



SEAN O'LAUGHLIN

---

---

**PROFESSIONAL EXPERIENCE**

**Eastern Washington University Police Department: Deputy Chief / Lieutenant**  
**Agency: 15 commissioned, 4 civilian staff serving a population of 12,000.**

Cheney, WA USA      August 2018 – Present

Lieutenant: August 2019 – September 2020

Acting Deputy Chief: September 2020 – March 2021

Permanent Deputy Chief: March 2021 – Present

- Lead/Manage all field operations, investigations, property and evidence, training, and hiring; supervise/lead three sergeants, one detective, and 9 patrol officers for a community with a population of 14,000. Oversee an annual 1.65-million-dollar departmental budget and all field operations including calls for service, investigations, community engagement, social media, student cadet program, property, and evidence, hiring process, manage all departmental inventory, and issue/fix required departmental equipment needs. Created required expectations and accountability standards for the entire department as well as new employee evaluation processes to improve annual employee evaluations.
- Department's National Accreditation Manager for IACLEA Accreditation responsible for over 210+ complex administrative and professional standards including policy writing, planning, coordinating, and managing the implementation, maintenance, and adherence to the Police Department's Accreditation process, wrote and/or reviewed 35+ revised policies to ensure compliance with national standards. Wrote a comprehensive Department of Justice Grant for Accreditation (2021), the department received the grant for \$75,000. Resulted in the agency's successful Accreditation in 2024.
- Training Manager, responsible for all internal/external training for an entire department, created a detailed training calendar, and expectations for trainers to include lesson plans, evaluations, and after-action reports to maintain detailed records to meet accreditation standards and state requirements. Schedule 12-14 trainings annually totaling over 1000+ personnel training hours.

Accomplishments:

- Wrote/Submitted a DOJ grant that resulted in funding for 2 new Officer Positions.
- Cordico Wellness Program for the Entire Department.
- New Community Engagement programs.
- Secured Virtual Reality Simulator for de-escalation use of force scenarios.
- Purchased, and trained on Bola-Wrap less lethal platform, creating opportunities to de-escalate crisis events.
- New Mass Notification System. Went from 7K subscribers to over 30k subscribers.
- On-site assessment for IACLEA National Accreditation – March 2024.

- Duty to intervene, implicit bias, and micro-aggressions training for the entire department.
- Approved proposal through the University President's Office to the State of Washington for new campus camera systems.

### **Coast Guard Port Security Unit 313 – Executive Officer**

Lieutenant Commander: July 2020 – Present

Everett, WA USA September 2022 – Present.

- Second in Command – Oversee 1.56-million-dollar annual unit budget, Leads/Manages 4 critical components of the command: Operations, Planning, Engineering, and Logistics for 148 personnel responsible for the overall administration, good order & discipline, and operations of the Port Security Unit. Oversee unit yearly training plans/schedules, inspections, policies and procedures, evaluations, awards, and all other duties assigned under the administrative functions as the Executive Officer.
- PSUs are deployable specialized units organized for sustained force protection operations. PSUs conduct port security in support of requesting regional Combatant commanders.

### **University of Washington Police Department: Sergeant / Police Officer**

**Agency: 53 commissioned, 20 civilian staff, serving a population of 70,000.**

Seattle, WA USA October 2001- August 2011, July 2017 - August 2018.

Sergeant: February 2006 – August 2018

Officer: October 2001 – February 2006

- Supervisor of Six Police Officers (starting in 2006) Assigned duties; plan, manage, lead, conduct, train, and supervise campus police officers assigned to a shift or squad; advised, counseled, and conducted investigations of highly complex; Provided analytical assistance that included the evaluation of allegations and evidence against known suspects; sensitive internal investigations of department employees violating state law or policy & procedures and recommended disciplinary and other personnel actions; Managed performance of subordinates to determine training requirements and deficiencies; Assisted in development of training programs for department personnel; Planned and conducted investigations involving illegal and criminal acts; Investigated complaints of disturbance, accidents, stolen property, and all types of criminal activity.
- The department's National Accreditation Manager responsible for a variety of complex administrative and professional standards working in planning, coordinating, and managing the implementation, maintenance, and adherence to the Police Department's Accreditation process, wrote and/or reviewed all new and revised policies to ensure compliance with 336 standards through CALEA (Commission on Accreditation for Law Enforcement Agencies). Efforts resulted in the department receiving National Accreditation in 2005.
- Field Training Sergeant responsible for the supervision of all personnel assigned to the field training program, coordinated, and supervised on-the-job training of

twenty-two recruit Police Officers through a three-and-a-half-month extensive training program.

- Administrative Officer– Organized and coordinated five departmental recruit Police Officer hiring processes for entry and lateral candidates hiring over fifteen new personnel; organized and coordinated all internal and external training for department personnel to include yearly mandated training.
- Lead Instructor for Emergency Vehicle Operations, RIOT control, and CPR and first Aid; conducted over 220 hours of instruction in specialized qualifications to department personnel.

### **United States Coast Guard Reserve: United States Indo-Pacific Command (USINDOPACOM)**

Camp Smith, HI USA October 2020 – September 2022.

- Action Officer (AO) for US INDO-PACOM J5 Strategy and Policy Division. Develops, prepares, and reviews functional Coast Guard plans involving homeland security, homeland defense, and defense support of civil authorities to synchronize INDO-PACOM's activities within the entire Pacific area of operations (AOR). Advises J5 staff to enhance PACOM's defense and stability mission by integrating Coast Guard resources. Approximately 375,000 U.S. military and civilian personnel are assigned to the command which consists of thirty-one Flag Officers and twenty-one partnering nations.
- Training Officer assigned to unit Incident Command Systems training requirements for overall member qualifications and readiness.

### **Coast Guard Sector Columbia River**

Warrenton, OR USA July 2017 - September 2020.

Lieutenant: July 2014 – July 2020

Enforcement Duty Officer/ICS Instructor/Victim Advocate

- Reserve Officer in charge of a staff of 11 Officers and Enlisted personnel assigned to board international and domestic deep draft vessels for narcotics, migrants, illegal activities as, and safety inspections before entry into the Columbia River. Assigned Sectors assigned Reserve Victim Advocate for Sexual Assaults.
- Sector Columbia River's ICS Instructor working with sixty reserve members to complete required training requirements to be certified in multiple ICS positions.

### **United States Coast Guard Academy**

New London, CT USA July 2014 - June 2017

Lieutenant: July 2014 – July 2020

Officer Candidate School Instructor/Reserve and Direct Commission Lead Coordinator

- Instructional leadership on operational/academic subjects to Officer Candidates, Direct Commission Officer (DCO), Reserve Officer Candidate Indoctrination (ROCI), Officer Candidate Indoctrination (OCI) & NOAA Basic Officer Training Course (BOTC) with annual training and assessment of 240+ students. Graduated 800+ Junior Officers
- Qualified Master Training Specialist - Lead Instructor in 14 different leadership and management courses; instructing over 300+ hours in Leadership Development

- Framework, Leadership Challenge, Planning, Core Values, Ethics, Coast Guard Budget, Professionalism, Project Management, Time Management, Public Speaking, Coast Guard Organization, and Coast Guard Reserves.
- Officer Candidate School Master Scheduler for five overlapping Officer Accession Programs with thirty-five staff/adjunct instructors at 8 different training locations totaling 2200 hours of instruction.

### **USCG Sector Puget Sound**

Seattle, WA USA July 1, 2011 - June 2014

Enforcement Duty Officer/Contingency Planning Officer

- Military Outload Manager – Led all planning and coordination for eight multi-day joint Department of Defense operations using specialized personnel to provide water and landside force protection management, protecting over one hundred million dollars in high-value military equipment (strickers, helicopters).
- Washington State Ferry (largest ferry system in the U.S.) Law Enforcement Liaison. Liaison with law enforcement agencies at the local, state, and national levels. Tactical Action Group Committee co-chair: coordinated multiple agency meetings with local partners to create emergent response plans for an active shooter/terrorist event on a Washington State Ferry. Organized, managed, and implemented an extraordinarily complex on-water active shooter full-scale exercise, working with over one hundred law enforcement personnel from five different agencies. Resulted in the first regional active shooter Memorandum of Understanding and multi-agency response plan in Puget Sound for the movement of 24+ million passengers annually on Washington State Ferries.

## **PROFESSIONAL ASSOCIATIONS**

### **Western Association of Campus Law Enforcement Administrators (WACLEA)**

Past President – June 2022 – June 2023

Current President - August 2021 – June 2022

Vice President – June 2020 – August 2021

### **International Association of Campus Law Enforcement Administrators (IACLEA).**

### **FBI National Academy Associates (FBINAA).**

### **Washington Association of Sheriffs & Police Chiefs (WASPC).**

### **National Military Reserve Officer Association.**

## **EDUCATION**

**FBI National Academy – Session 287, September 2023**

**Master’s Graduate Certificate in Public Safety, September 2023**

University of Virginia, Quantico, Virginia

**Masters in National Security and Strategic Studies, 2017**

United States Naval War College, Newport, Rhode Island

**Masters in Executive Public Administration, 2011**

University of Washington, Seattle, Washington

**B.A. Sociology, 2001**

University of Washington, Seattle, Washington

**A.A. General Studies, 1997**

Walla Walla Community College, Walla Walla, Washington

## **QUALIFICATIONS/TRAINING**

- Coast Guard Command Cadre Leadership Course – January 2023
- FBI Trilogy Recipient; Executive, Command and Supervisor Leadership - 2022.
- Top Secret Clearance – United States Government issued in 2020.
- Master Training Specialist for Curriculum design and delivery
- Military Reserve – National Security Course – National Defense University
- Certified FEMA National Incident Management System (NIMS ICS) Incident Command Systems Instructor.
- Certified NIMS:
  - ICS Type 1 Planning Section Chief, ICS Type 1 Situational Unit Leader, ICS Type 1 Resource Officer, ICS Type 3 Incident Commander, ICS Type 3 Operations Section Chief, ICS Type 3 Liaison Officer, ICS Type 3 Division Group Supervisor.
- 38 NIMS ICS course completions. Taught over four hundred personnel on ICS process.
- Homeland Security Exercise and Evaluation Program
- Washington State Criminal Justice Training Commission – Middle Management.
- Defense Support for Civil Authorities courses 1 and 2 – Honors
- Coast Guard – Emergency Manager / Contingency Planning & Force Readiness Officer – worked on emergency management plans for the Seattle Region.
- Team Leader Facilitator
- CALEA Accreditation Manager Training / CALEA Accreditation Process
- IACLEA Accreditation Manager Training / IACLEA Accreditation Process
- Leadership and Management School (USCG)
- Incident Leadership Course (I-381).
- Managing a Police Department Training Unit
- Critical Incident Management Peer Support
- National Credentialed Victim Advocate (2016).