

Michael L. Milnor

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EDUCATION

M. A., Management and Leadership

Liberty University, Lynchburg, VA

B. S., Sociology, Criminology Minor

Averett University, Danville, VA

A. A. S., Administration of Justice

Central Virginia Community College, Lynchburg, VA

BIOGRAPHY

Partner/co-founder of Justice 3D Services, Inc., a national company providing training and consulting to allied criminal justice professionals in investigation and prosecution of sexual assault, child abuse, and other violent crimes. Over 35 years of law enforcement experience, having held positions of Chief of Police, Sheriff, Director of Joint FBI Narcotics Task Force, Director of Public Safety, Senior Supervisory Investigator, Investigator, and Patrol Officer. National lecturer on major crime investigation, interview & interrogation methods, child abuse, child homicide, sexual assault investigation and prosecution, and trauma. Served as full-time residential Assistant Professor of Criminal Justice at Liberty University.

POST LAW ENFORCEMENT INVESTIGATIVE EXPERIENCE

Contract Lead Investigator for G.R.A.C.E. (netGRACE.org) 2015-present

Lead multi-state and international investigations into the systemic failure and cover-up of child abuse, sexual abuse, and trafficking in institutions such as churches and religious organizations. Lead investigator of systemic reviews of sexual abuse in Mississippi, Texas, Tennessee, California, and Massachusetts and internationally in Haiti.

TEACHING/LECTURE EXPERIENCE

Justice 3D Services, Inc. 2016 to present

Provided over 125 trainings throughout the nation since 2016. Trained more than 5,000 law enforcement, prosecutors, and allied professionals on topics of sexual assault investigation and prosecution, empathy-based interrogation, child homicide and domestic violence. Co-authored Commonwealth of Virginia's model protocol on domestic violence and stalking response by law

enforcement and prosecutors as well as the Virginia model protocol for child death/homicide response by law enforcement and prosecutors.

End Violence Against Women International Cadre of Experts 2020 to present

Named to a group of top professionals in the field of sexual and interpersonal violence available to conduct training and offer guidance and consultation to law enforcement throughout the United States.

Contract Consultant for Office of Justice Programs Office for Victims of Crime 2010 to present

Provide expert advice and lecturing on various law enforcement topics.

Department of Justice, Office for Victims of Crime (OVC) 2012 to present

Instructor for webinars and in-person trainings on topics of sexual assault investigation, crime scene management and clean up, homicide, and numerous topics of law enforcement management.

Trauma to Trial Program Core Faculty Member 2008 to present

Teach Trauma to Trial, an annual 40-hour training course for law enforcement and prosecutors on the successful investigation and prosecution of non-stranger sexual assault, sponsored by the Virginia Commonwealth Attorneys Association. The program is open to one prosecutor and one law enforcement member as a team from each jurisdiction. As a faculty member, responsible for the development and planning of the curriculum each year. Serve on a panel of experts for discussion session.

Faculty Member of the National Center for Campus Public Safety 2016 to 2018

Instructed colleges and universities nationwide in methods of investigation and compliance with the Clery Act and Title IX.

Lecturer for the National District Attorney's Association 2013 to 2016

Contracted by the National District Attorney's Association to lecture on topics from sexual assault investigation to child & adult sexual abuse and homicide to prosecutors and law enforcement from across the nation. Responsible for the development of all material in these lectures.

Assistant Professor of Criminal Justice, Liberty University 2013 to 2015

Served as a residential Professor of Criminal Justice, teaching seven classes each semester with over 400 undergraduate students. Prepared and taught existing courses and developed new and complex coursework for the program. Advised students on academic and professional issues and planning. Faculty advisor for Alpha Phi Sigma National Criminal Justice Honor Society. Faculty Advisor for University's Criminal Justice Club.

Adjunct Professor of Criminal Justice, Central VA Community College 2012 to 2013

Assigned the duty of teaching Criminal Investigations residential classes in the Criminal Justice Program at CVCC. Developed course material and lesson plans.

West Virginia 12th Annual Statewide Sexual Assault and Stalking Symposium 2012

Keynote speaker for this statewide 24-hour block of instruction on the investigation and prosecution of sexual assault and stalking for law enforcement, prosecutors, and advocates. Spoke on victimology, investigative techniques, interrogation techniques, and the importance of SART, or team, victim-centered response in sexual assault cases.

Virginia Attorney General's Office 2011

A statewide program in the investigation and prosecution of sexual abuse, human trafficking, and domestic violence. The program is open to law enforcement, prosecutors, judges, and advocates throughout the Commonwealth of Virginia. Instructor in the interview of victims of sexual assault, victimology, interrogation of sexual assault suspects, and investigative methods of sexual assault and domestic violence.

PUBLICATIONS & TRAININGS DEVELOPED

2020 – Co-creator of Child Homicide Investigation course for Virginia DCJS. Teaches uniform method of response to all child death scenes throughout the Commonwealth of Virginia.

2020 – Co-creator of Trauma Informed Interviewing course for Virginia DCJS. Course developed and deployed across the Commonwealth to educate law enforcement, prosecutors, and advocates on the neurobiology of trauma and methods of interviewing victims of sexual violence.

2019 – Co-creator of Empathy Based Interrogation training course. EBI is a philosophy that uses science-based, personality-focused approach in a non-confrontational interview process. EBI is designed to gain accurate information and induce problem solving by keeping the subject talking. It has been contracted to be taught to the Virginia State Police, Aspen Colorado Police.

2019 – Co-author of model protocol on Child Death & Homicide Investigation for Commonwealth of Virginia DCJS. This is a model policy and procedure for all law enforcement agencies in responding to all child death scenes. Also provides guidance for state prosecutors in addressing these types of cases in the courtroom.

2018 – Co-author of model protocol on Domestic Violence & Stalking for Commonwealth of Virginia DCJS. This is a model policy and procedure for all law enforcement agencies in the state in responding to these types of offenses. Also provides guidance for state prosecutors in addressing these types of cases in the courtroom.

2012 – Assisted the Department of Criminal Justice Administration's model policy on sexual assault investigation and response. Served on expert panel writing and reviewing the model policy for every law enforcement agency in the Commonwealth of Virginia to follow for sexual assault.

LAW ENFORCEMENT EXPERIENCE

Chief of Police Altavista Virginia Police Department 2016 to 2018

Recruited out of retirement to rebuild a broken department in which the former Chief had been arrested, convicted, and sentenced to prison.

Duties:

Chief executive for a full-service municipal police department.

Provided all long and short-term vision and planning for the agency.

All financial, budget development, and policy oversight for entire agency.

Member of Executive Team for municipality.

Accomplishments:

Successfully rebuilt public trust in the department and its members.

Established applicant screening and testing procedures and protocols to hire the best possible candidates for police officer positions.

Established office manager position and implemented nationally accepted record keeping procedures.

Increased productivity, fair, impartial, and community-based policing activities exponentially during term as Chief.

Restored the agency to full-staff levels and created a recruiting backlog of quality, experienced, officers waiting to join the agency.

Provided a completely new fleet of police vehicles, replacing unsafe worn-out vehicles that had been neglected and poorly managed by prior administration.

Replaced and upgraded all radios, body cameras, in-car cameras, radar, and weapons for all personnel.

Established new, state of the art firing range for the agency and the region to provide the best in firearms, active shooter, and tactical training.

Established funding for top quality national trainings for all officers within the department each fiscal year to maintain retention, officer moral, and provide the highest trained officers possible for the agency.

More than doubled DUI and drug offense interdiction arrest within the jurisdiction, addressing a drug and alcohol problem that had gone unaddressed for the previous three years under the past administration.

Re-established professionalism and pride to a fallen agency.

Re-examined and rewrote all policies and procedures and established a path to the state accreditation process.

Established solid working relationships with all surrounding local, state, and federal law enforcement agencies.

Awards

Award for Outstanding Performance as Chief of Police presented by the Altavista Three Into One Community Project.

Campbell County (VA) Sheriff's Office, Investigations Division, 2004 to 2012

Senior Supervisory Investigator, Command Staff Member, Polygraph Examiner, Regional Homicide Investigator, Lead Hostage Negotiator, Subject Matter Expert Lecturer (DCJS), Instructor for VA Commonwealth's Attorney Association, Instructor for VA Attorney General's Office.

Duties:

Member of department command staff.

In charge of all internal affairs investigations and professional standards.

Led and supervised Investigations Division as Senior Investigator, Investigated homicides, sexual assaults and all major crimes.

Coordinated investigations with other agencies and jurisdictions.

Oversaw and managed key court presentations.

Developed and review all polygraph, interview, and interrogation policy.

Conducted key interviews and all polygraph examinations.

Testified regionally as interview and interrogation specialist.

Developed and implemented policies and procedures in crime detection, prevention, and community-oriented policing.

Develop and implement budgetary planning and spending policy.

Accomplishments:

Developed and implemented Campbell County's first polygraph program.

Wrote policies and procedures to comply with state and federal regulations.

Successfully investigated and coordinated the prosecution of complex major crimes and capital offenses.

Assisted in the development of a statewide curriculum for DCJS on the proper treatment, interview and investigation of Rape and Domestic Violence Victims.

Assisted DCJS in development of a statewide sexual assault response policy.

Worked with State Legislative Services and senators in changing newborn infant homicide statutes in Commonwealth of Virginia.

Awards:

Distinguished Service Medal for bravery beyond the call of duty during a hostage standoff (2005).

Commendation Award for outstanding investigative work during a major homicide investigation (2004).

Award for Outstanding Service to the Central Virginia Drug Task Force (1996).

Interim Sheriff 2003

Interim Sheriff of Campbell County

Duties:

Executive agency head over an 80-member, full-service law enforcement agency for a County of 55,000.

Responsible for the day to day management, policy and operations, and budget planning and oversight.

Coordinated and worked with other Sheriff's Offices, Virginia State Police, and Public Safety Fire and EMS.

Accomplishments:

Reestablished morale and public image during turbulent time due to internal and external politics.

Wrote and implemented grievance procedure for employees, which was approved by the County Board of Supervisors.

Established a new culture of ownership within the Sheriff's Office through open and honest dialogue with each officer and support staff.

Eliminated old culture of fear by giving a voice and forum to officers.

Federal/State Narcotics Task Force 2000 to 2003

Director/Coordinator of a Multi-Jurisdictional FBI/Virginia State Police Drug Task Force, Chairman of the Command Group, Sworn Special Federal Officer with FBI and Special State Agent with Virginia State Police. Security Clearance through both the FBI and the Department of Energy.

Duties:

Managed and supervised a large multi-jurisdictional task force responsible for the investigation of upper level, interstate and international drug rings.

Coordinated with and directed six jurisdictions comprising the task force.

Responsible for budget development and oversight.

Responsible for all case review, and personnel management.

Worked closely with FBI Agent assigned to the oversight of the task force federal components.

Worked closely with the United States Attorney's Office in the development, investigation, and prosecution of major interstate and international drug traffickers.

Accomplishments:

Appointed by the six-member agency heads as Director after the Task Force had been deactivated due to mismanagement and internal problems.

Sworn as a Special Federal Officer under the FBI and as a Special Virginia State Police Officer Reorganized and revitalized the Task Force into a successful unit which continues to operate.

Ended inter-jurisdictional and inter-agency rivalries.

Increased arrest, prosecution, and seizure of substantial assets from international and interstate drug traffickers.

Successfully infiltrated and prosecuted an international/inter-state Mexican cartel sponsored cocaine and methamphetamine trafficking organization.

Director, Campbell County Department of Public Safety 1996 to 2000

Director of Public Safety over Fire, EMS, Emergency Management, and 911 Center.

Duties:

Chief executive responsible for the supervision and management of a large emergencies services department, comprising over 500 fire and EMS responders and the central 911 dispatch center for all fire, EMS, and law enforcement within a 580 square mile county and two incorporated towns.

Responsible for the planning, implementation, and administration of a multi-million-dollar annual operating budget for all public safety functions within the jurisdiction.

Supervised three deputy directors and 14 EMS and fire station captains.

Coordinated all emergency exercises and planning for the training of emergency response personnel.

Coordinated with all law enforcement agencies within the jurisdiction on operations and emergency response policies.

Prepared annual capital improvements budget for fire apparatus and EMS ambulance purchases for the 14 individual fire and EMS stations.

Established training standards and schedules.

Accomplishments:

Appointed as the first Director of the newly formed Department of Public Safety.

Researched, wrote, and implemented all policies for the Board of Supervisors.

Incorporated 14 previously independent volunteer EMS and fire agencies under one governing authority.

Implemented policies and procedures that were in compliance with national fire codes.

Implemented Centralized Enhanced 911 Dispatch.

Oversaw the design and construction of a new radio and dispatch system.

Designed and implemented a central Emergency Operations Center for the entire county and two incorporated towns.

Established the first Fire Marshalls Office and adopted the VA Statewide Fire Code.

Established the Division of Emergency Management within the Public Safety Department.

Organized the first Department of Public Safety Hazardous Materials response plan and team.

Awards:

Official Resolution of Appreciation adopted by the Campbell County Board of Supervisors for accomplishments as Director of Public Safety (2000).

Recognition of Dedication and Support from Emergency Services Committee (1999).

Award for Outstanding Service and Commitment presented by the Blue Ridge Emergency Medical Services Council.

Campbell County Sheriff's Office 1993 to 1996

Narcotics Unit Supervisor, Special State Police Agent for the Virginia State Police Narcotics Division.

Duties:

Formed the agency's first narcotics unit.

Managed and supervised all narcotics officers and personnel.

Oversaw all key narcotics investigations.

Coordinated narcotic investigations with other agencies throughout the region.

Developed budget recommendations for the unit.

Accomplishments:

Developed and implemented policies for the and operation of the narcotics division.

Applied for and managed state and federal grants for drug enforcement.

Managed the seizures and distribution of assets from drug arrests.

Campbell County Sheriff's Office 1987 to 1993

Investigator

Duties:

Responsible for the investigation of major felony offenses in the county.

Coordinated investigations with other jurisdictions and agencies.

Assisted prosecutors to obtain convictions of arrested individuals.

Worked closely with Victim's Witness Advocates and victims of crimes.

Awards:

Regional Victim's Witness Advocates Award for outstanding work with the victims of domestic violence and sexual assault for 1993.

Campbell County Sheriff's Office 1982 to 1987

Uniform Patrol Division

Duties:

Provide immediate first response to emergency calls for service.

Investigate crimes and enforced traffic and criminal laws of the state.

CORPORATE MANAGEMENT

Owner/Partner, Justice 3D Inc. 2016 to present A company presenting training and consulting on the investigation and prosecution of sexual assault, domestic violence, child abuse and child homicide to law enforcement, prosecutors, advocates and health care professionals throughout the nation as well as internationally. Co-owned with Nancy Oglesby, Domestic Violence Resource Prosecutor for the Commonwealth of Virginia.

Partner, Veritas Applicant Screening and Testing (VAST) LLC. 2012 to 2017

Private Polygraph Company conducting criminal and civil polygraph examinations for local and state government, as well as private attorneys. Also licensed as a Post-Conviction Sex Offender Polygraph Examiner in the Commonwealth of Virginia.

SPECIALIZED TRAINING

End Violence Against Women, OnLine Training Institute.

Forensic Experiential Trauma Interviewing (FETI) Trauma Informed Interview Training.

Virginia Basic Police Training.

National Incident Management System Training (Emergency Management Institute).

Public Safety Management Response to Terrorism (VA Dept. of Emergency Management).

Decision Making in Crisis (VA Dept. of Emergency Management).

Emergency Managers Certification Course (VA Dept. of Emergency Management).

EOC Management and Operations (VA Dept. of Emergency Management).

Hazardous Weather & Flood Preparedness (VA Dept. of Emergency Management).

Disaster Response and Recovery Operations (VA Dept. of Emergency Management).

Emergency Exercise Design Course (VA Dept. of Emergency Management).

Hazardous Materials Incident Management (VA Dept. of Fire Programs).

Emergency Action Planning for Dams (Commonwealth of VA).

Grants Management & Programmatic Training (Bureau of Justice Assistance).

Complete Course of OSHA Recordkeeping (American Management Association).

Homicide Investigation, (VA Department of Criminal Justice Services).

Southern Police Institute Homicide and Sex Crime Investigations and Management (University of Louisville, KY).

Analytical Major Case Investigations Methods (Maryland).

Supervision of Narcotics Investigations and Field Tactics (International Association of Chiefs of Police).

Supervision & Management of Drug Units (VA Department of Criminal Justice Services).

Polygraph Examiner Basic Training (450 classroom hours) (Northeast Counterdrug Training Center, PA).

VA DCJS Train the Trainer Instructor's Course (VA Department of Criminal Justice Services).

Basic and Advanced Auto Theft Investigations (Virginia State Police).

Basic Undercover Officers Training Course (International Association of Chiefs of Police & VA Department of Criminal Justice Services).

Advanced Tactical Drug Raid Planning (VA Department of Criminal Justice Services).

Sexual Assault Response and Investigation Train the Trainer (VA Department of Criminal Justice Services).

ASSOCIATIONS (past and present)

Virginia Emergency Management Association.

Virginia State Sheriff's Association.

American Association of Police Polygraphist.

International Association of Chiefs of Police.