigation. The Professional Standards Division is responsible for investigating complaints of employee misconduct and managing the Department's disciplinary process (Qualifying Experience below).

I am a John Maxwell certified and licensed leadership team member. In this capacity, I provide coaching, leadership training, and speaking on influencing others by adding value. I also have a Certified Life Coach Institute (CLCI) certification.

**Education**

- Master of Arts in Public Administration, *Touro University*, (2019)
- Bachelor of Science in Criminal Justice Management, *Union University and Institute, Ohio* (2017)

**Employment History**

2024-Present

Public Safety Leadership Consultant/Life Coach (Self-Employed)

1990-2024

San Bernardino County Sheriff's Department

[\(https://wp.sbcounty.gov/sheriff/\)](https://wp.sbcounty.gov/sheriff/)

Deputy Sheriff – Undersheriff

2002-Present

San Bernardino Community College Police Academy

Senior Recruit Training Officer/Instructor

1982-1990

United States Air Force

Airman-Sergeant

**Assignment History – San Bernardino County Sheriff's Department**

The following is a summary of the assignments and positions held within the San Bernardino County Sheriff's Department from 1990-2024:

|                   |                                  |                 |
|-------------------|----------------------------------|-----------------|
| Undersheriff      |                                  | 08/2021-03/2024 |
| Assistant Sheriff | Criminal Operations              | 01/2021-08/2021 |
| Deputy Chief      | Valley/Mountain Patrol Bureau    | 03/2019-01/2021 |
| Captain           | Employee Resources               | 03/2018-03/2019 |
| Captain           | Fontana Station                  | 12/2013-03/2018 |
| Lieutenant        | Fontana Station                  | 03/2012-12/2013 |
| Lieutenant        | West Valley Detention Center     | 07/2011-03/2012 |
| Sergeant          | Fontana Station                  | 03/2010-07/2011 |
| Sergeant          | Rancho Cucamonga Station         | 01/2007-03/2010 |
| Detective         | Employee Resources               | 01/2005-01/2007 |
| Detective         | Central Station                  | 10/2003-01/2005 |
| Detective         | Glen Helen Rehabilitation Center | 07/2003-10/2003 |
| Deputy            | Public Affairs                   | 03/2002-07/2003 |

|        |                              |                 |
|--------|------------------------------|-----------------|
| Deputy | Rancho Cucamonga Station     | 07/1997-03/2003 |
| Deputy | West Valley Detention Center | 06/1990-07/1997 |

**Professional Affiliations (Present and Past)**

## Current Memberships-

- International Association of Chiefs of Police (IACP)
- FBI National Academy Association (FBINAA)
- California Peace Officer's Association (CPOA)
- Drug and Gangs Taskforce Board Member

## Past Participation-

- National Organization of Black Law Enforcement Executives (NOBLES)
- International Footprint Association (67)

**Professional Career Highlights**

- Served as Undersheriff for the Sheriff's Department, which provided law enforcement services to the largest county in the United States - 20,105.32 square miles, population 2,225,586. Was also responsible for 4200 employees and 1552 volunteers (2021-2024)
- Mentor new Assistant Sheriffs, Deputy Chiefs, and Captains on their roles and respective responsibilities to improve organizational Leadership.

**Formal Specialized Law Enforcement Training (partial list\*)**

- FBI National Academy, Class #270
- POST Executive Development Course
- Role of the Police Chief
- Regional Leadership Academy
- POST Sherman Block Supervisory Leadership Institute (SLI)
- POST Management Course
- Instructor Development – Critical Thinking (Level 2)
- Investigative Report Writing for Instructors
- Budgeting Course

\* *Completed several hundred hours of additional law enforcement training; detailed list available upon request*

**Professional Certifications**

- POST Management Certificate (2015)
- POST Supervisory Certificate (2009)
- POST Advance Certificate (2000)
- POST Basic Certificate (1991)

**Scope of Budgets and Staff Managed**

Undersheriff – San Bernardino County Sheriff's Department

- 4300 Personnel
- Annual Operating Budget: \$1.1 billion

Assistant Sheriff – Criminal Operations

- 1262 Personnel
- Annual Operating Budget: \$15 million

Deputy Chief – Valley/Mountain Patrol Bureau

- 565 Personnel
- Annual Operating Budget: \$1.6 million

Captain (Commander) – Employee Resources Division

- 33 Personnel
- Annual Operating Budget: \$950,000

Captain (Commander) – Fontana Patrol Station

- 50 Personnel
- Annual Operating Budget: \$400,000

**Other Training and Personal Development Activities**

International Association of Chiefs of Police Conference, October 14-18, 2023, San Diego, CA

- Recruiting in the Digital Age: Social Media Matters
- Changing Culture in a Police Organization: New Path for Modern Policing
- Threat Assessment Management
- The Border: A Psychological Perspective
- Ethical Concerns for Law Enforcement

National Homeland Security Conference, July 24-27, 2023, Chicago, Ill

- Engaging with the Cybersecurity and Infrastructure Security Agency (CISA)
- Infrastructure Security at the Cybersecurity and Infrastructure Agency (CISA)
- Preventing School Violence: Federal Resources to Protect the K-12 Community

**Other Training and Personal Development Activities (Continued)**

- Advanced Persistent Threats to Public Safety Communications

Seconds in Command Workshop, November 7-9, San Diego, CA

- Best Practices Roundtable
- Civil Overview
- Legal Hot Topics
- Improving Jail Operations and Avoiding Jail Litigation
- Liability Risk Management

**Qualifying Experience**

I am a career law enforcement professional with 33 years of experience at the San Bernardino County Sheriff's Department (SBSD), retiring at the rank of Undersheriff, starting at the rank of Deputy Sheriff (1990-2003) up through the rank of Undersheriff. My executive/command assignments included Undersheriff, Assistant Sheriff of Criminal Operations, Deputy Chief of Valley/Mountain Patrol Bureau, Captain at Employee Resources Division, Fontana Patrol Station, and Lieutenant at the West Valley Detention Center. I have extensive experience in administration, patrol, custody, public affairs, and training academy. I have completed several thousand hours of formal training as a California peace officer (detail list available upon request).

As the Undersheriff, I oversaw the entire Department's operation, consisting of 4300 employees and 1552 volunteers. I managed the Department's annual budget of \$1.1 billion. I attended approximately 250 pre-closed session meetings with County Counsel, Outside Counsel, Human Resources, and Risk Management to analyze and evaluate the best course of action on 165 civil litigation cases against the County and the Sheriff's Department involving Lethal Force Encounters, Use of Force, Correctional Institution In-Custody Deaths and Traffic Collisions. I attended 46 closed-session meetings with the County Board of Supervisors to advise on the pre-closed session meeting recommendations.

I oversaw the Department's lethal force encounter review process of 102 lethal force encounter investigations, ensuring the process was followed according to training, policy, procedures, and law. The process consists of reviewing, evaluating, and analyzing the force to determine legal issues, tactics, and civil liability exposure, as well as to determine training needs, policy review, and revision.

One of my many responsibilities as the Undersheriff is overseeing the Professional Standards Division. The Professional Standards Division is responsible for investigating complaints of employee misconduct and managing the Department's disciplinary process involving sworn and non-sworn personnel. The Department, on average, receives 110 personnel complaints annually, with 13% being sustained. I have experience in the entire disciplinary process from the beginning to the final disposition. As Deputy Chief, I reviewed and evaluated numerous personnel disciplines. As the Assistant Sheriff, I have administered and supervised the discipline board or Skelly process of approximately 20 personnel investigations that directly affected my bureau. After reviewing and evaluating the process, I made the final recommendation or disposition of the employee's discipline to the Office of the Sheriff. As the Undersheriff, I ensured all department discipline investigations and final dispositions complied with policy/procedures and county personnel guidelines.

During my 33-year career with the San Bernardino County Sheriff's Department, I worked or have been responsible for custody/corrections. My expertise related to the custody setting is based on my years of experience working in a county jail as a Deputy Sheriff, Corporal/Training Officer, Lieutenant, and Undersheriff. As the Undersheriff overseeing four correctional facilities within the Sheriff's Department jurisdiction, I have reviewed and assessed policy compliance for 75 Corrections in-custody death investigations. I have supervised numerous officers and professional staff employees in a custody environment. I have six years of experience evaluating specific corrections officers during their duties in custody assignments. I have over two decades of experience evaluating the conduct of law enforcement officers within the Department. I have worked in direct contact with inmates in a dormitory-style housing environment, outdoor recreational yards, multi-inmate cells, segregation units, and high-security units, as well as performing movement/transportation functions. I have been personally involved in the use of force in the jail and the field and have witnessed the deployment and improper tactics. As a supervisor, command-level, and executive-level officer, I have been involved in some facet of investigating, documenting, and reviewing approximately 1000 use-of-force situations in a custody environment and about 1200 in the field, leading to analysis/recommendations regarding proper

and improper procedures. In some instances, my assessment resulted in administrative disciplinary actions up to and including termination from employment and, in rare cases, referral of criminal prosecution.

I served eight years in the United States Air Force, obtaining the rank of sergeant. I was responsible for training the assigned aircraft squadron's military crew personnel on procedures for loading munitions on the F-4 Phantom Fighter Jet. I was trained in Instructional System Design, which focused on creating an overall course blueprint and mapping content to learning objectives. I was responsible for interviewing subject matter experts and obtaining specific information to create training curricula and test measurements for numerous military job descriptions. Through this process, I developed, coordinated, established procedures, and monitored the training for such courses as Database Management, Computer Familiarization, Turbo Propulsion Balancing, Engine Trim, Turbo Propulsion Engine Run Academics, and Test Academics.