



# ConsulTex

*& Associates*

*Experience. Integrity. Excellence.*

# Curriculum

# Vitae

**Roger W. Chappell**

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Certified Expert, Security and Crime Prevention Advisor

Email: [ConsulTexandassociates@gmail.com](mailto:ConsulTexandassociates@gmail.com)

Website: <http://www.ConsulTexandassociates.com>

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**Texas Office**  
104 Clear Ridge Cove  
Georgetown, Texas 78628  
281-793-3455

## SUMMARY

### **PROFESSIONAL PROFILE**

I am a 9-year veteran of the United States Marine Corps, and a 22-year veteran of the Houston Police Department. My background includes more than 30 years of training and investigative experience evaluating, developing and managing security and crime prevention programs to include the American Embassies in Guatemala City, Guatemala, and Managua, Nicaragua. I am a former Crime Prevention Specialist and Criminal Investigator, with extensive “hands on” experience providing security and crime prevention management assistance to: government agencies, private security organizations, hotels, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, and various other environments and venues.

As a Crime Prevention Specialist and Criminal Investigator for one of America’s largest cities, I provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

#### **Private Sector:**

As Corporate Security Coordinator and Director Advisor, I provided security services to apartment complexes, nightclubs, luxury hotels, corporate offices, and special events. My duties included assessing and coordinating all aspects of security for various high-profile clientele utilizing off-duty police officers from the Houston Police Department or surrounding agencies. Additionally, I managed several major events requiring recruitment and management of 30+ police officers to provide security around Super Bowl XXXVI and a Major League Baseball - All-Star events, which included the supervising of all planning and coordination of both events, to include, threat assessments, financial management, and personal protection for celebrities, politicians, and athletes. I have also worked closely with ESPN, Playboy Magazine, MLB, Top Deck, and local radio and television stations. Further, I have been involved in the coordination and supervision of all functions of business, including but not limited to, business planning, goal-setting, marketing, financial planning, and development of annual operating budgets.

#### **Public Sector:**

Police Crime Prevention Specialist, Criminal Investigator and Supervisor with extensive “hands on” experience providing security and crime prevention management assistance to: government agencies, private security organizations, retail stores, convenience stores, shopping malls, hotels, parking facilities, small businesses, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, storage facilities, and various other environments and venues.

#### **Certifications and Awards:**

- 1996 Received a Life Saving Award from the Houston Police Department and a Chief of Police Commendation the same year for a similar life-saving incident.
- 2013 Hostage Negotiator of the year,
- 2012 Awards of Recognition from the FBI in connection with the Roderick Fountain murder investigation for the disappearance of a young boy. The case received a conviction without the recovery of a body. This marked only the 7<sup>th</sup> case in Harris County, Texas to receive such a conviction.
- 2011 Received an Award for Excellence from the Federal Bureau of Investigation relating to my assistance in a Gang related matter, which resulted in 12 guilty pleas for various federal offenses, including drugs and money laundering.
- Received an Award of Recognition for making myself available to the FBI on many occasions during my career.
- Received over 3000 hours in-service training with the HPD. Attended courses in interviewing and interrogation that include the Reid Technique of Interviewing and Interrogation.

#### **NOTEABLE CAREER ACHIEVEMENTS**

- Contributed to the development of a highly competent and principled investigative team with the Houston Police Department through various supervisory and training roles.
- Ensured Marine safety and security of classified materials as *Assistant Detachment Commander* at U.S. embassies in Nicaragua and Guatemala.
- Successfully executed security for 7-day Super Bowl event with over 100,000 guests and 50 bands.

## EXPERIENCE

### Military Service: United States Marine Corps – 1983-1992

**MARINE SECURITY GUARD (1989 – 1992) / SERGEANT (1983 – 1989)**

- **Assistant Detachment Commander (mid-level manager) for US embassies in Managua, Nicaragua and Guatemala City, Guatemala – ensured Marine safety and security of classified materials.**
- **Coordinated logistics with the RSO, including scheduling, evacuation planning, and classified material destruction planning. Conducted training for Marines in areas that include bomb threats, security breaches, and procedures.**

### Law Enforcement Employment: Houston Police Department - 1993-2014

**SERGEANT – INTERNAL AFFAIRS (2012 – 2014) & INVESTIGATIVE FIRST RESPONDERS DIVISION (2011 – 2012)**

**INVESTIGATOR – ROBBERY AND HOMICIDE DIVISIONS (2005 – 2011)**

**POLICE OFFICER (1993 – 2005)**

- Uphold the integrity of the HPD in current role of Sergeant of the Internal Affairs Division – thoroughly and objectively investigate complaints against HPD employees related to alleged law and administrative violations.
- Homicide and Robbery Divisions investigator (11 years) – investigated and provided court testimony in many high profile murders, murder for hire, assaults, shootings, and gang crimes.
- Led group of new investigators to achieve higher clearance, arrest, and confession rates.
- Ensured public safety for 7+ years in role of police officer. Responded to diverse range of calls, proactively identified gang members, participated in crime prevention efforts, and developed relationships with civil groups and the community at large.
- Lead hostage negotiator – responded to over 100 special threat situations and successfully negotiated the release of hostages. Awarded *Hostage Negotiator of the Year (2013)*.
- “Go-to” for investigators in case preparation, legal questions/processes, and case administration.
- Developed critical relationships with the Harris County DA’s Office and officers/agents from various agencies, such as the FBI and the U.S. Marshall’s Office.
- Performed in multiple training capacities – served as the Training Officer for the Homicide Division and trained the Investigative First Responder team in violent and property crime investigations.

**Major Accomplishments:** As a Senior Crime Prevention Specialist and investigator/supervisor, for one of America’s safest cities, I provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

### Corporate Security Management: 2010 - 2014

**HYATT REGENCY HOTEL, HOUSTON, TX - 10/2011 TO 10/2014**

**HOTEL SECURITY/SERGEANT**

- Provide for the safety and security of guests, employees, and property in accordance with legal requirements and company guidelines.
- Handle all security issues and act as supervisor to all scheduled security personnel.
- Conduct investigations and provide timely follow-up on hotel safety-related issues.

**LANDRY’S SEAFOOD CORPORATE OFFICE – 02/2010 TO 10/2014**

**CORPORATE SECURITY/SERGEANT**

- Provided for the safety and security of employees, visitors and property in accordance with legal requirements and company guidelines.
- Handled all security issues including fire alarms, breaches of security, troubleshooting video surveillance, emergency notification, patrolled property, and issued reports when necessary.

## **Educator 2007-2008**

### **LONE STAR COLLEGE SYSTEM, HOUSTON, TX 2007 TO 2008**

#### **ADJUNCT PROFESSOR**

- Criminal Investigations and Police Procedures - Provided instruction to freshman and sophomore students. Developed and achieved course objectives, structure, online learning tools, assignments, and grading.
- Criminal Justice Theory - Provided instruction to freshman and sophomore students. Developed and achieved course objectives, structure, online learning tools, assignments, and grading.

## **Independent Security Management Consultant: 2015**

### **SELF EMPLOYED SECURITY CONSULTANT**

## **Education Certifications & Professional Development**

#### **Education:**

- M.S., Criminal Justice Management, Sam Houston State University (2006)
- B.S., Criminal Justice, University of Houston-Downtown (2002)
- Attended courses in interviewing and interrogation that include the Reid Technique of Interviewing and Interrogation.

#### **Prior Certifications:**

- Master Peace Officer (Advanced certification)
- Master Hostage Negotiator (Advanced certification)
- Master Crisis Intervention Officer (Advanced certification).
- TCOLE Instructor

#### **Professional Development:**

- Received over 3000 hours in-service training with the HPD.

**Member:** Rotary Club of Georgetown, TX

**TEXAS COMMISSION ON LAW ENFORCEMENT OFFICER STANDARDS**  
**EDUCATION, TRAINING AND CERTIFICATES**

**Law Enforcement**

Records Management System (RMS)  
Investigation Training 2014  
RMS Mobile Com End User Training  
2014  
Driving Safety and Pursuit  
Refresher 2014  
Traffic Control Ordinance 2010  
Strategic Response/Decision Making  
2010  
New HPD Sergeant Orientation 2010  
TCLEOSE New Supervisor Course  
2010  
ICS 200 - New Supervisor's Course  
2010  
Law Enforcement Response Actions  
(LERA) 2006  
Taser Training 2005  
Mandatory Animal Cruelty 2000  
SIT Mandatory 2000  
Pursuit Stinger Certification 2000  
Soft Impact Weapon Training 2000  
Patrol Tactics for High Risk  
Scenarios 2000  
NCIC/TCIC Biannual Recertification  
2000  
Mandatory/WOMD/Labor Rel. 1999  
Basic Peace Officer 1993  
Crime Scene Investigation  
(Intermediate) 1997  
Use of Force (Intermediate) 1997

**Hostage Negotiation**

HNT Annual Proficiency Training  
2014  
HNT Annual Training 2014  
HNT Annual Proficiency Training  
2013  
HNT Annual Training 2013  
HNT Annual Proficiency Training  
2012  
HNT Annual Training 2011  
HNT Annual Proficiency Training  
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HNT Annual Proficiency Training  
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HNT Annual Training 2005  
HNT Annual Proficiency Training  
2004  
HNT Annual Training 2004  
HNT Driver-Tech. Training 2002  
HNT Equipment Training Program –  
2002

**Security**

CJIS Compliance Security Awareness  
2013  
CID-TCIC Security Awareness 2013  
Contemporary Leadership Challenges  
for Major City 2012

**Internal Affairs**

Internal Affairs Training 2012  
Officer Involved Shooting  
Investigations

**Special Investigative Topics**

Human Trafficking 2012  
Excited Delirium 2012  
Autism Seminar 2008  
Cultural Diversity 2008  
Cultural Diversity 2004  
Racial Profiling 2002  
Racial Profiling 2002  
Marriage: He Said/She Said 2002

Cultural Diversity 2000  
Tactical Talking Hands 1996

**Liability & Litigation**

Legal Update and Courtroom  
Testimony/Depositions 2014  
Decision Making and Integrity 2013  
State and Federal Law Update 2012  
Penal Code Update 2010  
Legal Update 2008

**Emergency Management &  
Terrorism**

FEMA IS-800.b National Response  
Framework 2014  
FEMA IS-100.b Intro to the Incident  
Command System 2014  
FEMA ICS-200 - For Single  
Resources and Initial Ac 2014  
FEMA IS-700.a National Incident  
Management System 2014  
Advanced CIT Training 2014  
Advanced CIT Training 2013  
Advanced CIT 2012  
Advanced CIT Training – Stalking  
2011  
CIT- Update/Suicide  
Prevention/Houston Hospice 2010  
CIT Refresher 2010 (Crisis  
Intervention Refresher)  
CIT REFRESHER 2009 (Crisis  
Intervention Training)  
CIT Training 2007  
Intermediate CIT Training 2006  
Mandatory 2005 (Off.  
Safety/Union/CIT)  
Critical Incident Response to Today's  
Return. Vets 2011  
Response to Active Shooter 2010  
Operational WMD Response for Law  
Enforcement 2008  
Prevention and Deterrence of  
Terrorist Acts 2006

## Forensic Consulting Addendum

### Expert Professional

I am a Security Management Professional. My background includes an advanced 22-year law enforcement career with the highly regarded Houston Police Department. I received over 40 awards including supervisory and civilian commendations. I have more than 20 years of training and “hands on” experience evaluating, developing, and managing security and crime prevention programs. I have served as both a private sector security consultant and a public sector Master Peace Officer. I have earned a stellar reputation as an expert in hostage negotiation and received the prestigious *Hostage Negotiator of the Year* award in 2013.

I am also former corporate security manager, police crime prevention specialist, detective supervisor, police training manager, and internal affairs sergeant.

### Cases Handled

I have been summoned to testify as an Expert Witness on more than 20 occasions in matters involving: premises security adequacy, murder, capital murder, felony murder of a police officer, aggravated robbery in Texas District Courts. I have testified as an expert witness in the following trials:

- Cause No. 1268303; State of Texas v. Reginald Price in the 263<sup>rd</sup> Judicial District Court of Harris County – February 2011 (Capital Murder)
- Cause No. 201029992; Uriel Vargas Alvarado in the 234<sup>th</sup> Judicial District Court of Harris County – March 2011 (testified in a civil deposition after his ex-girlfriend filed the suit against the apartment complex)
- Cause No. 14110960; State of Texas v. Roderick Fountain in the 208<sup>th</sup> Judicial District Court of Harris County – October 2011 (Felony murder and federal felony in possession of a fire arm)
- Cause No. 1318666; State of Texas v. Jacoby Hall, in the 263<sup>rd</sup> Judicial District Court of Harris County – November 2011 (Capital Murder)
- Cause No. 1260216; State of Texas v. Kendrick Hicks, , in the 232<sup>nd</sup> Judicial District Court of Harris County – November 2011 (Murder)
- Cause No. 1235094; State of Texas v. , Alfredo E Herrera in the 180<sup>th</sup> Judicial District Court of Harris County – March 2012 (Murder)
- Cause No. 1247723; State of Texas v. , Royerick Washington, in the 174<sup>th</sup> Judicial District Court of Harris County – March 2012 (Murder)
- Cause No. 1394964; State of Texas v. , Mona Nelson, in the 182<sup>nd</sup> Judicial District Court of Harris County – August 2013 (Capital Murder)
- Cause #2013-51041 Pablo Cardenas v. Abbey Residential, et al. in the 165<sup>th</sup> District Court of Harris County January 2017 (premise liability case)
- Cause # 1511435 & 1532408, 208<sup>th</sup> District Court of Harris County, October 2019. (Murder and Aggravated Assault.) Testified for the defense as it was self-defense. Defendant was acquitted on all counts.
- Marion T. Borondy vs. City of Indianapolis, et. al. Cause 1:20-cv-02158-JMS-TAB, United States District Court Southern District of Indiana, Indianapolis Division. Civil case brought against police officers. Provided deposition in November 2021 for the plaintiff.
- State of Texas vs. Ismael Gonzalez, cause #15205401010-3, Aggravated Assault against public servant. Provided courtroom testimony for the defense regarding expert in criminal investigations in November 2021..
- Callaway v. Clarke Gardens Apartments, et. Al., Civil Action No. SU20CV0185, Athens, GA June 2022 Provided deposition for plaintiff regarding lack of security protocols at apartment complex, thus resulting in the plaintiff’s and her unborn child’s deaths.

## AREAS OF EXPERTISE

Qualifications and Conduct: Security Guards • Bar & Nightclub Bouncers • Use of Force • Investigations • Detention and Arrest by Security and Non-Security Personnel • Premises Security Issues Security Adequacy • Security Management •

Policies and Procedures • Workplace Violence Issues • Unlicensed Security Activity • State and Local Regulatory Compliance

#### **Issues and Qualifications**

##### **Detention, Arrest and Use of Force by Security Officers, Bouncers, Bodyguards and Non-Security Personnel**

#### **Qualifications:**

- Extensive Law Enforcement and Private Security training and experience with regard to legal and tactical considerations affecting detentions and arrests
- Extensive Law Enforcement and Private Security training and experience with regard to Use of Force in detention and arrest situations

**Conduct, Operational Policies, Standards & Procedures, Licensing Requirements, and Unlicensed Practices involving Private Patrol Companies, Private Investigators, Security Consultants, Contract and Proprietary Security Employers and Proprietary Security Officers, Retail Loss Prevention Agents, Bouncers, Bodyguards, Security Expert Witnesses, and other security related personnel**

#### **Qualifications:**

- Security Professional
- More than 20 years of combined experience in the Security and Investigation in public and private sectors.
- Ten+ year history analyzing, strategizing, and providing security for luxury hotels, major events, and government officials, celebrities, and executives.
- Eight years' experience serving in the United States Marine Corps – managed Marine safety and security of classified materials at 2 U.S. embassies.
- Extensive security strategizing and planning experience at the local, national, and international levels – Central America.
- Advanced business development, financial management, and organizational skills evidenced by successful start-up and running of two business ventures.

**Premises Security Adequacy & Negligence, Building & Site Design for Security, Security and Crime Prevention Standards and Practices, Security Related Employment Practices, Security of sensitive personal and business records**

#### **Qualifications:**

- Police Crime Prevention Specialist and Supervisor with extensive “hands on” experience providing security and crime prevention management assistance to:
  - Government agencies, private security organizations, hotels, office buildings, industrial & warehousing properties, apartment complexes, gated communities, private residences, high risk individuals; nightclubs, bars, storage facilities, and various other environments and venues.
- A senior Crime Prevention Specialist for one of America’s safest cities, Houston, Texas.
  - Provided technical guidance and training to business managers, employee groups, homeowners, developers, property managers, planning officials and government executives in:
    - Security awareness, the recognition and reduction of crime risks, and the implementation of security and crime prevention measures.

**Standards and Practices relating to Workplace Violence, Employee Screening and Supervision, and Violent Third-Party Crime Incidents**

#### **Qualifications:**

- Training and experience in Workplace Violence Prevention
- Training and experience in Violent Crime Prevention
- Training and experience with regard to Employee Screening and Employment Investigations
- Training and experience with regard to Assault and Robbery Prevention
- Training and experience in Homeland Security and Terrorism
- Training and experience in the Protection of Public Officials, High Profile and High Risk Individuals



- Experience as a Police Crime Prevention Specialist and Private Sector Security Consultant providing Workplace Violence Prevention and education
- Experience as a Police Officer and Detective Sergeant investigating Workplace Violence and Violent Stranger-On-Stranger Crime
- Experienced Sergeant in Internal Affairs
- Experienced Homicide Detective