

RICHARD R. BISS

Adjunct Instructor
The TATSOR GROUP

EXECUTIVE SUMMARY

Twenty seven years of qualified experience as an Assistant Warden, Federal Correctional Officer, Police Officer, tactical advisor, trainer, and instructor providing consultation and leadership in all aspects of tactical response training for law enforcement and corrections. Areas of proficiency include developing and implementing tactical response training curriculum, organizational leadership, conflict resolution, and firearms instruction.

EDUCATION/TRAINING/SPECIALIZED PROFICIENCY AREAS

Have held and worked the following occupational specialties:

- Staff Development and Training Manager, Florida Department of Corrections
- S.W.A.T Team Leader and Instructor -Florida Department of Corrections -
Correctional Emergency Response Team
- Range Master
- Instructor for Florida Department of Corrections and two community colleges
- Federal Bureau of Prisons Correctional Officer
- Acting Warden, Assistant Warden, Colonel, Major, Captain, Lieutenant, Sergeant,
Correctional Officer.

Holds training and operational proficiency in the following identified areas:

Tactical Planning

Tactical Marksmanship/Firearms

Entry Techniques (Disorder CQB and CQB)

Combatives-Weapon Retention-Officer Survival

Tactical Methods of Entry (Mechanical-Ballistic breaching/barrier penetration)

Small Unit Tactics/Patrolling

Patrol Officer Tactics (High Risk Threat-Active Shooter Response)

Protection High Risk Transportation Operations

Specialized Target Environment Operations (sedan-van)

Corrections Special Operations

Crisis/Hostage Negotiation Operations

Human Performance-Tactical Fitness

Less Lethal Applications/Operations

Air Operations

Active Assailant-Shooter Operations

Instructor Training (military-law enforcement-corrections/conventional and special operations)

INSTRUCTOR TRAINING/CERTIFICATIONS

- Tactical Team (SWAT) Instructor
- Florida Emergency Management Institute:
 - National Incident Management System (NIMS)
 - Introduction to the Incident Command System

- The Florida Department of Corrections Commission on Criminal Justice Standards and Training:
 - Special Operations and Tactics
 - Instructor Certification
 - Defensive Tactics (DT)
 - Field Training Officer Law Enforcement & Corrections
 - Forced Cell Extraction – Train the Trainer
 - M.A.C.E. (Managing Aggressive and Combative Elements) Level 1&2 Training, Impulse Control / Self Management & Interpersonal Human Behavior
 - First Responder Instructor

- Smith and Wesson Academy, Chemical Munitions Instructor
- Defense Technology Training Academy, Chemical Munitions Instructor
- Lake City Community College (Criminal Justice), Lake City, FL.
- First Responder to Medical Emergencies

SPECIALIZED EXPERIENCE

- Currently a Lead Trainer with The TATSOR Group. Overall responsible for developing and providing high-risk incident management advice/training to law enforcement, corrections and military professionals worldwide. Specialized in developing tailored assessment and selection programs, training programs and personnel and organization validation programs for agencies and units on the local, state and federal law enforcement levels as well as within US and friendly foreign military special operations units.

- Lead Trainer with the Kratos Special Operations Training Services Group (KSOTS-G). Overall responsible for developing and providing high-risk incident management advice/training to law enforcement, corrections and military professionals worldwide. Specializes in developing tailored assessment and selection programs, training programs and personnel and organization validation programs for agencies and units on the local, state and federal law enforcement levels as well as within US and friendly foreign military special operations units. In addition responsible for assisting with the design, development and management of the Kratos Integrated Special Operations Training Facility (KISOTF), Altha Florida.
- Formerly an advisor/instructor with SOTT-I LLC. Worked as a member of a Special Operations Training and Advisory Team dedicated to the development of LE and Corrections doctrine and respective programs of instruction (POI) for the Massachusetts Department of Correction Special Operations Division (SOD). Also responsible for course instruction and validation of personnel/units.
- Employee with the Florida Department of Corrections stemming a 27-year career that included work as a Correctional Officer through Assistant Warden with key leadership positions within Special Operations. Lead, managed and supervised Institutions with over 500 staff and 2800 inmates.
- Identified and assigned as the subject matter professional for the development of an integrated special operations training facility designed to train and sustain counter terrorism, law enforcement special operations, military special operations, specialized emergency response and operations versus weapons of mass destruction.
- Member, element leader and lead trainer within a variety of Florida Department of Corrections Special Operations Teams operating in both an institution and state-wide role.
- Advisor/instructor with SOTT-I LLC and KSOTS-G. Worked as a member of a Special Operations Training and Advisory Team dedicated to the development of LE and Corrections doctrine and respective programs of instruction (POI) for the Massachusetts Department of Correction Special Operations Division (SOD). Also responsible for course instruction and validation of personnel/units.
- Developed course curriculum for the Florida Department of Corrections Confrontation Management Teams and was a lead instructor with Special Operations Training Unit. Initially given responsibility that included developing, authoring as doctrine and ultimately teaching the tactics, techniques and procedures relative to interior tactics/CQB and all related TTPs.
- Academy trained state of Florida Law Enforcement Officer and Fire Fighter. Certified Instructor For the Florida Department of Law Enforcement (FDLE) Specializing in Firearms, Defensive Tactics and Specialty Impact Munitions.

SIGNIFICANT CAREER HIGHLIGHTS

- Developed, coordinated and implemented a tactical transition program within the Florida Department Of Corrections Special Response Units that included Shield formations, Shield techniques and extensive CQB/entry tactics, techniques and procedures.
 - Developed and implemented a specialized Key Control system/procedures within the Florida Department of Corrections that was adopted at the state level and implemented department wide.
 - Served as an Auditor for the Florida D.O.C and was tasked with reviewing all procedures and practices to ensure compliance. Developed corrective action and follow-up reviews for noncompliant standards.
 - Assisted in the development and implementation of a suite of specialized assessment and selection programs within the law enforcement and corrections special operations community. These programs are cutting edge and based upon the philosophy of assessing the best candidates available and ultimately selecting the "right" personnel for a respective organization.
 - Assisted in the development and implementation within conventional/special operations law enforcement and corrections organizations within the USA and internationally a cutting edge, systematic approach to teaching and advising room/area combat (Disorder Close Quarters Battle-DCQB/Close Quarters Battle-CQB) and all relevant TTPs. The system is based on tiers/levels of proficiency designed to maintain that the very best tactics, techniques and procedures are presented to the operator based upon skill levels and expertise. The TIER System is uniquely designed in order to get the correct skill set training to the operator and is based upon an operator/elements overall skills/proficiency levels.
 - Currently assisting in the further development and implementation internationally of a specialized training management system (TMS) for law enforcement/corrections special operations organizations and units. The TMS concentrates on development of core individual, subunit and collective skill sets with emphasis upon four main core areas that include the tactical law enforcement decision making process (TLEDMP), tactical methods of entry/breaching (TMOE), tactical combat marksmanship (TCMMS) and open air/interior less lethal-lethal tactics (OAT-DCQB/CQB).
 - Currently responsible for the design and development of a state of the art special operations training facility (KISOTF) directed towards providing realistic training in a variety of law enforcement, corrections and military disciplines.
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