
JON B. BLUM

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AREAS OF EXPERTISE

Personnel Management | Law Enforcement | Training | Research & Data Analysis

Law enforcement veteran with nationally recognized expertise in policing best practices. Leader with proven organization, stakeholder collaboration, written communication, and public speaking skills.

EXPERIENCE

FORCE Concepts | Willow Spring, N.C.

2007-present

Founder/Owner: Contract with individual law enforcement agencies, states, the IACP, U.S. COPS Office, BJA, and international bodies to collect data, conduct audits, and develop evidence-based solutions to ensure clients are in compliance with legislative mandates, community needs, and 21st Century Policing best practices. Collaborate with stakeholders, supervise teams of up to 10 members, and manage large-scale projects with 6-8 figure budgets.

Representative projects within the last 10 years:

- **Colorado POST:** Develop a state-mandated, 16-hour curriculum for Ethical Decision Making Under Stress
- **USDOJ COPS Office Academy Innovations:** Lead researcher tasked with evaluating how de-escalation skills can be reinforced during a basic academy environment and throughout the employment lifecycle to improve on-the-job performance.
- **New Jersey State Police:** Conducted a comprehensive audit of the agency's basic and in-service training programs to ensure compliance with State Attorney General mandates.
- **North Carolina's Basic Law Enforcement Training (BLET) course:** Lead curriculum developer for the complete revision of BLET.
- **Charlotte-Mecklenburg Police Department training needs analysis:** Conducted job task and training needs analysis for the department's basic academy recruits with a specific focus on new hires with no prior experience vs. lateral transfers
- **Washington's 720-hour Basic Law Enforcement Academy (BLEA) training course:** Conducted a gap analysis and completely revised the state-mandated BLEA training certification course.
- **Baton Rouge, Louisiana Police Department, BJA NTTAC technical assistance initiative:** Implemented strategies to generate a needed shift in BRPD culture by fusing concepts of procedural justice and community engagement throughout the agency's basic academy curriculum.
- **Newark, New Jersey Division of Police, BJA NTTAC technical assistance initiative:** Developed a new use of force policy training course with a corresponding train-the-trainer curriculum per US DOJ consent decree mandate.
- **Massachusetts' 720-hour Recruit Officer Course (ROC):** Overhauled ROC. Project deliverables included state-wide job task analysis, piloting, and technical support for state-wide rollout.
- **Pennsylvania's (MPOETC) basic law enforcement curriculum:** Developed all end-of-topic tests and final certification exam.

Trial consultant and expert witness:

Retained by defense and plaintiff teams in 50+ cases that include 42 U.S. Code § 1983 Civil actions for deprivation of rights. Report contents have been cited by 4th Circuit justices to establish case law standards for emergency response driving and use of force. See [addendum](#) for case listing.

CRI-TAC | Washington, DC

2018-present

The Collaborative Reform Initiative Technical Assistance Center ([CRI-TAC](#)) is a partnership between the USDOJ COPS Office and nine other leading law enforcement agencies (e.g., IACP, FBINAA, IADLEST) to provide customized training and technical assistance to state, local, tribal, territorial, and campus agencies throughout the United States.

Lead curriculum developer and trainer for instructors who deliver the following courses nationwide:

- Peer Intervention/Active Bystandership
- Hate Crimes: Recognition and Reporting
- Hate Crimes: Preliminary Investigations
- Human Trafficking: Preliminary Investigations

GARNER POLICE DEPARTMENT | Garner, NC

2003-2007

Internationally accredited agency with 75+ full-time employees protecting and serving 30K residents.

Personnel Manager/PIO

Managed all agency recruitment, professional development, training, promotion, and related compliance record systems. Implemented comprehensive short- and long-term strategies that enhanced community relations, managed department's overall image, and created agency brand. Authored and distributed press releases in a Top 20 market. Granted print, previously recorded, and live television interview requests from media.

- Overhauled job applicant selection process with quantifiable cognitive and physical skill tests.
- Created social media and electronic platforms for cohesive messaging, timeliness, and efficiency.
- Implemented an online learning platform to deliver state- and agency-mandated training courses.

NORTH CAROLINA JUSTICE ACADEMY | Salemburg, NC

2000-2003

Internationally accredited agency that oversees certification curricula and trains ~24K criminal justice personnel annually.

BLET Coordinator

Oversaw research, development, and implementation of state-mandated 17-week Basic Law Enforcement Training (BLET or POST) certification curriculum. This involved collaborating with 300+ stakeholders and practitioners for 37 individual lessons; developing practical skill exercise scripts and testing instruments; providing technical assistance to 50+ training academies throughout North Carolina; chairing BLET Advisory Group; reporting research findings; and advising NC Criminal Justice Education & Training Commission.

- Implemented state-wide electronic distribution systems for BLET training materials.
- Delivered Academy's first distance learning course.
- Received NC Attorney General's Award for BLET leadership.

TOWN OF CHAPEL HILL, NORTH CAROLINA | Chapel Hill, NC

2000-2003

Internationally accredited agency with 80+ full-time employees protecting and serving 60K residents.

Reserve Police Officer (Volunteer)

Fulfilled all duties customary to working patrol and specialized events. Required to work 8 hours per month.

WINSTON-SALEM POLICE DEPARTMENT | Winston-Salem, NC

1991-2000

Internationally accredited agency with 700+ full-time employees protecting and serving 200K+ residents.

Corporal/Police Officer

Served as first-line supervisor for 10 patrol division officers. Enforced criminal laws, investigated violations, and arrested offenders. Conducted interviews, completed official reports, and testified in state and federal courts. Additional roles and assignments: SWAT, Planning & Research Unit, Field Training Officer, Academy Instructor, and Accreditation Coordinator.

- Earned numerous awards including Recruit Class XXIX Aaron Tise Award, DWI Enforcement Award, and Citizen Satisfaction Award. Additionally, Earned MPA degree while working full-time.
- Promoted to corporal within four years.

EDUCATION & PROFESSIONAL DEVELOPMENT

Degrees

Master of Public Administration, University of North Carolina at Greensboro, 1998

Bachelor of Science, Criminal Justice, University of North Carolina at Charlotte, 1991

Continuing Education

Fellow & Graduate, NC Institute of Political Leadership, 2013

IRB Human Subjects Research: Behavioral Education Focus, CITI Program, 2021 (#43031711)

Certifications & Training

National Certified Instructor, International Association of Directors of Law Enforcement Standards and Training

Basic Law Enforcement Training (BLET), North Carolina Department of Justice

Advanced Law Enforcement Certificate, North Carolina Department of Justice

General Instructor (BLET), North Carolina Department of Justice

Specialized Subject Control Instructor, North Carolina Department of Justice

Specialized Physical Fitness Instructor, North Carolina Department of Justice

PUBLICATIONS

300K+ publications sold to law enforcement throughout the United States and Canada.

Handguns: Ownership & Safety, Quick Series Publications, ISBN# 0-9786592-1-X

Domestic Violence Investigations, Quick Series Publications, ISBN# 1-932990-16-4

Documenting the Use of Force: Corrections, Quick Series Publications, ISBN# 1-932990-60-7

Documenting the Use of Force: Police, Quick Series Publications, ISBN# 1-932990-15-7

MEMBERSHIPS

International Association of Directors of Law Enforcement Standards and Training (IADLEST)

International Law Enforcement Educators & Trainers (ILEETA)

—Please continue reading for Case Vitae Addendum—

CASE VITAE

Case	#	Issues	Notes
Jones v. City of Durham, et. al	02CVS-2620	Vehicle Operations; Training	D
Hastings Massasoit v. Sheriff Lane Carter	04CV-0151	Use of Force; Training; Policy	
Denton v. Franklin County Sheriff's Dept.	05CVS-0298	Use of Force; Training; Policy	
Blair v. County of Davidson	05CV-0011	Use of Force; Training; Policy	R; D
Gentry v. Goforth & Davidson County Sheriff	07CVS-1586	Deadly Force; Training; Policy	R
McCloud v. Hildebrand & City of Hickory	07CVS-2544	Deadly Force; Training; Policy	R; D
Absher v. Wilkes County Sheriff, et al.	08CV-0107	Use of Force; Training; Policy	R; D
Cook v. County of Bladen	08CVS-0303	Deadly Force; Training; Policy	R
Lunsford v. Franklinton Police Department	08CVS-0567	Vehicle Operations; Training	R
Lyons v. Kings Mountain Police Department	08CVS-1373	Use of Force; Training; Policy	R
Barber v. City of Concord	09CVS-16400	Vehicle Operations; Training	R
Robinson v. Bladen County Sheriff's Office	7:10 CV146	Use of Force; Training; Policy	R
Catoe v. City of Columbia, SC	09CP4005132	Deadly Force; Training; Policy	R; P
Michael Pyrtle v. Rockingham County Sheriff	1:10 CV-0683	Use of Force; Training; Policy	R; P; D
Patricia Jackson v. Wal-Mart	CP-26-02175	Unlawful Restraint; Training	R; P; D; T
Ramsey v. Marion County	19407	Use of Force; Training; Policy	R
Wallace vs. City of Spring Lake	10-CVS-6793	Search & Seizure; Training	R; D
Ballentine v. Town of Coats	5:11-CV-524	Use of Force; Training; Policy	R
Strickland v. Town of Coats	5:12-CV-630	Use of Force; Training; Policy	R
Foster v. Bradley County Tennessee	1:12-CV-00179	Deadly Force; Training; Policy	R
Truhan v. Walston	12: CVS-450	Vehicle Operations; Policy	R
Booth v. Town of Weldon	4:12-CV-117-D	Use of Force; Training; Policy	
Smith v. Phillip Redmond, et al.	5:12-CV-153	Arrest; Training; Retention	R; D
Lucas v. Brake	5:12-CV-735-FL	Use of Force; Training; Policy	R
Johnson v. City of Fayetteville	5:12-CV-00456-F	Negligent Retention	R
Carpenter v. Statesville Police Department	5:14-CV-16	False Arrest; Training	R
Stafford v. Guilford County Sheriff	1:14-CV-267	Use of Force; Training; Policy	R
Suba v. City of Johns Creek	1:14: EV-001901	Use of Force; Training; Policy	
Jarrell v. Department of Public Safety	IC# TA-24434	Emergency Vehicle Operations	P; D; T
Harrison v. City of Greenville, NC	4:15-CV-00017	Use of Force; Training; Policy	R; P
Batchelor v. Geske, Holt, Newland & Hammond	5:15-CV-00122	Use of Force; Training; Policy	R
Iandolo v. City of Hickory Police Department	14 CVS 1160	Use of Force; Training; Policy	R
Anderson v. City of Greenville, SC	6:15-CV-3259	Use of Force; Training; Policy	R
Swilling v. City of Greenville, SC	14-CP-23-03013	Deadly Force; Training; Policy	R
Laba v. City of Charlotte	3:15-CV-316	False Arrest; Training; Policy	R

Notes column: **R**=Report/Affidavit submitted; **D**=Deposition taken; **T**=Trial testimony; **P** = retained by Plaintiff

Case	#	Issues	Notes
Sierad v. Greenville County Sheriff (SC)	6:16-CV-02840	Use of Force	R
Christian v. Anderson County Sheriff (SC)	8:16-CV-02338	Use of Force; Training; Policy	R
Ferrell v. Town of Lillington	5:15-CV-00677	Emergency Vehicle Operations	R; P; D
State of North Carolina v. Joshua Hopkins	Criminal	Use of Deadly Force	R
Falls v. City of Greenville, SC	2017-CP-23	Use of Force; Training	
Burroughs v. Rockingham County Sheriff	1:17-CV-462	Use of Deadly Force; Training	R
Mann v. City of Urbana, IL	17-CV-2300	Use of Force	R
Dennis v. Guilford County Sheriff's Office	18-CVS-6511	Emergency Vehicle Operations	R
Knibbs v. Momphard (Macon County Sheriff)	1:19-CV-00130	Use of Deadly Force; Training	P; R
Harris v. David Ramey (High Point Police Dept)	19-CVS-131	Use of Force	R
Hyatt and Barrett v. Buncombe County Sheriff	1:19-CV-00250	Arrest, Search and Seizure	R; D
Ayres v. Champaign County Sheriff's Office	Case No. 19-2148	Search & Seizure	R
Dawson v. AnMed Health & City of Anderson	CP-400909	Search & Seizure	
Aleman v. City of Charlotte	3:19-CV-491	Use of Deadly Force; Training	R; D
Pinkins v. City of Racine, WI	19-CV-368	Use of Force; Training	R; D
Long, et al v. CMHA, et al	3:21-CV-00012	Use of Force; Training	R

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