

The CAUTION Group

SERVICES

Policy Development

Our team can assist in creating, revising and publishing individual policies or a police agency's entire policy and procedures manual.

Independent Review of Critical Incidents

Critical incidents include officer-involved shootings and/or serious injury to the public, in-custody deaths and serious injury or death of a police officer.

Independent Review of Operations

An independent review can be limited to a review of the citizen complaint process or as generalized as a review of all police operations or anything in between, depending on the needs of the municipality.

Evidence/Property Audit

Few areas of a police operation are as critical, or neglected, as the intake and management of lost property and evidence.

Employment Search

Our team can provide various levels of assistance in conducting a search for a new police chief or an entry-level patrol officer.

CONTACT

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KEVIN WALTERS, Chief of Police (former)

As a "working" police chief, Kevin created the department's first formal policy and procedure manual, introduced one of the first in-car camera systems in the county and oversaw the installation of laptop computers and digital ticket printers in patrol cars as early as the year 1995. Kevin served in the United States Air Force.

DINO SGAMBELLONE, Chief of Police (current)

Dino is the current Chief of Police of the Los Alamos, NM Police Department, where he oversees a staff of 34 sworn officers and 40 civilians. He previously was Chief in Mansfield, OH and Project Director for the METRICH Enforcement Unit. Both Mansfield and Los Alamos are CALEA-Accredited.

JOHNNY GANDY, Captain (current)

Johnny currently serves as the commander of the Virginia Beach (VA) Police Department's 1st Precinct. He previously served as assistant to the chief of police of the CALEA-Accredited 820-officer department. Johnny has extensive experience developing policies and working on Accreditation. Johnny has a Master's Degree in Criminal Justice and is a graduate of the FBI National Academy.

CATHY JO JONES, United States Marshal (former)

Cathy Jo worked nearly thirty years as a federal marshal in various managerial roles including as the presidential-appointed U.S. Marshal in Eastern Kentucky. Later, in her role as the Service's Deciding Official, she reviewed and decided disciplinary action for deputy marshals accused of misconduct service-wide. She has worked as an adjunct professor and holds a Master's Degree in Justice Administration.

DEANO MCNEIL, Assistant Chief of Police (former)

Deano is currently with the Glendale, IL (Pop: 5,700) Police after retiring from the Brunswick, OH Police Department (Pop: 35,000) where he served in a variety of increasingly higher levels of supervision including Interim Chief, where he wrote a complete revision of the Policy Manual. He also served as an Assistant Chief of Police for Ohio's Notre Dame College.

JOHN SZCZUBELEK, Attorney (former)

John is a practicing attorney having worked 18 years as an Assistant Attorney General in the Attorney General's Office in Michigan, which included working in the office of the Michigan Commission on Law Enforcement Standards (MCOLES).

JESSE POWELL, Assistant County Attorney (former)

Jesse is now in private practice following several years with the Itasca County, MN Attorney's Office. John has also worked for legal aid services and as a public defender.

Affiliates

In addition to the team's combined 105+ years policing experience, **The CAUTION Group** has a variety of other subject matter experts we can call upon.