

JAMES “ADAM” PENDLEY

LEAD INSTRUCTOR / ASSISTANT CHIEF (RET.)



PERSONAL PROFILE

JAMES “ADAM” PENDLEY is currently employed with the Jacksonville Sheriff’s Office as an Assistant Division Chief. He is the commanding officer of the Sheriff’s Office Special Events and Emergency Preparedness Unit. Adam has a Bachelor of Arts degree in Sociology and Criminal Justice from the University of North Florida and a Master of Arts degree in Homeland Security Studies from the Naval Postgraduate School in Monterey, CA.

Over the last 26 years, he has advanced in his law enforcement career from a police dispatcher to Assistant Chief. After several years as a Field Training Officer, Firearms Instructor, and Leadership Development Instructor, he obtained enhanced management experience as the FTO Unit Commander. He is the agency’s Lead Instructor for the Incident Command System (ICS) at JSO. He has created numerous law enforcement and private sector presentations for managing protest incidents, active shooter incident management, multi-hazard planning for schools, and special events.



EXPERIENCE

C3 Pathways, Inc.

Oviedo, Florida, 2015 - Current

INSTRUCTOR

Adam provides instruction for active shooter incident management courses with a 3D lab. He is involved in classroom instruction, training, and curriculum development.

www.c3pathways.com

Jacksonville Sheriff’s Office

Jacksonville, FL, 2010 - 2021

LEADERSHIP DEVELOPMENT INSTRUCTOR

Adam provides lead instruction for incident command courses. He is the author of managing police response to protect incidents courses. He is a subject expert for supervising training on various topics. Adam also is experienced in writing lesson plans, policy directives, and exams.

www.jaxsheriff.org

Terry Parker HS & Florida State College at Jacksonville

Jacksonville, FL, 1988 - 1996

SPEECH AND DEBATE PROGRAM ASSISTANT

Adam coached speech and debate for high school and community college participants. He has traveled, competed and coached in forensic league tournaments. Adam helped develop and present Speech for Law Enforcement Professionals course.

www.fscj.edu

Jacksonville Sheriff’s Office

Jacksonville, FL, 1993 - 2021 (Ret.)

ASSISTANT CHIEF

Retired as a zone commander in the historic city center. Previous command responsibilities have included the 911 Communications Center, the Body Camera Unit, Civil Unit, Special Events, Emergency Preparedness, FTO, and acting as the Sheriff’s Office representative with county emergency management and interacting with all levels of city government. He also managed the Offender Tracking Unit and he was a subject matter contributor for revisions to the State of Florida Sexually Violent Predator Program. He has years of experience working as a Patrol Watch Commander and Patrol Sergeant. As a Sergeant, he was selected to participate in a Police Executive Research Forum (PERF) Project, which was the foundation for Operation Safe Streets. Created regional curriculum for managing police response to protest incidents including the use of NIMS/ICS to manage rapidly expanding incidents.

www.jaxsheriff.org

“Truly understands and promotes the whole community and relationship building concepts of the National Incident Management System.”

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KNOWLEDGE & SKILLS

Law Enforcement and Emergency Response	★★★★★	26+ years law enforcement experience from patrol officer to assistant chief and instructional expert with specialty in Active Shooter response.
Incident Management	★★★★★	Expert in NIMS, ICS, and Unified Command. 5+ years certified as a FEMA trainer.
Training and Instruction	★★★★★	30+ years teaching and training. Developed training curriculums and methods regarding law enforcement and incident management.
Disaster Exercises (HSEEP)	★★★★★	Broad experience designing, directing, and evaluating disaster exercises across public safety, transit, industry, and power.
Multiplayer Simulation (Systems, 2D and 3D)	★★★★★	4+ years using simulations and serious games to conduct high-fidelity real-time multiplayer live action training utilizing 2D and 3D systems.
Law Enforcement Practices	★★★★★	Advanced experience coordinating law enforcement practices with interagency coordination in 911 systems, emergency management, special events, and non-governmental organizations.

SPECIALITIES

- ★ NIMS/ICS
- ★ Mass Casualty Incidents
- ★ Professional Speaker
- ★ Instructor III
- ★ Law Enforcement Officer
- ★ Exercise Design and Evaluation
- ★ Homeland Security Exercise and Evaluation Program (HSEEP)
- ★ Emergency Management
- ★ Interagency Coordination
- ★ Policy Development
- ★ Special Event Planning
- ★ 911 Systems
- ★ Computer-aided Dispatch Systems

ACCOMPLISHMENTS

NIMS Certifications

IS-100, 200, 300, 400, 700, 701, 775, 800
Instructor qualified in all

Federal Emergency Management Agency (FEMA)

- Leadership, Influence, and
Effective Communication

- Homeland Security Exercise
and Evaluation Program

- ICS Curricula Train-the-Trainer

- Basic Instructional Skills

- Training Identification
Preparedness Planning

- Type 3 All Hazards Incident
Management Team (0305 Trainer)

Emergency Management Institute

Incident Command System
- Operations Section Chief

- Situation Unit Leader

- Planning Section Chief

Boards and Associations

- Board of Directors, Youth Crisis Center

- Council Member, Equality Florida

- Member, International
Association of Chiefs of Police

- Advisor, Commission on Progress

- Liaison, Community
Engagement Task Force